church administration & management

dag heward-mills

- An excellent reference
- A practical guide for all ministers
- An authoritative handbook on church administration

Church Administration & Management

By

Dag Heward-Mills

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Section 1

Basic Doctrine of Loyalty

The Importance of Loyalty 1

WHY THE SUBJECT OF LOYALTY IS IMPORTANT

Why teach on the subject "Loyalty and Disloyalty"? I believe the Lord has laid on my heart this practical subject for various reasons. First of all, I have seen the relevance of this subject in the Word of God. The Scriptures are replete with accounts of faithful and treacherous people. There is a lot to learn from these accounts in the Bible. My few years in the ministry have also made me very aware of loyal and disloyal people. I have noticed the impact that it has on churches and ministries.

Now I would like to share with you a few reasons why the subject of loyalty is such an important one.

1. LOYALTY IS THE PRINCIPAL QUALIFICATION FOR EVERY MINISTER

An inexperienced person is likely to think that the more gifted you are, the more qualified you are for the ministry. My little experience has shown me that it is the faithful and loyal people in church who are most qualified to be leaders.[1] An inexperienced person would think that a friendly brother would make a good pastor. He may also think that someone with good oratory skills would make the best preacher. Do not make that mistake. The Bible teaches us that the cardinal requirement for leadership is faithfulness and not anything else.[2] "…it is required in stewards, that a man be found faithful.(loyal, constant, dedicated, devoted, trustworthy and dependable)" (1 Corinthians 4:2).

I have many wonderful pastors who work with me. Many of them are not overly friendly, flashy or particularly gifted. But time has proven that they are the best gifts that God has given to His church and me.

2. TO FIGHT THE FIFTH COLUMN

Very early in my ministry I realized that the devil is an expert at destroying the church from within. If you are a good minister, called of God and doing the right things, the devil will have very little opportunity to fight against you from outside. Like Jesus said,"…the prince of this world cometh, and hath nothing in me" (John 14:30).

You will realize that Satan often does not have the occasion to launch deadly attacks against you from outside. Jesus was saying that though the enemy was coming after Him, he did not have any grounds to destroy Him. There are many anointed preachers in this same category. Satan has no basis for which to overcome them so he has to use someone from within.[3] In the case of Jesus it was a traitor (Judas) whom Satan used.

I recall reading the story of an army general who surrounded a large city with the aim of conquering it. This city was heavily fortified with a high and imposing wall and gate. The army general surrounded the city in readiness to attack.

One friend of the general came along and asked him, "Sir, how do you think you are going to overcome the defenses of this city? No one in recent history has been able to conquer this great city." The army general smiled and said, "It's my fifth column. I'm depending on them to do the trick."

The general's friend was very interested and asked, "What is this fifth column? I thought you only had four columns." The army general replied, "I do have a fifth column." "Oh, I see. Is it a special commando unit or are they airborne paratroopers?" the man asked.

Fighting from Within

The general laughed, "No, it's none of these. My 5th column consists of my spies, agents, friends and supporters who are already within the city. You just wait. They will open those big gates from within and my armies will rush in."

This is the only way the enemy can destroy a successful and powerful ministry that is doing all the right things. It has to come from within. The 5th column comprises the disloyal, doublefaced, double-tongued and discontented people within every ministry. If these people are allowed to wreck havoc as they so very well can, they will destroy the church.

I remember years ago when I started out in the ministry, I experienced the effect of having a disloyal associate. This person although officially standing on my right hand side, did not believe in me and was murmuring against me all the time. His home was the meeting place for all the discontented people in the church. Every time they gathered, they would discuss and criticize me. At times, they would talk about the way I preached. At other times, it was the way I sipped water in the middle of my sermons. Yet again, some felt I was not friendly enough. But the Lord revealed all these things to me. I prayed about it and asked the Lord what to do. God told me, "Get rid of that guy." I said, "Lord, do you mean he must leave the church?" And the Lord said, "I mean exactly that! Dismiss him otherwise you will never have peace and your church will never grow." So I called for a meeting of the elders of the church. At the meeting I said, "I realize that Brother X is not in support of me. He's constantly full of bitter criticisms." I said to Brother X, "I know that you do not believe in my leadership anymore. I trained you. I brought you up. And today you are too big to remain under my authority." I asked, "What do you think we should do?" Then the brother said, "Let's work things out." But the Scripture that the Lord had shown me came floating up to my mind. "Cast out the scorner, and contention shall go out; yea, strife and reproach shall cease" (Proverbs 22:10).

I spoke up, pointed to my assistant and said, "You know as well as I do that it's not going to work. You don't believe in me anymore." I went on, "From today, I have relieved you of all your duties in this church." He sputtered, "What!" Then he said, "I will continue coming to church even though I may not have certain responsibilities." But I said to him, "No! You must leave! You are not part of us. Your presence in the church will only be destructive." [4] I tell you, it was no easy thing to dismiss a friend and associate of many years. But it had to be done. The Bible tells us that when Abraham was in conflict with Lot he directed Lot to go somewhere else! Abraham was saying, "If we are apart there will be peace and the work of God can go on."

A disloyal person breeds strife, hatred and murmuring. These disloyal sentiments are like smoke that fills an entire house. The only way to get rid of the smoke is to get rid of the fire.

If we want to have a large church, we need to minister with love and with oneness. If we cannot be one, let's stop pretending. You see, I encourage people to walk out of my church if their hearts are not with me. He that is not with me is against me… Matthew 12:30 I will beg you to leave, if I have to. I am serious about this. I will even give you money to pay for your transportation and snacks as you leave us! So that those of us who love one another and are confident about each other can stay together and continue working.

Dealing with Pretenders

I don't know how to pretend. I simply don't know how to do it. But there are many pretenders* in the church. They pretend to love you and support you but in their hearts they despise you.

3. FOR THE LOVE OF GOD TO FILL THE CHURCH

The ministry is supposed to operate with the power of love, unity and teamwork.[5] "By this shall all men know that ye are my disciples, if ye have love one to another" (John 13:35). To minister as effective leaders you need to exhibit the love that Jesus spoke about. People are attracted by love. When they see leaders who flow together in genuine love they are attracted. You must never forget that your church members are not blind. Neither are they deaf. They can see and feel disunity and discord when it is there. One thing that every pastor must know about sheep is that they drink from still waters. If the water is murky and rough the sheep will stay away. You see, they are not sure there is no crocodile in the water! " …he leadeth me beside the still waters" (Psalm 23:2).

Whenever there is treachery and distrust your church members become scared and wary and stay away.

4. TO HAVE A LARGE AND SUCCESSFUL MINISTERIAL TEAM.

One man can only do so much. One pastor can only be at one place at a time. He can only minister until his strength (which is limited) is exhausted. Because of this, anyone who wants to extend his ministry and bear much fruit has to learn to work with many other people. These people are the team that I'm talking about. However, it would be better to work alone than with a team of disloyal, disgruntled, disunited and disaffected people. In fact, it is not possible to have an effective team with such people. I believe I have only been able to do as much as I have done because of the team with whom I work.

5. TO HAVE A MEGACHURCH

As I am writing, there are Lighthouse churches all over the world - Ghana, South Africa, New York and Switzerland to mention a few. These churches are part of a network that is loyal to the headquarters of the church in Ghana. People often ask me, "How do you sustain churches in all these different locations? What sort of controls do you have?" You see, much of the system depends on loyalty. The churches are pastored by ministers who are loyal to the Lord, to me and to the Lighthouse vision. Without loyalty every network or denomination of churches constantly undergoes disintegration. They frequently divide into splinter groups and smaller sub-churches.

The Disintegration of a Church

I remember the story of a branch church that disintegrated because of disunity. Some longstanding seeds of disloyalty manifested shortly after a fundraising event in the local church. As a result of this disagreement, the pastor decided to resign and start his own church. He was so angry that he returned all the monies he had raised. The church members of course were very surprised that the money they had given to the church was being returned. This pastor spread many bad stories about his denomination and its senior ministers. Naturally, this church virtually disintegrated following the pastor's actions.

Dear friend, I can give you story after story of why churches (especially branch churches in big cities) constantly divide and break off. What I can say for sure is that without principled and loyal pastors the ministry of our Lord will always be limited.

6. TO HAVE A LONG-LASTING MINISTRY

One person has only a few years of practical and effective ministry. Jesus only ministered for three and a half years but he extended his ministry and his influence through an effective and loyal team. Notice that Jesus' ministry has branched out into the whole world and has spanned almost two thousand years.

If I die now, the Lighthouse Chapel is going to live on by the grace of God! It does not depend on me. I have not built a church around my personality. The church will continue. None of us is indispensable. God can do without us. That is why we need to build a team of loyal successors.

7. IN ORDER TO REAP OUR FULL REWARD

Those who benefit from the blessings of success are the faithful and loyal ones. One day we all hope to hear those famous words: Well done, good and faithful servant. Those who stick with you through difficult times are different from those who come in when everything is working well. Jesus Himself told His twelve disciples that they would be treated differently from any other famous minister. They would have a special kingdom and their names would even be written on the foundations of the New Jerusalem. "And the wall of the city had twelve foundations, and in them the names of the twelve apostles..." (Revelation 21:14).

Even the great men of God we know today, will not qualify for this special reward. Jesus gave a reason for this special reward - they had been loyal to him through the most difficult part of his ministry. Ye are they which have continued with me in my temptations... I appoint unto you a kingdom... (Luke 22:28,29). You see, loyalty is most appreciated in hard times. In the good times everybody seems loyal.

I appreciate very much the pastors who have stood with me throughout my ministry. They have watched me rise and supported me, even in my mistakes. To me they are different from others. Like Jesus said, they have a special reward!

Stages of Disloyalty 2

DETECTING DISLOYALTY

Disloyalty doesn't just happen overnight.[1] Becoming disloyal is a process! Most people are unaware of the fact that they are becoming disloyal. Many leaders do not even notice disloyalty in their associates. In this section, I am going to outline the stages a person goes through when he is gradually changing into a rebel.

There are two reasons why you must know these stages of disloyalty. First of all, it will help you to identify and kill any such tendency within you. Secondly, it will help you to detect disloyalty in any person you work with. This applies to the ministry and even to businesses, especially smaller companies.

The Lord has shown me eight important stages that a person goes through when he is becoming disloyal. The first stage is when he develops what I call an independent spirit.

FIRST STAGE -- THE INDEPENDENT SPIRIT

The independent stage is so subtle that most people do not recognize it for what it actually is - disloyalty.[3] When a person belonging to a group, ministry or company develops an independent

attitude, he sort of becomes autonomous within the set-up. The rules of the organization no longer control him. Such a person is still a part of the church but does what he wants to do, in spite of contrary instructions. For instance, the pastor may say, "We are all fasting on Friday." But the person with an independent spirit would think, "I've already decided to fast on Wednesday. So that's what I'll do."

Pastors, watch out for deacons and leaders who have independent spirits. You may call for several meetings, but a person with an independent spirit decides to attend only those he feels are important. Such a person obeys only certain instructions - the ones he thinks are really important. Because Ghana is independent of the USA, whenever there is an American holiday it has no bearing on Ghana. Ghana and America are two countries in the same world, but independent of each other. When Ghana declares a holiday, America takes no notice of it because America is independent of Ghana.

If you are unfortunate enough to have choristers who have independent spirits you may experience something like this. You would declare prayer meetings, rehearsals, and outreaches, but an independent chorister would decide, "I think I'll just attend the rehearsal." Once again this individual is doing exactly what she thinks should be done.

There is nothing wrong with being independent. I believe in independence and we thank God for independent people. However, if you are a part of a denomination, group or company you are not independent. When you begin to exhibit a spirit of independence within an organization, be it known onto you that you are becoming disloyal.

Many years ago, I belonged to a group that had branches all over the country. I even founded a branch of this group. But as time went on I began to have difficulties with the headquarters of this group. At that time I thought to myself that my superiors at the headquarters were out of step spiritually. You see, the group I was leading was growing. Many souls were being established every week.

The overall directors of the organization would call for meetings at the headquarters. They wanted the whole group to come into town for these meetings. But I never went for any such meeting; neither did I encourage any of the members to attend. I always said to myself, "Those meetings are not important. What I am doing on campus is important. I am winning souls." But I was wrong. I had an independent spirit and didn't even know it. The overseers found me to be a successful leader in my little branch. But they could not control me within the organization. At that time, I just attributed the conflict to lack of vision on the part of my overseers.

The point I'm making here is; if you belong to an organization, you are not independent of that organization. Therefore, you cannot just do what you think is right. You must comply with directives that are coming from the head. If you feel you want to be independent then you should resign.

An Analysis of Joab's Independent Spirit

Were there independent people in the Bible? The answer is yes. Throughout the Second Book of Samuel, Joab is noted as someone who did what he wanted to do. He was part of David's army. He was part of David's ministry team, if you like. He was one of David's managers! You could

say he was the Prime Minister or David's right-hand-man. He was so powerful, yet he had an independent spirit. This independent spirit manifested itself many times.

a. The first example of the independence of Joab was in the murder of Abner.

Abner was the commander-in-chief of another section of the armies of Israel. David as the head of government, decided to make peace with Abner after years of conflict. The King even called for celebrations of this peace agreement by feasting with him. "So Abner came to David… And David made… him a feast… and he went in peace" (2 Samuel 3:20,21).

"But when Joab heard that this man had been entertained in the palace, he was furious. He chased him, caught up with him and requested to speak with him privately. But Joab tricked him and killed him. And... he [Joab] sent messengers after Abner, which brought him again… took him [Abner] aside… and smote him…" (2 Samuel 3:26,27).

When the King opted for peace, his righthand- man decided to do otherwise. Although he was supposed to submit to the wishes of the king, he went ahead with his own plan. People like this are dangerous. Joab could have plunged an entire nation into war through his independent actions.

There are people like that in church. The founder or Head pastor is often the vision carrier. He leads the way because he is the head. All associate pastors and leaders in the church are supposed to flow with his vision. An independent "Pastor Joab" will only bring confusion and strife to the church. Take note of such people in the church, because they are only a few stages away from open rebellion.

b. The second incident I want you to notice is in Joab's handling of Absalom's coup d'état.

Absalom rebelled and actually ousted his father David from the throne. Absalom was now in power and David was faced with the bizarre circumstance of having to fight against his own son. In the midst of these extraordinary circumstances, David specifically instructed that the army should not kill his son Absalom. He wanted to spare the life of his son. "And the king commanded Joab… Deal gently for my sake with… Absalom..."(2 Samuel 18:5).

Thankfully, the battle turned in the favor of King David and Absalom had to flee. A certain man reported that he had seen Absalom hanging by his hair on a tree. Joab immediately blurted out, "Why didn't you kill him? I would have rewarded you handsomely."[4] But the man said, "Though I should receive a thousand shekels of silver in mine hand, yet would I not put forth mine hand against the king's son: for in our hearing the king charged thee… saying, Beware that none touch the young man Absalom" (2 Samuel 18:12).

This unnamed person was part of King David's set-up and was obviously loyal to him. But here comes a man with an independent spirit and look at what he did. "And he [Joab] took three darts… and thrust them through the heart of Absalom" (2 Samuel 18:14). Independent people do what they want to do inspite of the instructions that are emanating from above.

Ironically, independent people don't leave Notice that Joab never really left David's camp. Such people have not decided to leave.[5] They will stay around but will do what they want to do! That is the independent spirit and it is a degree of disloyalty.

I always notice independent people within the congregation. Some of them are leadership material but because they are independent of me and of my vision, I cannot work with them.

I once asked an independent church member, in whom I saw leadership potential, to join our Bible school. Quite characteristic of an independent person, he said, "I have been in the church since it began many years ago. I have heard all of your messages." He went on, "Pastor, what else am I going to learn in this Bible school?" That was the end of the matter. He didn't attend. At another time, I asked him to become a fellowship (cell) leader within the church. He told me, "Pastor, I am already conducting a fellowship in my home."

I asked, "Who are the members of this fellowship? Are they members of our church? Do you consider this to be a church group?" "Oh no!" he answered. "They are my personal converts."

This brother could not be a cell leader within the church because he was building his own private cell group. He had no intention of defecting from the church. He was within the church but independent of everything going on around him.

c. The next example of Joab's independence was when he fought against the royal city of Rabbah on behalf of King David.

When victory was in sight he sent a warning message, "You better come and participate in the war otherwise I will get all the credit." [6] "Now therefore gather the rest of the people together, and encamp against the city, and take it" (2 Samuel 12:28).

He wanted David to be there himself! What he was saying in other words was, I'm no fool to do all the hard work only for you to take the glory. As is said in Ghana, "monkey dey work, baboon dey chop". (In other words, the monkey does all the hard work whilst the baboon benefits from the reward.)

Joab went on to threaten that if the king did not get involved as he was suggesting, the city could be named after him instead of David. "Lest I take the city, and it be called after my [Joab] name" (2 Samuel 12:28). How can you send such a message: "Come quickly otherwise I will change the name of the church?" Such a pastor can take over a branch church and rename it. Such a person can convert a cell group into his personal church. This is the reason why some pastors don't believe in cells or branches. They fear that they will have Joabs as leaders.

d. The last example of Joab's independent spirit comes at the end of the king's life.

David made it very clear that he wanted Solomon to be the next king. There was another son named Adonijah who wanted to be king in the stead of Solomon. To do this he needed the help of some perfidious characters. Once again Joab, who knew David's wishes went contrary to it and helped Adonijah. "Then Adonijah… exalted himself, saying, I will be king... And he [Adonijah] conferred with Joab …[who] helped him" (1 Kings 1:5,7).

SECOND STAGE – OFFENCE

The second stage of disloyalty is offence.[7] Jesus said, "And then shall many be offended, and shall betray one another, and shall hate one another" (Matthew 24:10). From this Scripture you can see that people begin to betray and hate one another when they are offended. The Bible says folks will betray you when they are offended.[8] I have always been wary of wounded people

because I know that they can turn against me. The spirit of offence opens the door to the spirit of treachery.

Dear leader, look around you and observe those who have been wounded by one event or another. If these people have not genuinely overcome their hurts, hear the voice of the Spirit today. They are potential separatists, and they can easily become your enemies.

I believe that Absalom was grievously hurt by two important events. First of all, his halfbrother's rape of his sister. He probably decided to kill his brother from the very day it happened.

Secondly, his father King David did not take the appropriate action against Amnon for raping Tamar. The Bible says King David was very angry with Amnon. However, he was under obligation to do more than just being angry. If he had done his duty, he would have fulfilled the Law of Moses. "And if a man shall take his sister, his father's daughter… and see her nakedness... [he] shall be cut off..." (Leviticus 20:17). The penalty for incest in those days was death. But David failed to implement it. Never forget this, hurts and offences usher people down the road of disloyalty.

THIRD STAGE – PASSIVITY

After being offended by one thing or the other, people become passive. When a person is in the passive stage of the disloyalty process he does not involve himself in much. He sits and watches unconcerned and uninvolved. Pastors, look out for people in the congregation who are indifferent and unconcerned. They are potential deserters of the ship.

For instance, I consider members to be passive if they don't get involved in prayer meetings or smaller group activities. If all businessmen were called for a meeting, he is not likely to attend, even though he is a businessman. Such people may have been hurt in the recent past. They say things like, "I don't want any more trouble in this church. Let me just keep to myself." "Cursed be he that doeth the work of the Lord deceitfully, and cursed be he that keepeth back his sword from blood" (Jeremiah 48:10).

You can see from the above Scripture that God expects you to get involved when you have something to contribute. This verse is actually teaching us that it is a curse to be uninvolved when you have something to pitch in.

Passivity is dangerous because you move rapidly into the critical stage of disloyalty. In order to become critical you must be uninvolved. You must have enough time to scrutinize and despise the church and its leaders. Don't you know that an uninvolved person more readily sees the faults around him? As they say, it is the bystander who sees that the worker is digging a crooked trench. All leaders must learn to look for this important sign of passivity among their workers. The uninterested leader is uninvolved for a reason.

Remember the story of Absalom who went through this stage of passivity. Amnon had raped and disgraced Absalom's sister, Tamar. Absalom was doubtlessly angry with his halfbrother but said nothing for two whole years. That is passivity! Doing nothing and saying nothing! I do not overlook silent and detached people who have nothing to say or contribute. "And Absalom spake unto his brother Amnon neither good nor bad" (2 Samuel 13:22). But notice again that this indifferent person (Absalom) quickly degenerated into a murderer and tergiversator when the

opportunity presented itself.[9] "Absalom had commanded his servants… when Amnon's heart is merry with wine… then kill him" (2 Samuel 13:28).

When I talk about being quiet, I am not talking about someone who has a naturally subdued personality. I am talking about someone who is normally outgoing but is consciously subdued and detached.

One of the common questions I ask those around me is, "Are you happy?" I want everybody around me to be happy. I am concerned when someone is unusually calm and cool. Every good leader must ensure that those around him are secure and content. If King David had noticed Absalom's nonchalant attitude, he might have been able to prevent his son from becoming a full-fledged anarchist.

FOURTH STAGE - THE CRITICAL STAGE

A disloyal person is not passive forever; he progresses into the next step of being critical. This is the stage of noticing and magnifying faults. In church, he finds faults with the preaching of the Word and with the order of service. He analyses the building and notices all the deficiencies of the surroundings. Miriam had become critical of Moses. She had followed his leadership all the way out of Egypt, but now she began to see his faults and humanness. And she spoke about his marital problems.[10] "And Miriam and Aaron spake against Moses" (Numbers 12:1).

I remember early in the ministry, a spirit of disloyalty entered my church. Many of the church members became very critical of me. With eagle eyes they watched out for my faults.[11] Poor me! I was a young pastor with no theological training. Here I was, being subjected to the critical scrutiny of these people. "Is he really called?," they asked. "Can a medical student be a pastor?" I could virtually hear them saying, "We know you don't have much to say. Just summarize your message and let's close the service." I would become so nervous on Saturdays that I would have diarrhea from Saturday night to Sunday morning. Once I asked my beloved (fiancé), "Is this the dread I will have to go through every Saturday night?"

I will never forget standing before the congregation, on one particular Sunday morning. I lifted my eyes from my Bible after praying, and saw the angry and hypercritical eyes of my assistant and a host of others. I knew within me that they would never find anything good in what I was going to preach. This critical atmosphere almost broke up my fledgling church. Naturally, a hypercritical atmosphere does not help anyone to preach well. Some may ask why I teach so much on the subject of loyalty. This is because I have experienced the devastating impact disloyalty can have on the ministry.

Someone once told me, "Your point of view depends on your viewpoint." The value of a thing varies depending on the eyes with which you look at it. If you look at something with critical eyes, you will only see the imperfections.[12] However, if you look at it with an eye of love you will see something good and hope for the future. Absalom also had begun to find faults with the king's style of leadership. He was so engrossed with the deficiencies of David's ministry. He could see no good anywhere. This only led to another stage of disloyalty - deception. "And Absalom said unto him, See, thy matters are good and right; but there is no man deputed of the king to hear thee" (2 Samuel 15:3).

FIFTH STAGE - THE POLITICAL STAGE

When a person becomes political, he tries to involve others in his ideas and philosophies. Politicians operate on the power of people's opinions. Many politicians cannot tell the truth because they want to please people. What people think and say is what concerns them most.

When a person is becoming disloyal he tries to involve other people in his treacherous ideas.[13] He wants to gather a following and make people believe that he has identified a real problem that must be addressed. This is exactly what Absalom did.

The Stages of Absalom's Disloyalty

Absalom was hurt (offence stage), then he said nothing for two years (passive stage). He then became unduly analytical of David's policies (critical stage). Now he began to involve other people in his disloyal thoughts. "And Absalom said unto him, See, thy matters are good and right; but there is no man deputed of the king to hear thee" (2 Samuel 15:3).

The Bible tells us that Absalom sat at the gate of the city. When anyone came to see the king, he would ask if they had any problem. He would then listen carefully and sympathize with them. He explained to the people, "It is a pity that the king has no time for you today." He lamented, "Unfortunately, he has not even bothered to delegate someone to attend to your problems." Absalom went on, "Let's pray for our dear king. He's getting older and is probably finding it difficult to cope with the job." This is the mistake that some associate pastors make. Because of their work schedule they may have more opportunity to interact with the people. The congregation begins to feel that the associate is more accessible and friendlier than the senior pastor (the king) is.[14] The mistaken associate will allude that the senior pastor (the king) is incompetent and really just a figurehead.

The people of Israel were so impressed with the king's son for two reasons. Number one, he was so handsome and physically attractive. Two, he seemed to genuinely care for them. After impressing them for a while, Absalom won the hearts of the people, " So Absalom stole the hearts of the men of Israel" (2 Samuel 15:6).

When someone becomes political he wants to involve others in his train of thought. You see, the more people that you can involve in something controversial, the more confidence you will gain. Disloyal people have an insidious way of discussing the shortcomings of their leaders.[15] They ask questions like, "How did you find the service today? I thought it was a bit dry." They even come up with scriptures. "As a Bible based church, don't you think we should have some miracles?" "Do you think our pastor is as anointed as he was last year?" "Have you noticed that a lot of people are leaving the church?" "I think that our pastor travels a bit too much. Don't you?" These questions are used as bait for unsuspecting Christians. They drag innocent members into analysis of issues that are "above" them, " …neither do I exercise myself in great matters, or in things too high for me" (Psalm 131:1). Gradually they are able to spread their dissenting feelings to a group of gullible Christians.

Three Favourite Phrases of Disloyal People at the Political Stage

The next thing is that they approach you with reports of discontent within the congregation. From experience I have come to learn that when a person is in the political stage of disloyalty, he has three favorite phrases:

a. A lot of people are saying "so-and-so".
b. Everybody is saying "so-and-so".
c. Many people are saying "so-and-so".

They say, "A lot of people are saying, 'You travel too much.' Everybody is saying that the church building project has taken too long to complete." They explain, "I am speaking on behalf of many who are not happy in church."

Some years ago, I had an associate just like that! He seemed friendlier than I was and more accessible. People would take their problems to him. His home was the center for the discussion of the problems of the church. They discussed all of my shortcomings in his house. The church members became more and more discontent with my style of doing things. "He preaches too long, don't you think?" "He sips water while he preaches." "He walks up and down too much." With time, he began to tell me, "A lot of people are saying… Many people are saying…"

I recall one day I was at a retreat center for a time of fasting and prayer. I came across the associate pastor of a large church in my city. After exchanging social niceties, I asked, "How is your senior pastor?" "Oh, he's around." He said. I went on, "How is the church doing?" He replied, "We have some problems, but we are watching. You know what; when he travels everybody is happy." Confused, I asked, "When who travels?" He smiled and said, "The senior pastor." "Why is this so?" I queried. He answered, "Because when he's away there is liberty and joy, and the Holy Spirit flows. The fact is that, a lot of people are not blessed anymore when he preaches." He emphasized, "Oh, many people are not happy when he is here! There is joy and liberty when he is away!"

As I listened to him, I concluded that this man was far down the road of disloyalty. And I was not wrong! Less than a year later he rebelled and broke away from his senior pastor with a section of the church.

When a person gets to this political stage of disloyalty he becomes dangerous to the unity and stability of the church. Such an individual is a threat to the security of your leadership. It is unsafe to maintain this "Absalomic" personality within your ranks. In my opinion, you have more than enough grounds to get rid of him.

SIXTH STAGE – DECEPTION

One thing that I am sure about is that people who rebel are grossly deceived. If they were not deceived they would not do some of the things they did. Most people who have rebelled have ended up in destruction. And I know that no one intends to destroy his life.

I want to take you through some of the common deceptions that ministers encounter as they progress along the road of disloyalty. You must realize though, that every minister is tempted with these thoughts.

Many rebellious people are deceived into thinking they are greater than their seniors.[16] Sometimes a son in the ministry can rise up to do greater things than his father. Jesus did not seem to be worried about the fact that some of His disciples would do more miracles. He actually predicted that His trainees would do greater things than He had done and He was happy about it, “The works that I do shall he do also; and greater works than these shall he do...” (John 14:12).

History has proved this to be true. Today, evangelists minister to larger crowds than Jesus ever did. Ministers have larger Bible schools than Jesus did (Jesus had only twelve students in his Bible school). Jesus never traveled more than two hundred miles from the place where He was born. I have traveled thousands of miles from the place where I was born. Jesus never wrote a book but you are reading one of my books. Jesus never had an office for His ministry. But most churches do. Jesus never went to the university, but I did for seven years.

Jesus raised only two people from the dead, but someone like Smith Wigglesworth is said to have raised twenty-one people from the dead. At the end of His life Jesus was ruthlessly murdered by His enemies and condemned amongst thieves. Most pastors would be given an honorable exit from this world. But Jesus didn't have that! While He was dying, the soldiers gambled for one of the few things He had on earth - His coat. However, most ministers now own more property on this earth than Jesus did.

These facts do not make any of us greater than Christ. Christ is still Christ the King. And you and I are still mortal non-entities. Without Him we are nothing. Do not be deceived by your recent promotion in the ministry. You are still you. Jesus said, "...The servant is not greater than his lord; neither he that is sent greater than he that sent him" (John 13:16). It is unfortunate that when we make little gains in the ministry, we begin to think that we are greater than anyone who has been before us.

Despising Teachers

Ministers despise their teachers just because they have acquired a little following and a new car. One of the oaths I had to make as a new doctor was to respect my teachers. You must remember that you have been helped by somebody to get to where you are. You must never forget that, in a certain sense, you have been set where you are by or through someone else. Lucifer was appointed by God, but it seems he forgot the all-important fact. "Thou art the anointed cherub… and I have set thee so…" (Ezekiel 28:14).

Lucifer forgot that his perfection, wisdom and beauty had come from somewhere. It was actually created. You learnt what you know from somewhere. Eighty per cent of what we preach and teach is learned. Lucifer was a created being. He did not create himself. ."..Thou… full of wisdom… perfect in beauty… wast created" (Ezekiel 28:12,13).

Some people have a little vision and go off into the deep end. Some pastors have a few miracles in their churches and from that time they respect no one. They lay hands on one or two people who fall under the power of the Spirit and their hearts are corrupted because of their success in the ministry. Many sing their praises and young ladies approach them with admiring eyes.

The Deception of Apparent Success

"Thine heart was lifted up because of thy beauty…" (Ezekiel 28:17). Many Ghanaian pastors become rebellious when they are sent outside their country to pastor churches in rich European and American cities. They walk up and down in the midst of the "stones of fire" and it goes to their heads.[17]

I remember one minister who had been in training for some years. He was sent to pastor a branch church for the first time in his ministry. After six months he returned completely transformed

into a rebel. No one could control or counsel him. He had cutting rebukes for his seniors, pointing out to them that they were not always right.

This person had become deceived into believing he was as gifted as anyone else was. In the end, he resigned, bitterly denouncing and deriding his superiors in the ministry. Out of contempt, he called his former church a cult. He even went as far as calling his father-in-the- Lord (the one who led him to Christ) a fool, for associating with the church he was leaving. To emphasize the "I'm as good as you are" attitude, he started a church a few meters away from his home church. And began to invite members from his previous denomination to join him.

That was not all. This refractory anarchist vowed to prove his ministerial gift to all and sundry within six months of his defection. However, years after this defiant separatist revolted, he has simply disappeared into obscurity. This obstinate insurgent thought that within six months he could achieve things that take many years of experience to attain.

I believe that avoidance of deception was one of the reasons why Jesus instituted the Lord's Supper. It is to remind everyone that no matter what you achieve or attain you are not Christ! We need to remember our origins. We need to remember how we became what we are today. Jesus said, “This do in remembrance of me” (Luke 22:19).

Many rebellious people are deceived because they are gifted and anointed. Absalom was very gifted but wanted to be the king. Many insurrectionists think that they have acquired all the knowledge they will ever need. The mother of all deception is when the mutineer thinks that he can destroy his teacher and father. He thinks he has enough clout to obliterate those who have been a blessing to him. The spirit of rebellion does not only lead assistant pastors to defect but also inspires them to fight against the authorities that have been set over them.

Absalom fought against his own father and failed. Judas tried to destroy Jesus his teacher and Lord but that is the mother of all deception. You cannot destroy the Lord through your uprising. Lucifer thought he could dethrone God, but that was also not possible. What folly! What unthinkable madness!

Some years ago, I sat at home fellowshipping with a Nigerian minister. This pastor friend of mine is the overseer of several large churches scattered all over Nigeria. As we chatted, I realized he had had experiences similar to mine. He spoke of one mutinous pastor who had grown up in his house as a sort of servant. This young man had graduated into becoming the pastor of one of his largest branch churches. My friend told me that this pastor had become anarchistic and had decided to fight against him. I was struck by one of the comments that he made. He told me, "This young man rebelled, broke away and began to say all sorts of malicious things about me." His own son in the ministry said, "I will publish a book of seditious material that will bring you down." How interesting, I thought. I remembered a similar threat that I had received from a rebel pastor. This person had said that he was going to run me out of my own city.

You see, this is the mother of all deception. This is the spirit of Absalom that fights against your own father. The spirit of Lucifer, is the spirit that tries to replace and take over rightful authority. The spirit of Judas, is the treacherous spirit that betrays and turns against its own teacher.

I want you to learn right here, that all of these things are impossible. You cannot replace God. And you cannot succeed in fighting your own father. God will not help you and in fact, He will

fight against you. All of nature, including the wild ravens and eagles of the air will fight against you. The Bible says, "The eye that mocketh at his father… the ravens of the valley shall pick it out, and the young eagles shall eat it" (Proverbs 30:17).

SEVENTH STAGE - OPEN REBELLION

This is the stage where deceived insurrectionists fight openly against authority.[18] This open fight comes about because of the confidence the rebel develops over the months and years. He gains psychological support by gaining the support of some of the people he talked to. Remember that Lucifer gained the support of over a third of the angels. He has had time to analyze the merits and demerits of the person against whom he is rebelling. Then suddenly, he exposes himself to be what he is at heart.[19]

a. Lucifer did this.

"And there was war in heaven …and the dragon [the devil] fought" (Revelation 12:7).

b. Absalom fought against his father.

"And David said… Behold, my son (Absalom), which came forth of my bowels, seeketh my life" (2 Samuel 16:11).

c. Absalom tried to become his father in all aspects, including in the bedroom.

"And Absalom went in unto his father's concubines in the sight of all Israel" (2 Samuel 16:22).

d. Judas betrayed and fought against his Lord and master.

"Judas… came, and with him a great multitude with swords… Now he that betrayed him gave them a sign, saying, Whomsoever I shall kiss, that same is he: hold him fast" (Matthew 26:47,48). Judas had told them to get a good hold of Christ and not let Him go. This is the open fight against your master, teacher or your father. It is what I call the open rebellion stage of disloyalty. This leads us into the last and final stage of this drama. What I call the execution stage.

EIGHTH STAGE – EXECUTION

It is a known fact that the rebels of the Bible did not end up well. A curse is a solemn invocation of divine wrath on a person which results in evil or harm. Look closely at the rebels of the Bible and decide for yourself whether a disloyal person is blessed or cursed.

The end of all rebels is one and the same - execution.[20] Rebellion is an essentially evil thing. The Bible teaches us that rebellion is as witchcraft.[21] "For rebellion is as the sin of witchcraft…" (1 Samuel 15:23). The biblical punishment for witchcraft is execution. "Thou shalt not suffer a witch to live" (Exodus 22:18).

God does not support rebellion in any form or fashion. Do not involve yourself in any kind of rebellion. The people who get involved in revolts are often simpleminded. Many of them do not know what is afoot. "And with Absalom went two hundred men out of Jerusalem, that were called; and they went in their simplicity, and they knew not any thing" (2 Samuel 15:1).

Many people run into rebellion because of their innocence and ignorance. If Absalom's followers had known exactly what they were doing, I believe they would not have followed him. The fruit of rebellion throughout the Bible is very clear – execution. God will divinely displace and replace you with someone else. Your seat will be taken by another who is worthier than you. You will be banished into obscurity and oblivion. There will be a curse on you and your family. Just study the following list of executions:

LUCIFER

"And the great dragon was cast out, that old serpent, called the Devil, and Satan, which deceiveth the whole world: he was cast out into the earth, and his angels were cast out with him" (Revelation 12:9).

ABSALOM

"And ten young men… compassed about and smote Absalom, and slew him" (2 Samuel 18:15).

AHITHOPHEL

"Ahithophel… hanged himself, and died…" (2 Samuel 17:23). **SHEMEI** "So the king commanded Benaiah… which went out, and fell upon him (Shemei), that he died..." (1 Kings 2:46).

ADONIJAH

"And king Solomon sent by the hand of Benaiah the son of Jehoiada; and he fell upon him (Adonijah) that he died" (1 Kings 2:25).

JUDAS

"And he (Judas)...went and hanged himself" (Matthew 27:5).

ESTABLISHING A CULTURE OF ALLEGIANCE

A culture can simply be defined as "the way we think and the way we do things around here". The culture of a church is a very powerful force. A church can either have a culture of loyalty or disloyalty. In visiting different churches, I have noticed a prevailing climate of loyalty or treachery.

I remember once when I was in South Africa to minister, I interacted with several assistant pastors and leaders. Throughout my interactions, I noticed a certain reverence and genuine love that all the associates seemed to have for their senior pastor. Never once was there any sarcastic remark from anyone. They seemed to sincerely love and respect their pastor.

I recall also being in another church where the contrast was unmistakable. I found assistant pastors who did not hesitate to make sarcastic comments about their head pastor behind his back. They seemed to think that they were gaining my sympathy by applauding different aspects about my church while maintaining an unfavorable picture of their own church. I remember one of the pastors said, "Oh, I like your church building. It's simple and practical." And he continued, "You know our 'man' (he was referring to his senior pastor), we have been doing this expensive project for many years and we are getting nowhere."[22] I just looked on in amazement! You see by this

comment this pastor had ridiculed his pastor and his pastor's management in front of me, an outsider.

I remember another time, when I was officiating a wedding of a church member. The bride was from my church and the bridegroom was from this other church. I had asked my associate to perform the nuptial ceremony so that I would preach. After the service, this pastor who belonged to the bridegroom's church approached me and said, "I am very happy to meet you. I like your style." He added, "I'm glad to meet a Bishop who allows his associates to participate in the ceremony. You know, at our place things are different. Our man the Bishop, would not have allowed anybody else to play a prominent role." I listened quietly. I thought to myself, "This man thinks he's praising me by making cynical remarks about his Bishop." I said to myself, "This is a rebel in the making." And sure enough a year later, this pastor rebelled against his Bishop. I am talking about a culture of disloyalty. A culture can simply be defined as "the way we think and the way we do things around here". A church's culture is simply the set of unique customs and values that the members are accustomed to.

The culture of a church is a very powerful force. You may not be aware of it but it is real. You need to develop a good culture of faithfulness, fidelity and loyalty. Even in the business world, the culture of the company in question determines how well it does. In my church, we have gradually developed what I call a culture of loyalty. It is unacceptable to speak negatively about any minister. I myself have no sardonic remarks to make about my friends and pastors behind their backs.[23] If I have anything to say I will usually just say it.

Loyalty Is Noticeable

Lighthouse church members would regard you as a rebel if you began to speak in a certain way. One brother, coming from a less loyal church culture remarked, "Your church is airtight." What he was trying to say was that he had found our culture impermeable to all forms of malicious talk. As a result, the undercurrents of murmuring and discontented people are not free to exist in our environment.

KEYS TO DEVELOPINGA CULTURE OF LOYALTY

1. THE KEY OF THE NORTH WIND

“The north wind driveth away rain: so doth an angry countenance a backbiting tongue” (Proverbs 25:23). The first key to developing a culture of loyalty may come as a surprise to many. It is what I call the Key of the North Wind. The Bible says that the north wind drives away the rain. A powerful rainstorm is driven away by a strong wind. In the same way, the power of malicious backbiting tongues can be neutralized by certain facial expressions.

Just show someone by your face that you are not interested in their conversation. According to the Bible, your disagreeable attitude is strong enough to deter unruly and rebellious elements. People will gradually get to know that disloyal people are not welcome there.

One day a certain young lady came to see one of my associate pastors. She mistakenly thought she was praising him when she said, "How approachable you are!" She went on, "If it wasn't for you I would have left this church." My associate pastor told me, "As soon as she made that remark I 'squeezed' my face." (In other words, this young lady was saying that I was not a nice

enough pastor. And the only reason she could give for staying on as a member was the presence of my associate.) However, the expression on the associate pastor's face was enough to quench any further traitorous discussion. You see, the pastor could have thought that he was very anointed and that was why this church member was saying what she said. But that would have been a mistake.

Assistant pastors must not be deceived by temptations to be disloyal. The devil often uses ordinary people to bring about these temptations. The women in Israel sang, "Saul has killed his thousands, and David his tens of thousands." This was not true. David had just killed Goliath and not tens of thousands of Philistines. Do not be deceived by empty words that come out of baby Christians. Often the assistant pastor seems friendlier than the head pastor. This is because the head may have certain duties that are for the benefit of the whole church. The assistant pastor may be delegated to handle the lesser needs of the church. The assistant pastor therefore seems more approachable and accessible.

Some associates can become deceived into thinking that the congregation prefers them to the senior minister. A loyal assistant must learn to drive away any backbiting and criticism of the senior.

Many years ago I attended a meeting of a church group to which I belonged. At the close of the service the pastor decided to take a second offering. When he announced it, I immediately turned to the person sitting by me and murmured, "Why take a second offering? It's not necessary." She said nothing but gave me a look I will never forget. Suddenly my heart smote me and I realized I had done something wrong. I felt so bad that I had complained, even though it was unknown to the pastor. “An angry countenance [drives away] a backbiting tongue” (Proverbs 25:23).

2. THE KEY OF CONSTANT PRUNING

To have a culture of loyalty you must constantly prune out disloyal elements that find their way into our midst. I believe that no one should stay on in a church when he or she does not want to. I have discovered that if anyone indicates his desire to resign, it is best for such a person not to stay on but to leave immediately. This is because his heart has already left the church.[24]

Removing Disloyal People

I learnt this the hard way when I encouraged a rebellious pastor to stay on after he had indicated his desire to leave. The extra months that he stayed on were not worth the trouble they yielded. Now, I have a different policy. If you indicate your desire to leave, you will have to go immediately. Even if you change your mind, it is too late. The reason for this is simple, “A little leaven leaveneth the whole lump?” (1 Corinthians 5:6). One dissenting employee pollutes the others with his disgruntled attitude. After Judas resigned from Jesus' ministry, Jesus told him, “That thou doest, do quickly” (John 13:27). One pastor of a large church described how many unhappy experiences he underwent because he retained a pastor who did not want to stay on. People who don't want to be with you must go; and they must leave as soon as possible. It's as simple as that.

Some pastors are so soft that they do not remove openly rebellious elements. I remember the testimony of a pastor who graduated from the Bible school of a church with a disloyal culture. He said, "It was obvious that the Dean and lecturers of this Bible school had little confidence in

their own church." "They could rarely find something positive to say about their church." This pastor said something that I find amazing! He said, "Whenever there was need of an example to illustrate a negative point, they would choose their own church as the example." He went on, "Once when we were being lectured on administration and management, the lecturer said, 'See, this church (and its pastor of course) is an example of a church with a poor administration and bad management.'" What do you think the students would think of the senior pastor whenever he taught in the Bible school? Such people need to be weeded out of the system. Do not allow any leader to pollute your precious sheep.

3. THE KEY OF CREATING FIRE

At times it is necessary to create conditions that expose disloyal elements within the team. "…there came a viper out of the heat…" (Acts 28:3). When Paul landed on the island of Melita, the local folk kindly kindled a fire for him and his companions. Paul gathered some sticks and laid them on the fire. Suddenly, a viper (which by the way is one of the most dangerous species of snakes) came out of the fire and fastened itself to Paul's hand. One of the "sticks" was a snake! The fire exposed it. Before being subjected to fire, some snakes can pose as ordinary sticks.

What fire am I talking about? The fire of time for instance is an example of something that exposes the snake-like nature of some people. Difficult times and hardships also bring out the true nature of people. Sometimes softening the path on which ministers travel does not help to test their hearts. Jesus suffered in the ministry from wicked people all around him. We must also suffer. And suffering brings out the true nature in people.

Do not be in a hurry to promote people. If they will rebel because they have not been promoted, they will rebel even if they are promoted. If you don't believe me, just try it out! I have come to see that rebellion is of the heart. If a person will cause trouble, no amount of money or attractive conditions of service will prevent it. One of the fires that bring out snakes within a large denomination of churches is the "fire of transfer". Numerous pastors when subjected to the possibility of transfer rebel against the authority. Why should you rebel against your transfer? Did you obey the call of God on condition that you would live in a rich city? A person's reaction to being transferred tells us a lot about his character.

4. THE KEY OF WORKING WITH WILLING PEOPLE ONLY

Make sure you do not have unwilling (trapped) people around you. Constantly make a way for them to leave if they want to. One thing you should not have is someone who would like to leave but because of financial or other reasons feels trapped within your organization. The hearts of such people are not with you anymore. They can become traitors. Make a way for such people to exit peacefully. There is nothing like working with a willing and happy person. "For if there be first a willing mind…" (2 Corinthians 8:12). I have decided to assist the departure of any unwilling person who wants to leave. Because in helping them I will also be helping myself.

5. THE KEY OF TEACHING AGAINST DISLOYALTY

Constant teaching on the subjects of loyalty and disloyalty are very important. Most people are ignorant of the evolvement of the disloyalty process. In other words, many rebels are unaware of what they are doing.

Constant education will prevent people from unknowingly involving themselves in traitorous activities. Anyone who wants to build a large church must constantly teach on faithfulness and loyalty. No one is born with faithfulness and loyalty written all over him or her. Every minister will have his due share of temptations to become disloyal. Your leaders will develop a culture of loyalty as you constantly teach about it.

Lessons on Loyalty 3

SEVEN LESSONS ON LOYALTY

You must be fully convinced in your heart about anything you are involved in. To be a committed member of a ministry team requires what I call "full persuasion". If you are going to be loyal to me, you will have to be sure about me. Am I somebody you can trust? Am I somebody who is what he claims to be? I once asked some pastors, "What will make people stop talking about me?" One person gave the right answer. She said, "If you stop doing the work of the ministry, people will stop talking about you!"[1] And that is very true. Let us look now discuss some lessons on loyalty.

LESSON 1 --- LOYALTY DEMANDS FULL PERSUASION.

Jesus Was Accused

In Luke 23:2, Jesus was accused by many people of, "…misleading our people..." (Twentieth Century New Testament) "…teaching our people sedition..." [The Four Gospels (E.V. Rieu)] "…preventing them from paying taxes to the Emperor..".(Twentieth Century New Testament) "…telling them that it is wrong to pay taxes..." (New Testament in Modern English) "…claiming to be an anointed king..." (Emphasized New Testament) And in Luke 11:15, Jesus was accused of being able to cast out devils because he is, "…in league with Beelzebub, the chief of the evil spirits..." (The New Testament in Modern English).

Paul Was Accused

In Acts 24:5, Paul was accused of being "…a source of mischief..."((New Testament in Modern Speech), "…a veritable plague..." (Berkeley Version of the New Testament), "…a public pest..."(Twentieth Century New Testament), "…a disturber of the peace..." (Weymouth translation) "…one who stirs up disputes..."(Twentieth Century New Testament), "…a fomenter of discord..." (New English Bible) "…a ringleader of the sect..." (King James Version).

In Acts 24:6, he was also accused of being someone who, "…also attempted to desecrate even the temple..." (The Emphasized New Testament) "…was attempting to make the temple unclean..." (New Testament in Basic English)

Anyone working with Paul would have to be fully persuaded about his character. Was he really the ringleader of a sect and the source of mischief? Did he ever attempt to desecrate the temple? I wouldn't like to work with someone as evil as that. So, it is important to establish in your heart all the facts about the ministry or person with whom you're working. Be fully persuaded so that when the accusations, trials and testings come you will be able to remain faithful.

There is a saying that there is no smoke without fire. In other words, there is some truth in every rumor. I would rather say - find out the real truth behind every rumor. Was there any truth in any

of these terrible accusations? The answer is “no”. You see, in the normal experience of ministry there will be numerous accusations, rumors and stories about every man of God.

All Pastors Will Be Accused

I remember visiting a pastor who had been accused of committing adultery with some of his church members. A popular newspaper had published this scandalous story. I decided to visit that church on a Sunday morning to encourage him. That day, as I interacted with some of the other pastors and loyal members, I realized that there were probably questions in their minds. I knew immediately that they would have to be fully persuaded about their pastor.

You see, it was a matter of his word against his accuser's word. Who was telling the truth? The accuser or the pastor? If you decide to stay on, you must be prepared to confidently defend the integrity of the ministry.[2] “I am not ashamed: for I know whom I have believed, and am persuaded” (2 Timothy 1:12).

Do not stay on in a ministry if you have lots of questions in your mind. Answer the questions for yourself or leave.

Openness Breeds Full Persuasion

a. Openness about finances

Let those who matter, know the source of everything you have. Do not be a mystery personality. Some pastors when asked, "How did you get this expensive car?" Respond by saying, "The Lord has provided." We know that the Lord has provided, but how did He provide it and through whom?

Even if people fail to question you, be it known unto you, that they are asking those questions in their minds. Although I am under no obligation to do so, I try to explain the source of all my blessings to those with whom I work closely. I want them to be fully persuaded as to what I really am.[3] I don't believe in being a mystery person who nobody can fathom. When people start accusing, it is those around you who must be able to answer confidently and correctly.

b. Openness about your vision

Let people understand what you are trying to achieve. Let them know why you are so zealous about your vision. This is one of the reasons why I teach by giving long lists of reasons why certain things should be done.

I once taught on, “Twenty Reasons Why You Should Be a Permanent Member of a Church”. I also remember teaching, “Fifty-four Reasons Why You Should Be a Soul Winner”. When you give someone fifty reasons for doing something, don't you think he would be fully persuaded?

I recall one pastor who was committing so many misdeeds that he had to be corrected and even suspended. To preserve this pastor's ministry, I kept the details very private and the congregation even thought his suspension was a vacation. However, when this rebellious person eventually defected from my ministry he went around spreading all sorts of stories about me. You see, he had to justify his unexpected defection. But nobody knew that this pastor was someone who was undergoing disciplinary measures because of his multiple wrongdoings.

When all sorts of questions arose concerning this character, I had a hard time explaining to people. Ironically, my church members were now questioning my integrity. That was a great lesson to me! Sometimes it is good to explain certain issues as they develop. Openness about what is going on generates confidence, understanding, and the fullest assurance, especially in a crisis. “He that is not with me is against me…” (Matthew 12:30).

You cannot be neutral in a crisis. You must know about the issue and face the issue. You must know what you stand for and you must be prepared to die for it. I don't want to work with anyone who is "neutral". Either you believe in what is going on or you are against it.

Dear Christian friend, be fully persuaded that you are in a good church where God wants you to be. Be fully persuaded about the pastor-incharge. Before you venture into full-time ministry, be fully persuaded about it. This is essential for the development of true loyalty.

LESSON 2 --- YOUR LOYALTY MUST BE TO THE HIGHER AUTHORITY.

In a large organization like the church there will always be a number of different authorities you will have to submit to.[4] Obviously, some of them will have a higher rank than others. The lesson here is - if the question of loyalty arises, your loyalty must go to the higher authority. For example, the structure in our ministry consists of Fellowship Shepherds, Ministry Shepherds, Branch or Chapel Pastors and Senior Ministers. If for instance, the Branch Pastor begins to say things that are contrary to the general vision of the church, your loyalty must go to the higher authority.[5] If the most Senior Pastor begins to say and do things that are contrary to Christ, you are not supposed to follow him. Even Apostle Paul said, “Follow my example, as I follow the example of Christ” (1 Corinthians 11:1 NIV).

In other words, Paul was saying, follow me only as long as I follow Christ. The day I stop following Christ is the day you must stop following me. Your loyalty in this case is to the higher authority that is Christ.[6] I am convinced that many people do not understand this principle.

Many years ago, when Jim Jones led hundreds of people to commit suicide, the whole world was stunned. Since then, people have tried to put many genuine pastors in the category of Jim Jones. Let me tell you how to distinguish a genuine minister of Christ from a heretic. A genuine minister will always tell you, "Do not follow me if I am not following Christ." Christ did not tell you to drink cyanide. If your pastor is telling you to drink cyanide, it must be wrong. I always tell church members that because I am a man, I can make mistakes. Therefore, follow me as I follow Christ.

I remember one Charismatic denomination that had a large branch church in a city in Ghana. One day, the Branch Pastor had a conflict with the General Overseer of that denomination. Following the dispute, he decided to take control of the branch church and change its name. Would you believe this man painted over the original name of the church and put up a new signboard with a new name? He then announced to the church that the assembly was no longer a member of their former denomination. This defecting pastor stole the church building, church property, church instruments and even the pulpit.

However, many of the members knew that their loyalty was to the higher authority, which in this case was the General Overseer. They said, "We are not going to be a part of this rebellion. If you

decide to rebel and steal a whole church, we will not follow you! Our loyalty is to our General Overseer."

I am sad to tell you however, that many of the church members followed this renegade minister. These things can only happen because people do not know the principles of loyalty.[7]

LESSON 3 --- ALOYALPERSON DOESNOT WITHHOLD INFORMATION.

A loyal person is open to his senior about whatever is going on. I consider someone loyal if he tells me about any corruption that is taking place. If I find out that he knew all along, but said nothing, I will consider that he is disloyal. There are several examples of people in the Bible not withholding information. Some of these led to great revelations and blessings.

Apostle Paul wrote to the Corinthians and said, "It is reported commonly that there is fornication among you..." (1 Corinthians 5:1). Notice that Paul did not have a word of knowledge about the extent of immorality going on in the church. Someone reported it to him. A good and loyal structure works by faithful people who inform the top about anything that is out of order. We would not have had all the teachings of 1 Corinthians 5 if someone had not reported about this act of sin.

Observe how another family reported to Paul about some happenings in the church. This report did not even come from the pastor, but from an ordinary church member called Chloe. "For it hath been declared unto me of…the house of Chloe, that there are contentions" (1 Corinthians 1:11). Such reporting leads to the edifying of the church. There is a difference between godly reporting to the appropriate authorities and slanderous gossip.

I remember a minister who proposed to marry a young lady and began courting her. Unknown to him, this girl, although a regular member of the church, had an unbeliever boyfriend on the side. This minister did not know what he was dealing with!

There happened to be another church member who worked in the same area as this young lady. After a while this sister said to herself, "This young lady is preparing to marry one of our pastors. But I see that she has an unbeliever boyfriend on the side. She is leading a double life."

This sister mustered up courage, went to the office of the church and "spilled the beans". The rest of the pastors were horrified but thankful to this loyal sister. You see, godly reporting saved that pastor's life.

If you do not withhold information, it may save your life some day. For example, Mordecai was sentenced to death through the evil conspiracy of Haman. Just before he was to be executed, it was discovered that Mordecai had earlier on exposed two killers who almost murdered the king. "…Bigthan and Teresh… …sought to lay hand on the king Ahasuerus. And the thing was known to Mordecai, who told it" (Esther 2:21,22).

When you know of something evil, you are expected to tell it! Mordecai's act of loyalty was recorded in the annals of the nation. The king could not sleep one night and was reading some materials from the archives. He discovered that Mordecai (whom he was about to execute) had in fact saved his life.

This revelation proved that Mordecai was actually a very loyal person. When you withhold information, the impression is given that you are in support of what is going on. It is what we call complicity. If you uncover an insurrection and arrest all the rebels, that is only the first step. The next thing to do is find out all of those who knew about it. Godly reporting can save the life of a church.

LESSON 4 --- LOYALTY IS BASED ON PRINCIPLES AND NOT EMOTIONS.

Many people operate by feelings and emotions, rather than by a set of principles. Decisions based on emotions rather than principles are not substantial. If you have decided to belong to something, you must make your decision based on principles and not on feelings.

Once upon a time, a dissident pastor went off on a tangent and decided to do the wrong thing. Some church members decided to follow him. When some of them were asked why they were following this renegade fellow, they answered, "We know what he is doing is wrong, but we feel sorry for him."

You see, I have experienced rebellion before. Many people who follow rebels do so without thinking. You must remember that all those who followed Absalom without seriously considering it were killed. Remember that all those angels who followed Lucifer were cast down. You must remember that when Korah the rebel was perishing, he was destroyed with his entire family and three hundred others. All of these people wouldn't have been destroyed if they had thought twice about what they were doing. How can you follow somebody like Absalom, who was fighting his own father? Perhaps Absalom's good looks and long hair swayed the masses. The point I'm trying to make is that loyalty is based on principles and not feelings and emotions.

Once upon a time, I had a pastor who left me with a small group of rebellious people. A few weeks later, I was informed that one of the rebels wanted to meet with me. I was told that Rebel #2 wanted to meet with me. I said, "Why should he want to meet with me. I have nothing to do with him anymore." However, they insisted, "Please come down, he wants to talk with you." I agreed. At the meeting I asked, "Young man, what can I do for you?" "I have come to apologize for rebelling against you," he replied. "You have done me no wrong, and I don't see why I behaved the way I did." So I asked him, "Why did you join Rebel #1 in fighting against me?" He bowed his head and replied, "I don't know why." He went on, "I got born again here. I grew up here. Everything I know in the Lord, I learnt from you." So I asked again, "Why did you do it?" He shook his head and answered, "Pastor, I don't know why I did it."

This young man admitted that he acted out of emotion. He could not even explain to himself why he had taken the course of action that he did. Many disloyal people just follow the crowd. They feel that they are on to something new.

A Lesson from a Bad Experience with a Renegade Pastor

There was a pastor of a church who felt he was popular and broke away with a section of the church. This caused much pain for the senior pastor-in-charge and virtually destroyed the ministry. Those that joined the rebellion were initially very happy thinking that they were on to something new and exciting.

After a year or so, this traitorous pastor traveled to America and never returned. He abandoned his breakaway church when the door opened for him to go to America. Those who followed him were very surprised and felt let down. (But what else can you expect from a rebel?)

It happened that some members of this now pastor-less group drifted over to join the Lighthouse Cathedral. Not long after, we also had an experience of rebellion. A rebellious pastor approached some of these new members and invited them to his renegade church.

One of the people he invited told us about the response he gave. He said to this rebel pastor, "I once followed a pastor who did exactly what you are doing. I have seen all of this before. No one can fool me twice. There is no way that I am gong to follow you!"

Church, let us stop playing games. Let us base our loyalty and commitment on principles and not on emotions. Baby Christians live by their feelings! Loyalty is broken when the Word and its principles are set aside.

Loyalty is to God and to His Word and to the principles of His Word. Cast your mind back to Jonathan, the son of Saul. He realized that his father was wrong in principle. He also realized that his father was trying to murder an innocent young man. So he decided to help David even though it was emotionally difficult. Even though his actions were directed against his own family, it was the right thing to do.

Some people just follow family lines. If it's your brother or your sister it must be right, even if it is glaringly wrong. Jonathan was not like that. Look at what he said, “But if it please my father to do thee evil, then I will shew it thee, and send thee away, that thou mayest go in peace…” (1 Samuel 20:13).

LESSON 5 --- LOYALTY WILL COST YOU RELATIONSHIPS AND FRIENDSHIPS.

Everything has a price. Education has a price. Even your salvation has a price. The Bible says we are bought with a price. Loyalty also has a price. To be loyal to someone means you cannot be loyal to everyone. Loyalty will cost you relationships and friendships. My loyalty to Christ has meant that I cannot maintain some of my old friendships.

Loyalty Is Expensive

I have some friends with whom I can no longer flow. The reason for this is my loyalty to the Lord. I find it amazing that some Christians claim that they are simply friends with a rebellious person. They say, "Oh, he's just a colleague from school." I'll ask, "Are you sure?"

They answer, "Oh yes, it's just an old friendship. We never talk about church or anything like that." I want you to meditate on the following verse. Please do not just brush it away. “…whosoever therefore will be a friend of the world is the enemy of God” (James 4:4). Notice that certain friendships are equivalent to enmity with God. No explanations are needed. Just the existence of the friendship implies enmity with God. Anyone who is the friend of my enemy is also my enemy.

You don't need to explain much about whether he's an old colleague, a social friend or a neighbor. The Bible says that the existence of certain friendships is equivalent to certain enmities.

You cannot take relationships for granted. They are not meaningless. They mean something. Every friendship or relationship will contribute something to your life. I would advise every pastor to observe the relationships and friendships that his associates maintain.

I once visited an assistant pastor friend of mine. As we chatted, he spent most of the time commending the achievements and accomplishments of another pastor (not his own senior pastor). He said virtually nothing about his own senior pastor or his own church. In fact, he seemed closer to this external pastor than he was to his own senior pastor. On my way home, I mused about the closeness that seemed to exist between this assistant and an external pastor. I thought to myself, "I wonder how long this assistant is going to be in his present ministry?"

Lo and behold, a few months later I heard the news that my assistant pastor friend had defected. No relationship is meaningless. Friendship with this means enmity with that! Your commitment to a cause may even cost you your relationship with your family. Jesus said, "If any man come to me, and hate not his father, and mother, and wife, and children, and brethren, and sisters, yea, and his own life also, he cannot be my disciple" (Luke 14:26).

There are certain things that are virtually impossible to see openly. For instance, it is very rare to see two human beings having sex openly. Fornication is one thing you are unlikely to spot with your physical eyes. But the Bible says, we should look diligently to see if there is any fornicator amongst us. How are we supposed to recognize fornicators? The answer is obvious. You are supposed to look out for signs of it; for instance when a couple who are not yet married visit each other till late after midnight.

It is the same thing with the concept of loyalty. Disloyalty is not easy to detect. You have to look for signs of it. And one of the signs is unhealthy friendships and relationships. Your loyalty is revealed through the friends you keep. Some friendships will be broken if you are being loyal to Christ, to your church and to your pastor.

Jonathan's loyalty to David cost him his relationship with his own father. "And Jonathan answered Saul his father, and said unto him, Wherefore shall he be slain? what hath he done? And Saul cast a javelin at him…" (1 Samuel 20:32,33). When Jonathan questioned the decision of his father to kill David, King Saul was so angry that he threw a spear at his son. Notice that Jonathan almost lost his life because of his loyalty to David. Loyalty is expensive.

LESSON 6 -- LOYALTY MAY COST YOU PHYSICAL THINGS.

The Bible teaches us that when Moses became a man, he had to choose between being loyal to God or to Pharaoh. His loyalty to God cost him everything. Moses may have become the next Prime Minister of Egypt. But his loyalty cost him his citizenship, his passport and his royal status. He lost it all because of Christ. "By faith Moses, when he was come to years, refused to be called the son of Pharaoh's daughter; Choosing rather to suffer affliction with the people of God" (Hebrews 11:24,25).

If someone is giving you money on a regular basis and he rebels against God and against the church, you will have to choose between singing the praises of an Absalom and doing the right thing. If you decide to do what is principled, obviously your supply of cash will dry up. But dear friend, that is the cost of loyalty.

LESSON 7 --- LOYALTY DEMANDS ANALYSIS.

Whenever your loyalty is tested, you will have to analyze many things in order to stay loyal. An analysis is a detailed study or interpretation of the information set before you. I want to show you a few things that you must analyze in order to stabilize your mind and your heart in what you are doing.

a. Analyze the past

I want to show you how Paul appealed to Timothy to analyze things. First of all, he said "Analyze the past." "Wherefore I put thee in remembrance that thou stir up the gift of God, which is in thee by the putting on of my hands" (2 Timothy 1:6).

Timothy was a man who was probably deviating from his call. Paul wrote to remind him of what happened in the past. We don't know exactly what Paul was reminding Timothy about, but it must have related to his call. He said, "I'm reminding you of something."

Think about all that has happened in the past. How God called you and brought you to where you are. I always remember the stirrings and callings of the Spirit, which I began to feel very early in my life. I keep in mind the zeal and love I have always had for souls to be won. That helps me to remain loyal to the call of God upon my life. I am certain that many people do not think for a moment about the past.

I remember one of the first times I talked with my senior associate. It was in a room in the medical hostel of the university. We spoke about preaching the gospel in the towns and villages of our nation. I realized he had the same passion and concern for souls that I did.

Something in my heart clicked and I realized I had found someone I could work with. That discussion is still fresh in my mind. It helps me to stay on track and to do what I originally set out to do. That is why today we have a mass evangelism ministry. Anytime I want to do anything else, God reminds me of what he said to me earlier on.

I have also decided to remember past associations and friendships. Once, a rebellious character went out of his way to slander me to my friend. He said, "Be careful of Pastor Dag." My friend replied, "Why are you telling me to be careful of him?" He answered, "He is into the occult." "What! You must be mad!" my loyal friend continued, "Do you know how long I have known Dag? You don't seem to know how longstanding our relationship is." My loyal friend pointed out to him, "There must be something wrong with you." Anytime you analyze the events of the past it will help you to remain loyal.

b. Analyze the individual concerned

In order to remain loyal over a long period of time, you will need to make a good analysis of the individual concerned. Paul said that Timothy should continue in the things that he had learnt. Most importantly, Timothy should remember the type of person from whom he learnt what he knows. "But continue thou in the things which thou hast learned and hast been assured of, knowing of whom thou hast learned them" (2 Timothy 3:14).

When people begin to come up with all forms of seditious stories and slanderous reports, think carefully about what they are saying. Analyze the individual who is being criticized and whether it makes sense.

One time, someone said that I was preaching for money, and trying to get rich quickly. This person obviously is not a deep thinker. If this individual were to analyze what he was saying he would realize that very few people are privileged to be medical doctors. He would also realize that I must have been out of my mind to leave the practice of medicine in order to make money by collecting people's pennies. How absurd! There are much easier ways of making money as a medical doctor. This dishonest character is refusing to consider where all my medical colleagues are and how much money they are earning.

All I am saying is: analyze the individual who is being criticized and it will help you to decide whether to be loyal or not. "But thou hast fully known my doctrine, manner of life, purpose, faith, longsuffering, charity, patience, Persecutions, afflictions…" (2 Timothy 3:10,1).

Paul said, "You have known my lifestyle and my character." He was appealing to Timothy to acknowledge how intimately he had known him. When I meet people I have heard unfavorable rumors about, I find them to be quite different from how they have been portrayed. Get to know the individual concerned personally. It is only then that you will know the true picture.

A church member once told me that she had seen one of my pastors taking a lady into a nightclub. I thought about what this lady was saying for a moment, then I dismissed it. Why did I dismiss that story as being frivolous? When I analyzed the person who was telling me the story and the pastor concerned, I felt that this was a ridiculous accusation.

I have known the pastor in question for many years, and I have never had cause to doubt his integrity. Why should I listen to the tale of some silly personality, whose agenda I'm not sure of? Of course, I would take an accusation like that more seriously if it came from more than one person. "Against an elder receive not an accusation, but before two or three witnesses" (1 Timothy 5:19). Loyalty demands continuous analysis in the face of constant accusations, rumors and slanderous stories.

Some years ago, a man of God I loved was accused of committing adultery with a member of his church. I had heard this pastor preaching and teaching many times and have been very moved by the gift of God upon his life. So when this rumor was confirmed, I wrote a letter to him encouraging him. I told him I was praying for and standing with him. I emphasized that I still believed in him, in spite of what had happened. I felt that I should still be loyal to him because he had probably made a terrible mistake of which he had repented.

Although many people criticized that pastor in the heat of the scandal, I constantly defended him, both in public and in private. You see, the Bible says the righteous man falls seven times and rises again. So I felt that he would rise again. However, a few years later, something happened that made me turn my loyalty away from this person. I visited this minister in a hotel. I had a message for him. The receptionist showed me the room in which the minister was staying. I went up to his door and knocked. Someone came to the door and opened it. It was a half-naked girl with a flimsy towel that she held up in front of her!

I was startled. "Oh, is pastor in?" I asked. "I have a message for him." She smiled sweetly and said, "Yes. He's in bed." I quickly sputtered out the message and left in a daze.

As I walked out of the hotel I asked myself, "What was this undressed young lady doing in my man of God's hotel room? Is this man not tired of scandals?" I analyzed the situation. Years after the scandal, this pastor was still engaging himself in questionable and immoral behavior. It was only at this point in time that my loyalty to this individual ceased.

c. Analyze the form of words you have heard.

"Hold fast the form of sound words, which thou hast heard of me" (2 Timothy 1:13). You are supposed to check on what pastors preach to you from the pulpit. Is it accurate? Is it the Word? This will help you to know whether to remain loyal to them or not. "These were more noble… and searched the scriptures daily…" (Acts 17:11).

You are also supposed to compare what they are preaching now to what they used to preach. This is because some start out with Bible-based preaching and end up with all sorts of weird doctrines. When it's not the Word of God anymore, you are supposed to "defect from the defector".

Some ministers have drifted off from the mainstream of Bible doctrines into extreme versions of some fundamental truths. There are great truths about the Holy Spirit, prayer, prosperity, etc. But all of these can be perverted and misinterpreted. God didn't say we would whistle in tongues or bark and bite people in the Spirit. But these are being taught as biblical truths. Let's stay with the mainstream.

We have to analyze the type of messages that our men of God give us. Has he been lying to us all along? Does he normally slander other people? Is he a talebearer? If you are suddenly hearing criticisms of someone you love and trust, analyze the sort of things he has said all along. He is likely to be saying the same sort of things. It will help you to decide whether to trust him or not. Remember this little phrase, "He who lies to you about others will lie to others about you." Lying is usually a chronic disease.

Do I usually preach my opinion? Or do I preach the Word? I was once at a meeting with a group of pastors in my city. One of them said, "When we preach in our churches on Sunday mornings, we usually give our opinions."

I asked, "Did you say you preach your opinion?" "Yes, we all preach our opinions." he insisted. I challenged him right there, "We are supposed to preach the Word of God and not our opinions." You see, there is a difference between your opinion and the Word of God. Do not just accept what anybody says because of who he is.

Some preachers are clever with words. The Bible says they sway the hearts of the simple with their nice sounding maxims. Don't let them get away with their clever little phrases. Take them up on what they say! Anything that you say must balance up with the written Word. If it doesn't balance up with the Word, then it is unacceptable.

d. Analyze the form of words you are receiving - somebody's opinion or the Word?

I am trying to grow a beautiful lawn in my house, but I am having lots of problems with weeds. It is difficult to see the difference between the real grass and the weeds. The weeds seem to grow faster. They are more flamboyant and flashy. But the good gardener must analyze the difference, pull out the weeds and water the good grass.

e. Analyze the Word of God

Once upon a time I had to tell my church members to mark and avoid a contumacious individual in the church. Some people were surprised that I had given such an instruction.

They asked, "How can you ask us to stay away from a brother?" Once again, these were people who do not read their Bibles. The Word of God says, “Mark them which cause divisions and offences… and avoid them” (Romans 16:17). All through the Scriptures, you will find the historical records of Lucifer, the rebel; Absalom, the papa killer; and Adonijah, the usurper.

Ahitophel, the traitor; Shemei, who cursed King David and Judas, who betrayed Jesus are just a few more examples of treacherous people. Can we not expect to see these same people in real church life? The Bible is a practical book and it declares, “The thing that hath been, it is that which shall be” (Ecclesiastes 1:9). Read your Bible and analyze what it is saying. You will realize that we are experiencing nothing unusual. How could Jesus choose a team of pastors only for one of them to become a traitor?

When Jesus chose leaders, one of them turned out to be a devil. Do not be surprised if one of your leaders turns out to be a villain. Someone may question Jesus' ability to choose leaders. Jesus tried to choose the best, but look at what happened. If you appoint pastors and one of them turns against you, remember that the same thing happened to Christ.

“The disciple is not above his master” (Luke 6:40).

Signs of Disloyalty 4

LEARNING TO RECOGNIZE THE SIGNS OF DISLOYALTY

I learnt some time ago that leaders often do not know their flock as they truly are. If you are a leader, people will pretend to you all the time. They will conceal their shortcomings from you and only tell you things they know you want to hear. They will praise you because they know you like the encouragement. When anyone you relate with is disloyal, do not expect the person to announce, "I don't support you." Every good leader must watch out for what I call Signs of Disloyalty.

These signs will help you to navigate through the maze of people who sing your praises. When those surrounding Christ seemed to praise Him and acknowledge Him as a great leader, Jesus did not trust Himself to them. “But Jesus did not commit himself unto them, because he knew all men, And needed not that any should testify of man: for he knew what was in man” (John 2:24,25).

Every good leader must not subject himself to men. Neither should he trust what people are saying, wholeheartedly. Please remember that when Jesus entered Jerusalem on Palm Sunday he was hailed and praised.

In a certain sense, you must learn to take everything with a pinch of salt. In another part of the Bible, Jesus' own brothers suggested that he go public with his ministry. “His brethren therefore said unto him, Depart hence, and go into Judea that thy disciples also may see the works that thou doest” (John 7:3). They encouraged Him, explaining that no one who wanted to have a far-reaching ministry should keep himself in secret. Remember, these were Jesus' own brethren. Jesus simply answered and said, My time is not yet come. But in John 7:5, the Bible reveals that this advice coming from his own brothers was not genuine. “For neither did his brethren believe in him” (John 7:5.).

You can see right here that a leader is often subjected to hypocritical advice and lying praises. This is the reason why every good leader must learn about what I call the "Signs of Disloyalty." The following are some of the signs that people exhibit when they are disloyal or potentially disloyal.

1. A LEADER WHO DISAPPOINTS YOU IN TIMES OF PRESSURE OR CRISIS

Notice leaders who absent themselves when the church is going through difficult times. Watch out for people who are absent during hard times. It is in times of pressure that you see the true character of a person. In the heat of events, you may have to rebuke someone sharply, or you may have to overstretch those you work with. Watch how they behave in such times, it will tell you something about their loyalty. You expect everyone to cooperate in times of war. Sometime ago, we had a crisis in our church relating to factions within our community. One day, in the heat of events, we had to go and see some officials in the government. When we went to see these officials, they told us that they wanted to see if we had any support from the local people who lived in the community. I said, "Oh, that's not a problem; we have some members of the community in our church." "I even have some of the community members working in our office." So, I left a hurried message for some of the church workers (who were also pastoral trainees) to join me in visiting these government officials. I wanted the government officials to see that we had genuine support from the community. Would you believe that these pastoral trainees did not turn up? They did not go to see the government officials in support of the church. I felt really depressed and let down in a time of war. After the crisis, I confronted the three deserters.

Shortly after that, two of them apologized for letting me down in the time of crisis. However, the third person in question rendered no such apology. I decided to say nothing to him, but just to watch him. I realized that I had detected a lack of full commitment. I was not surprised when a few weeks later I received a letter on my desk from this same brother. I can always tell when a letter is a resignation letter.

This particular letter had only one sentence, "I resign from your organization." I never saw this brother again and was not interested in seeing him anymore. Watch out for those who desert you in times of trouble. They are probably not loyal to you.

Why did Paul say he wouldn't work with Rev. John Mark? It was because John Mark had deserted him in a time of crisis. “But Paul thought not good to take him [John Mark] with them, who departed [deserted] from them…” (Acts 15:38).

2. LEADERS WHO DISAPPOINT YOU WHEN THEY ARE UNDER PRESSURE.

I have noticed that certain people just do not come to church or participate when they are experiencing a domestic challenge or a financial problem. I am often under pressure from several quarters (looking after the Cathedral, dealing with situations concerning branches, pastors, lands and properties, personnel, salaries, letters, criticisms, telephone calls, emergencies, pressures of travelling and family). But in the midst of all this I have to remain focussed and perform all my duties. It is important that I do not collapse or let people down when I am under pressure. Confidence in an unfaithful man in time of trouble is like a broken tooth, and a foot out of joint. Proverbs 25:19.

There are some people who often present themselves with problems concerning homes and families. Have you noticed that these problems have not prevented them from going about their jobs? Any leader that deserts you when he is under pressure is a potentially dangerous person.

Many pastors have to preach on Sunday mornings sometimes after they have had a disagreement with their wives on the way to church. But they still have to minister under the anointing. If they were to break down under the least of pressure they would be unreliable ministers.

3. LEADERS WHO HAVE MORAL WEAKNESSES

If you have a leader with a persistent problem of immorality, please take note of such a person.[2] He could disappoint you or turn against you one day. Why is this? The Bible says a leader must live a holy life, treating the young ladies as sisters and not as girlfriends.[3] "[Treating] …the younger as sisters, with all purity" (1 Timothy 5:2). A person who lives continually in sin, is often in rebellion against God. That attitude of rebellion can be turned unto any of God's representatives at short notice. You may also have to discipline such a fellow for his misdeeds. In his anger at your correction, he may walk out on you in rebellion. Such people usually go around, making up bad stories. You see, they have to give an explanation for leaving their church.

4. LEADERS WHO HAVE FINANCIAL WEAKNESSES

Again, someone who is a thief is in rebellion against God. This rebellion will eventually turn against the pastors. If such a thief is confronted about his evil deeds, he is likely to be incensed against you. In his anger at correction, he may also walk out and spread negative stories about you, claiming that you are the real thief! Remember that many traitors and rebels are also thieves.[4] "…he [Judas] was a thief…" (John 12:6).

5. LEADERS WHO ARE WORLDLY

A leader who loves watching worldly and perverted films is to be noted. He loves worldly music and knows all the lyrics. Someone who admires worldliness is surely attracted to it. This person could desert you just as Demas deserted Paul. "For Demas hath forsaken me, having loved this present world…" (2 Timothy 4:10).

6. LEADERS WHO THINK THAT THEY CAN DO WHAT YOU ARE DOING BETTER THAN YOU CAN

Anyone who is watching me the senior pastor, and has thoughts flashing through his mind - "I could do this better" or "If I had the chance, I would also be able to minister like that, and probably even better"- is a dangerous person to have around. Remember that Absalom thought

he could do his father's job better than he was doing it. Absalom said, "... Oh that I were made judge in the land, that every man which hath any suit or cause might come unto me, and I would do him justice!" (2 Samuel 15:4). A person is not doing what he is doing because he is the best at doing it. He is doing it because God has put him there. I am not the pastor of my church because I am the best pastor. I am here because God has put me here. There may be people who are even better pastors than I am, but God put me here instead of them.

David was the king because God made him king. He was not the king because he was the most qualified person. Sometimes the assistant may look even more capable at certain things than the head. But don't make the mistake of fighting against the order that God has set. You will not succeed! It is God who sets and it is God who will remove, if He so pleases. You cannot remove what God has set in place. "And God hath set some in the church…" (1 Corinthians 12:28).

7. ANY LEADER WHO IS PREPARED TO ATTACK HIS OWN FATHER OR SENIOR IN MINISTRY

Be careful of people who come to you from another church where they grew up. Mark them when they say all sorts of negative things about their former pastors and fathers in the Lord. Remember that Absalom was prepared to attack his own father.[5] "Behold, my son [Absalom]… seeketh my life…" (2 Samuel 16:11). Such a person is deadly! Do not admit such a person into your fold thinking that he will be loyal to you. Remember that he was thinking of attacking his own father. Absalom chased his own father out of town. Never befriend someone who attacks his own pastor.

I have listened as pastors said all sorts of negative things about their own seniors. Perhaps they thought they were gaining my sympathies, but the more they talked the more "Absalomic" and treacherous I found them to be. This is why it is almost impossible to become a pastor in my set-up unless you grow up from within.

8. WOUNDED LEADERS WHO HAVE NEVER RECOVERED FROM THEIR HURTS

I observe closely all people who have been hurt by one event or the other. In normal church life, many things occur that can lead to hurt and offences. I have discovered two types of people. One type recovers from the offence and moves ahead with his life. The other type seems to harbor some lingering unforgiveness. Watch these people. They are potential defectors.

Many Rebels Have Been Hurt Before

Almost every traitor has a history of being hurt at one time or the other. Just dig into the history of anarchists. You will discover that they have been hurt by something that was said or done earlier. Remember how Absalom was furious at his brother Amnon for raping his sister Tamar. "Absalom hated Amnon, because he had forced his sister Tamar" (2 Samuel 13:22). Two years after this event, Absalom struck! The deep-seated wound finally produced fruit. All deep-seated wounds will one day bear the fruit of mutiny.

9. LEADERS WHO ARE NOT PREPARED TO BE TRAINED OR RE-TRAINED IN THE MINISTRY

Notice people who say things like, "I was a leader before I joined you." "I have been a leader for many years in such-and-such church." What he is saying is, "I have already been trained and

your training program is unnecessary for me." Make no mistake, dear pastor, people coming from other institutions need to be retrained to suit your needs. Do not allow anyone from another church to introduce another spirit or philosophy into the house.

There are two types of trees, young and old. When a tree is young it can be bent over, when it's old it can no longer be bent over. Do not try to bend an old tree. In other words, do not try to teach an old dog new tricks. What am I saying?

I have given up trying to retrain nice people from other churches. Paul trained Timothy and told him exactly what to do. He told him what to preach and how to minister. He called him, my son Timothy. Timothy was obviously prepared for training and retraining. "O Timothy, keep that which is committed to thy trust" (1 Timothy 6:20).

10. LEADERS WHO ARE NOT PREPARED TO DO MENIAL JOBS

Anyone who is not prepared to do menial jobs may be too lofty for real ministry. The disciples did menial jobs. They were ushers, waiters, errand boys, and scavengers. Without shame, they collected baskets of leftover bread crumbs and fish bones in front of thousands of people. They were sent on errands to buy food and to relay simple messages. I take very serious note of high and mighty individuals who think certain tasks are below them. I have watched over the years as certain individuals from within my flock have refused to engage in menial jobs.

They have rarely amounted to much in the ministry. I rebuke pastors who appear too stiff and too elite to get involved in down-to-earth work. Jesus taught us the importance of being a hands-on leader. " …I am among you as he that serveth" (Luke 22:27). That is why my Bible students are involved in scrubbing church toilets and cleaning floors. It helps them to become more unpretentious and practical leaders.

Watch out for these big shots. They won't amount to much in the ministry of the Lord Jesus Christ. "Except ye… become as little children… ye shall not enter…" (Matthew 18:3). Never forget Philip the evangelist who was first sent to work in the church cafeteria. When he was asked to sort out all the problems of the church in relation to food, he did not say that it was below his dignity. He did not even mention that he was called to be an evangelist! In fact, it was because he was called to be an evangelist that God was giving him the opportunity to be a dining hall prefect. If God has called you to evangelize the world, you may have to start with menial jobs. Never forget that!

11. A LEADER WITH A PERSISTENTLY STORMY MARRIAGE

Everybody has difficulties in marriage. All honest people attest to that fact. However, notice people who have persistently unhappy homes. This is often because of pride and a bad character. Someone who is not able to keep his own home in order is not recommended to be a minister. "One that ruleth well his own house…" (1 Timothy 3:4). In quarrelsome and unhappy marriages, you often have people that do not know how to apologize when they have done something wrong. If this characteristic spills over into the ministry, you will have turbulent and unhappy relationships between ministers and church members.

12. LEADERS WHO ARE IRRITATED AND REACTIONARY EVERY TIME YOU CORRECT THEM

A leader will often have to correct his subordinates. When a person becomes irritated by correction, surely there must be some question about his character. A true student, will never be angry or irritated when you reprove him. He will eagerly welcome the redress that makes him a better person. "Better is a poor and wise child than an old and foolish king, who will no more be admonished" (Ecclesiastics 4:13). The very fact that a person is irritated should tell you that he will not fit into your organization.

Notice that Peter was neither, irritated nor reactionary when Jesus rebuked him harshly. "But he turned, and said unto Peter, Get thee behind me, Satan…" (Matthew 16:23).

13. A PERSON WHO GIVES EXCUSES AND CONTINUALLY JUSTIFIES HIMSELF

When a simple instruction turns into a prolonged debate, you are dealing with a possible anarchist. I remember one brother who misused some church equipment. When confronted, he denied it. A couple of weeks later, we came up with conclusive evidence that he had misused the church's property. Would you believe that in spite of documented and irrefutable evidence this leader argued his innocence for two more hours! I just looked on in amazement. Remember to be careful of those who cannot admit their mistakes. Let us all learn from the example of King Saul who justified himself when he had obviously disobeyed God.[6] In spite of undeniable evidence Saul insisted, "…I have obeyed the voice of the LORD…" (1 Samuel 15:20).

This stubborn denial is what made the Lord reject and replace Saul with King David. Watch out for leaders who constantly deny any wrongdoing. It seems they are never wrong about anything. They never have anything to apologize about. They rather get angry and irritated when you seem to be unhappy about something they are doing. They turn the tables on you and make you feel that you are a hard taskmaster. The punishment for stubbornness is indeed severe - rejection. …he hath also rejected thee from being king. 1 Samuel 15:23.

14. A PERSON WHO DOES NOT KEEP PROMISES

Watch out for brothers who make proposals to young ladies about marriage only to disappoint them a few months later. A person who constantly makes promises and breaks them is unreliable. Do not think that unfaithfulness will remain in the arena of marital relationships. It will definitely spill over into his relationships with his colleague pastors. "He that sweareth to his own hurt, and changeth not" (Psalm 15:4).

Unfaithfulness is a character flaw and it transcends through every sphere of a person's life. If he is unfaithful to his beloved (girlfriend) he is likely to be unfaithful to you one day. I respect people who say, "I will do this" and years later, they do exactly what they said they would do. On the 26th of August, 1985, I told my beloved (now, wife) that I would marry her one day. Five years later, I did! Watch people who keep their word on minor issues.They are likely to keep their word on major issues.

15. A LEADER WHO IS VYING FOR PROMOTION AND RECOGNITION

"Adonijah… exalted himself, saying, I will be king..." (1 Kings 1:5). Adonijah was positionconscious. Although he was a prince, he wanted to be king himself.[7] I once hinted to a leader that I intended to appoint him a pastor in the near future.

To my surprise, I found out that he had asked a little fellowship within the church to point to him and say, "Pastor so-and-so, we love you." He could not wait for his public appointment. Watch out for position conscious people. Many people have the position but do not do the job. Make sure your leaders are doing the job that goes with the position.

16. A PERSON WHO IS AN UNKNOWN FACTOR

Pastors, do not be naïve. Do not welcome little known individuals into sensitive positions. Allow new people to stay around long enough before you make them leaders. An unknown factor is a dangerous factor. Any new person is a potential traitor until proved otherwise. Remember that when the disciples had to choose someone to replace Judas, they picked someone who had been with them long enough. Wherefore of these men which have companied with us all the time… must one be ordained…" (Acts 1:21,22).

17. A LEADER WHO HAS NEVER BEEN CRITICIZED

A person who has never been criticized is often surprised when his superiors are under attack. He thinks there must be some truth in the criticism leveled against them. He usually thinks that if you do everything right, you will never be criticized! This is a great deception. This is a deception that is common to inexperienced leaders. An immature leader may even join the "enemy" if he feels they have a strong enough case. I realize that no matter how hard you try to relate your experiences to certain people, they just cannot comprehend what you are saying.

A leader who has been through the fire of criticism is different from someone who has never been criticized. When a mature person encounters slander and criticism in ministry, he will handle it differently. He understands how the machinery of deception works. A mature person, like Christ, knows that these things are part of normal ministry. ."For it must needs be that offences come…" (Matthew 18:7).

18. A LEADER WHO DOES NOT SAY AMEN OR SMILE WHILST YOU ARE PREACHING.

Any loyal leader will appreciate the sermons of his pastor. His support of the pastor is demonstrated when he constantly vocalizes his agreement by saying "Amen". You cannot tell me that the expression on your face and your silence mean nothing. Silence means something. And the expression on your face means something.

The Bible says that Absalom said neither good nor bad for two years. How can you make no comment or remark for two whole years and then after that invite me for a party? This is what Absalom did to his brother Amnon. Absalom's silence and lack of response to his brother meant a lot. It meant murder was in the offing! Because God knows that a person's facial expression means something, he advised Ezekiel and Jeremiah not to be frightened by people's facial expressions. "Be not afraid of their faces…" (Jeremiah 1:8). An unsmiling, grimacing leader who always has no comment to make must be watched.

19. A PERSON WHO DOES NOT TAKE NOTES WHEN YOU ARE PREACHING

"He said unto me, Write: for these words are true and faithful" (Revelation 21:5). The Bible teaches us to write down true and faithful words. Watch out for people who do not take notes whilst you are teaching. This is a sign that they think that they know everything. A person who

thinks he knows all that you are teaching should not be around you. He may be saying, "I'm as good as you. And there is nothing new that you can teach me!"

During a community health lecture in the medical school, I learnt a valuable lesson about handling public health education. We were taught that every time we ventured to give a public lecture we would need to psychologically overcome certain personalities in the audience. One of them was the "know-it-all". "Know-italls" do not take notes because they know it all. One thing you don't need is a know-it-all as an associate leader.

John the Apostle could not minister effectively to Diotrephes because he felt too big (pre-eminence) to receive from John. I believe this character in the Bible did not bother to take notes as John was preaching. Diotrephes was too big to receive. John said that Diotrephes didn't receive him, ". …but Diotrephes, who loveth to have the preeminence… receiveth us not" (3 John 9). Surely, any leader that does not take notes when you preach must be watched.

20. A PERSON WHO IS NOT FAITHFUL IN ANOTHER PERSON'S WORK

Watch people's attitudes towards their responsibilities.[8] If they treat other people's businesses and properties with care, they are likely to treat your ministry with care. You never know how people behave when they are out of your sight. But when you see them, just observe how they handle someone else's car or property. Watch the person who recklessly handles other people's belongings. "And if ye have not been faithful in that which is another man's, who shall give you that which is your own?" (Luke 16:12).

21. A LEADER WHO DOES NOT PAY TITHES AND OFFERINGS

Anybody who goes to a restaurant with the intention of not paying for his meal, is a dangerous character. Anyone who benefits from the church, but secretly does not support it, needs to be watched. He is a disguised robber and traitor.

Monitoring the Giving Pattern

I cannot monitor the tithes and offerings of the whole church. But I do monitor the tithes of my leaders. Any leader who does not pay his tithes may be a traitor. You see, money must not be a problem for any leader. The Bible teaches us that a person who does not give tithes is a robber. "Will a man rob God? Yet ye have robbed me… In tithes and offerings" (Malachi 3:8). I declare unto you therefore that every robber is a potential traitor. Watch him!

22. LEADERS WHO DO NOT ATTEND CERTAIN MEETINGS

Attending all meetings is important for leaders. Take note of those who constantly absent themselves from certain meetings. They always have excuses, but take note of them! Remember that Judas was always moving out on other missions when the disciples were fellowshipping with Christ. Remember how Thomas was absent when Christ appeared after His resurrection. I believe that it is because of Judas' frequent absenteeism that he became a traitor. I also think that it is because Thomas missed a very important meeting, that is why he became a doubter. "But Thomas… was not with them when Jesus came" (John 20:24).

Most definitely, the absence of certain leaders from some meetings will cause them to be different from your loyal team members. Attendance at all important meetings is essential to

maintaining loyalty. Do not overlook leaders who seem to be too busy to attend important discussions. After a while such people will be different from the rest of your team.

23. A PERSON WHO APPROVES OF SOMEONE WHO MAKES WRONG DECISIONS

"And he [Adonijah] conferred with Joab… and they… helped him" (1 Kings 1:7). Joab approved of Adonijah's rebellious ideas. This was because Joab himself was a rebel. He had exhibited an independent spirit throughout the life and ministry of King David. Notice the things that your leaders admire and become involved with. Observe the things that your team members approve of. Many years ago, a rebel in the making made favorable comments about another rebel. He spoke about how this dissident pastor seemed to be succeeding in his breakaway faction. He observed gleefully how this defector had acquired a new car shortly after rebelling. "He is having a good program!" he exclaimed. Only a few months later, this fellow staged his own rebellion.

24. LEADERS WHO ARE NOT PREPARED TO DO THINGS THEY DID NOT CHOOSE TO DO

Leaders must be prepared to do what they are told to do. If you expect others to obey you, remember that it is first required of you to obey instructions. Some people want to sit where they want to sit and do what they want to do. Notice anyone who becomes reluctant in what he is doing, because he is not doing what he prefers to do. "Do all things without… disputings" (Philippians 2:14). This Scripture is telling us to do all things joyfully - without arguments. Even the things we don't feel like doing.

25. A PERSON WHO POISONS YOU ABOUT OTHERS

The cardinal thing everyone remembers about a snake is that it can poison you! Any Christian who poisons your mind about other people is a dangerous person. Never forget that "He that speaks negatively about somebody to you, will speak negatively about you to somebody."

Mark the person who attempts to poison your mind about people you don't even know. I remember one time a famous evangelist came to Accra. My friend happened to be the manager of the hotel that this evangelist visited. Because he was in and out of the hotel room, my manager friend overheard a local pastor lambasting another minister of the city.

As he listened, my friend told me that the famous evangelist's mind was thoroughly poisoned about this other minister. Before this minister had the opportunity to introduce himself, the slanderer had gone to work. The word "slanderer" in the New Testament is translated from the Greek word diabolos (which means devil). "Not slanderers, sober, faithful in all things" (1 Timothy 3:11). Learn right here that a person who spews out negative things about others is a devil. I didn't say so, the Bible says so. Slanderer means devil. A slanderer is a devil.

26. A LEADER WHO IS NOT PREPARED TO BE BIRTHED INTO THE PHILOSOPHY, THE STANDARDS, THE VISION, THE PROCEDURES AND THE SPIRIT OF THE HOUSE

Every church is essentially different. We all believe that Jesus Christ is the son of God. However, the philosophy, the standards, the vision, and the procedures of each church are very different. This is what the Bible calls the due order of a ministry - the way things are done there.

The Due Order

“For that we sought him not after the due order” (1 Chronicles 15:13). Any new person must be prepared to acclimatize and adapt himself to the new environment. A person who often says, "In my old church, we did things like that…" and, "I think that a better way to do this is how I used to do it in my former church," must be watched. He probably hasn't fully adapted to the spirit of the house. That is why he is constantly making references to his previous place of ministry. The Israelites never adapted to their new circumstances in Babylon. They were never birthed into the spirit of their new homes. And this was evident in their songs, “.We wept, when we remembered Zion” (Psalm 137:1).

27. A PERSON WHO MANIPULATES HIS WAY INTO LEADERSHIP WITHOUT SERVING HIS WAY INTO THAT LEADERSHIP POSITION

Every leader is supposed to serve his way into a leadership position. Joshua was a servant of Moses. Elisha was the servant of Elijah. Elisha became the next major prophet by serving Elijah for many years. In fact, once when the king was looking for a prophet, they immediately thought of finding someone who had served Elijah. “But Jehosophat said, Is there not here a prophet... [They] answered… Here is Elisha… which poured water on the hands of Elijah” (2 Kings 3:11). Certain people pose as mature and already seasoned leaders who don't need to serve. They exert certain airs and manipulate inexperienced leaders. They sometimes have certain skills that the church desperately needs. The pastor may unknowingly appoint such a person to a leadership position. He may then realize that this fellow has not served his way through the normal ranks. Such a person is dangerous, because one day he may try to manipulate his way into other positions. He may even try to replace you!

28. A LEADER WHO DOES NOT STAY AROUND TO MINGLE AND INTERACT WITH OTHER CHURCH MEMBERS

If you are a leader of God's people surely you will want to interact with them and get to know them. Are you just occupying a high sounding position or are you a true shepherd? Remember that the hireling doesn't care about the sheep but the true shepherd cares and wants to be near them. I always stay around after ministering, to interact with the congregation. I do this even though I am often tired and exhausted. A genuine leader does this because he is truly interested in the flock. I don't believe in being whisked away by a chauffeur driven car.

Some pastors behave more like Prime Ministers than shepherds of God's flock. Are you a Prime Minister or a shepherd? “I am the good shepherd, and know my sheep, and am known of mine” (John 10:14).

29. A LEADER WHO HAS A "JEZEBEL" FOR A WIFE

Jezebel was a wife who pushed her husband into doing wrong things. Every experienced pastor must not only look at the leader's character but also at the leader's wife. A wife has a great influence on her husband. She can either make or break him. A "Jezebellic" wife will encourage her husband to have things which don't really belong to him. Just because you are the king does not mean that you own all land in the nation. But Jezebel encouraged her husband to take over Naboth's vineyard even though it did not belong to him.

If your associate has a Jezebel for a wife, she will push him into improper things without him even realizing it. He will find himself stretching out his hand to take what does not belong to

him. Many pastors' wives make their husbands discontent. They suggest to their husbands: "By now we should have such and such a car." "Is the senior pastor the only one who must travel to conferences?" "By now, you should have your own church."

Jezebel planted evil thoughts in her husband's mind.[9] "And Jezebel his wife said unto him, Dost thou now govern the kingdom… arise and eat bread… " (1 Kings 21:7). These "Jezebellic" inspirations will spur a good pastor on into things which he never really intended to do. Do not only consider the leader; observe his wife carefully. Remember that the husband is the head but the wife is the neck.

30. A PERSON WHO CONSTANTLY SHIFTS THE BLAME TO OTHER PEOPLE

A good leader does not shift blame. As a leader, you must realize that you are ultimately responsible for everything that happens. I do not know why some leaders never want to take any blame. We are all to blame sometimes. A true leader takes the blame for everything. One time something bad happened in our church. At a meeting of pastors, I told them it was my fault. They were surprised because they didn't know how that unfortunate event related to me. But I pointed out to them that I was to blame because I was the overall head. When two bad leaders meet, they will accuse each other of being at fault.

When two good leaders meet they will fight to take the responsibility for any mishap. Remember how Adam shifted the blame to his wife. And how the wife shifted the blame to the serpent. Unfortunately, the serpent had no one to shift the blame to. "…The woman whom thou gavest to be with me, she gave me…" (Genesis 3:12).

31. A LEADER WHO THINKS TOO MUCH MONEY IS BEING SPENT ON THE HEAD

Remember how Judas opposed the expensive gift given to his pastor, Jesus. Most people who really love their pastors feel that nothing is too good for him. Usually, a trait of disloyalty manifests itself when other loyal people begin to appreciate the pastor. Often this is out of guilty feelings that the disloyal leader may have, since he does not get involved whenever there is a show of appreciation for the pastor. Remember the words of the traitor Judas, "Why was not this ointment sold for three hundred pence, and given to the poor?" (John 12:5). Judas, like all disloyal people, felt it was a waste to spend such an amount of money on the pastor.

32. A LEADER WHO IS UNDULY QUIET, RESERVED AND DETACHED

Take note of people who always have no comment to make and nothing to contribute. The Bible says that Absalom said nothing for two years. After being quiet for two years he decided to have a party. The quietness and moodiness of Absalom had a meaning.

Unfortunately, Amnon and King David did not detect anything wrong with Absalom's reserved demeanor. However, it did mean that something evil was in the making. Watch out for those who are unusually calm and detached, when you know that they normally make positive contributions and comments.

33. A LEADER WHO IS ALWAYS LATE FOR MEETINGS

Chronic lateness to important meetings can often mean a wrong attitude. Perhaps an attitude of "I know what they are going to say at the meeting." "I will come when it is necessary." Such a

person might be working with a scornful and arrogant spirit. Pride always leads to conflicts within organizations. “Cast out the scorner, and contention shall go out...” (Proverbs 22:10). Lateness is a reflection of the unwillingness of the person to be a part of the meeting. He wishes he did not have to be around. He therefore cannot bear to be at the meeting for a complete session. Before you receive a resignation letter from your assistant, you may find him often coming in late.

34. A LEADER WHO FEELS HE KNOWS THE MINDSET OF THE ORGANIZATION AND THEREFORE DOES NOT BOTHER TO A S K IMPORTANT QUESTIONS

I recall a leader being queried as to why he did not bother to find out about an important issue. He answered, "I knew what you would say, so I didn't bother to ask." "I know how you analyze such cases anyway."

In reality, this person was saying that, "I'm dealing with unreasonable personalities who will never understand me anyway. There was no point in my coming to see you." A person who views you as being unreasonable is obviously not loyal to you in his heart.

35. A LEADER WHO HAS NOT BEEN INVOLVED IN PRACTICAL MINISTRY WORK

I don't see how someone can teach at a Bible school unless he has been involved in the ministry work himself. The ministry of the Lord Jesus is not a set of theories. It is practical down-to-earth hard work. A person who has not been involved in the basics of ministry work is a theoretician. All he has to offer is theories about what is right and wrong. “Not a novice…” (1 Timothy 3:6). Such a person could turn against you because of his theoretical inclinations. No wonder good Bible schools only accept seasoned ministers as instructors. We need people who have seen the practical workings of the Lord Jesus, the Holy Spirit and the Word of God. People who have lived through successes, mistakes, betrayals, the highs and the lows of ministry have much more to offer.

It's amazing how it's always the ones who are doing nothing for God who know how things should be done!

36. A LEADER WHO DOES NOT CONTRIBUTE TO A JOINT EFFORT WHICH IS INTENDED TO BLESS AND APPRECIATE THEIR PASTOR

Notice those who do not get involved in projects done in honor of their superiors. If the noninvolvement is not out of a genuine lack of money, it is usually out of disloyalty.

37. A LEADER WHO HAS NOT BEEN TESTED BY TIME

Dear Christian friend, in this very last sign I am pointing out a very important reality. Time reveals many important things. The Bible says, “For many are called, but few are chosen” (Matthew 22:14). Time reveals the difference between those chosen and those called. Time alone will differentiate between the men and the boys. Many of our theories and analyses will only be proved with time. If you want to know if someone will be loyal, commend the person to God and to time.

HOW TO BECOME A GOOD ASSISTANT

The assisting minister is anyone operating in any of the following positions: associate pastor, assistant or deputy pastor, worship leader, departmental pastor, youth pastor, branch pastor, minister of music, etc.

The duties of an assisting minister may look obvious. It may even seem superfluous to write about what is expected of the assisting minister. But I have found the assisting minister to be one of the most important people in the ministry team. He can make or break the ministry by his actions, words and even attitude. From experience I have learnt that it is better to have no assistant, than to have a bad assistant. It is better to have no branch church than to have a branch church with a bad branch pastor.

A GOOD AMBASSADOR

A good assistant minister can be compared to a good ambassador. He does not reflect his own ideas and visions, but only those of his home country (senior minister).[1] A good assistant minister can also be compared to a good wife. He must not only obey instructions, but also must genuinely support and flow with the head or senior pastor. He must not be an independent and difficult to control person.

If you are not faithful with another man's ministry, do not ever expect to have anything of your own.[2] "And if ye have not been faithful in that which is another man's, who shall give you that which is your own?" (Luke 16:12).

There is a proliferation of associate Absaloms, Adonijahs, Ahithophels, Shemeis, Joabs, Judases and Lucifers in the church. These are the major rebels of the Bible. Any experienced minister would have had his fair share of these personalities. I am against these people, and I am teaching against these personalities. Decide that you will never become a rebel.

It is not easy to be the head of anything. All of the responsibility falls on you. You are always to blame for everything that goes wrong because you are the ultimate head. In a certain sense, it is easier to be an assistant than it is to be a head. But in another sense it is difficult to always submit, follow and support.

I believe that it is a gift and a calling to be a good associate. If God has not called you to stand in the office of an assisting leader, do not take on yourself a frustrating and difficult task. Decide to be on your own from the beginning. If you are the head you must ensure that you have loyal associates. Anyone who is supposed to be a head but acts as an assistant, will be a bad assistant. I am going to share with you some lessons that will help you function in the role of an assistant. If you are going to do it, then you should do it well! I believe that these are perspicacious and important instructions.

1. MAKE MENTION OF YOUR SENIOR PASTOR OFTEN, AND IN A FAVORABLE LIGHT

Do this whenever you are speaking, preaching or counseling.

2. QUOTE YOUR HEAD AS OFTEN AS POSSIBLE

As I said earlier, you are actually an ambassador representing him. Jesus is supposed to be the most important person in the church and not the pastor. He must be magnified and not anyone else. He said, "…if I be lifted up from the earth, will draw all men unto me" (John 12:32).

However, there is a certain respect and admiration you must have for the head. Do not use your pastor as an illustration of a bad example. You must speak of your head as someone to be admired and followed. In every institution, a particular person must be more prominent - that is the head.

If more than one person is prominent, you will have a situation where there are two heads - a freak. Make mention of the fact that what you are doing is being done on behalf of the head. This makes it clear that there are not two heads, but only one.

3. GENUINELY ADMIRE YOUR PASTOR AND PRAISE HIM OFTEN

If you do not admire him you should not be working with him in the first place! If you are a good assistant, you will see the wisdom in the decisions that your head takes. You will admire the way he preaches and the revelation he brings forth.[3] A bad assistant is full of contempt for all that his head does.

I learnt some time ago that you receive best from people you admire. That is a secret to catching the anointing.[4] If you admire other people and have no admiration for your own head, I humbly submit that you are in the wrong place.

4. INTRODUCE YOUR PASTOR IN AN EXCITING WAY AND MAKE POSITIVE OR COMPLIMENTARY REMARKS ABOUT EVERYTHING THAT HE HAS PREACHED

Make statements like, "I was really blessed today by this message", or "That message was timely." A loyal associate is full of genuine public compliments for his pastor's sermon. When the associate makes these open remarks the whole church appreciates their pastor's message even better!

5. ANNOUNCE THE VISIT OR ARRIVAL OF YOUR PASTOR WITH EXCITEMENT

We are all excited to see someone we love. A good associate will announce with joy, the arrival of his head and introduce him with pride. Surely the fact that you are not happy to see your head must mean that there is something wrong.

I remember a church that had a rebellious pastor. When the general overseer came on a visit, the pastor instructed the ushers not to allow the general overseer to enter the building. Can you believe that? The overall head was physically prevented from entering a church he had founded. A rebellious person is not happy to see his pastor. But a loyal person welcomes his father with joy.

6. DO NOT BECOME A RECEIVER OF COMPLAINTS

Let people know that if they want to grumble and criticize, they have come to the wrong person. If your office is a center for the discussion of the shortcomings of your pastor, then surely, another Absalom is in the making! It takes a certain evil spirit for people to have enough

confidence to bring you all their accusations. Unity begins with the most senior associate. If he is loyal, the others will follow.

7. YOU MUST FIND GENUINE EXCUSES FOR ANY LAPSES IN THE HEAD.

Everybody makes mistakes, and nobody is always right. So your senior will have his fair share of mistakes. It is your duty as a good assistant to defend and protect the developing ministry of your pastor.

For example, if the head is late for an important function, a good assistant should give a suitable explanation for this lapse. You must emphasize that something must have happened to hold him up. If you make sarcastic remarks like "He's always late anyway" or "He's probably sleeping as usual", you are putting your pastor in a bad light. And that is a sign of disloyalty!

8. WHENEVER YOUR SENIOR PASTOR IS UNABLE TO ATTEND A FUNCTION, YOU MUST INFORM THE PARTIES CONCERNED THAT HE HAD INTENDED TO BE THERE HIMSELF BUT COULD NOT MAKE IT BECAUSE OF VERY IMPORTANT REASON.

You must give the impression that your head is a good person who was constrained by real and pressing issues. Do not say, "Oh, I do not know why he didn't come to the hospital to visit you. He was sleeping at home when I last called."

9. ALWAYS REMIND THE CONGREGATION THAT YOU ARE NOT THE MAIN PASTOR.

When people praise you and are very impressed with your ministry, you must be able to tell them happily that there is someone above you. Notice what John the Baptist did when people were so pleased with his ministry.[6] He said, "...I am not the Christ but… I am sent..." (John 3:28). If you are not willing to let others know that there is someone more senior to you, surely, there must be something wrong with your loyalty.

10. THE GOOD ASSISTANT TELLS HIS ADMIRING CONGREGATION WHERE HE LEARNT ALL THAT HE KNOWS.

Jesus often said, "...The Son can do nothing of himself, but what he seeth the Father do..." (John 5:19).

11. WHEN YOU MINISTER TO CHURCH MEMBERS LET THEM KNOW THAT WHAT YOU ARE DOING IS ACTUALLY BEING DONE ON BEHALF OF THE HEAD, AND NOT ON YOUR OWN BEHALF.

When we say, "In the name of Jesus" it makes the people know that we are acting on behalf of Jesus, our Head. For instance, all ministers on earth represent Christ. We do not come in our own name. We come in the name of Jesus.

12. BE GENUINELY HAPPY AT THE PROMOTION OF YOUR PASTOR.

Do not secretly think that he does not deserve the fame and popularity that he is getting. Notice what John the Baptist said when the popularity of Jesus was reported to him - "Behold… all men come to him." Notice again the classic reply of a good assistant: "He must increase, but I must decrease" (John 3:30).

A bad associate gets worried as his pastor is promoted. He feels he is being left behind and people will see too great a difference between himself and his head.

13. ENSURE THAT EVERYTHING IS WELL WITH YOUR HEAD.

Ensure that he has a seat and is comfortable. Give up your own chair if necessary. Ensure that he is acknowledged and respected by everyone. This is the duty of a good assistant.

14. BE GENUINELY EXCITED AT THE ARRIVAL AND INVOLVEMENT OF YOUR HEAD PASTOR IN ANY FUNCTION.

You must announce the visit of your pastor to your department or branch with excitement. If you see his visit or involvement as an intrusion and a bother, then there must be a problem with you. You are probably a rebellious and independent assistant at heart.

15. HONOUR YOUR PASTOR'S WIFE AS WELL. MINISTER TO HER AND GIVE HER GIFTS.

I take note of any person who doesn't respect my wife. It is an important sign to me. If you receive my wife, you have received me. In the same way, if you disrespect and disregard my wife you have done the same to me. “He that receiveth you receiveth me...” (Matthew 10:40).

16. REGARD YOUR ASSOCIATION WITH YOUR HEAD AS A LEARNING EXPERIENCE.

Decide to learn something from him everyday. A good assistant or deputy or associate learns from his head; the bad associate sees many mistakes in him.

Different Opinions

I remember once when two pastors visited from their branch churches outside Accra. They were present on Sunday morning as I ministered. Later, we had a meeting with all the visiting pastors.

One of the pastors told me, "As I listened to you minister on Sunday morning, I thought to myself, 'This man is repeating himself.' He went over these points in last week's sermon." "However," he said, "I happened to speak to the other visiting branch pastor who thought otherwise." This other branch pastor also passed a comment about the Sunday service. He said, "I really enjoyed Sunday's message. The Bishop was very relaxed as he emphasized the points from the previous week's sermon. It makes the congregation understand the message even better."

While one pastor saw it as useless repetition the other saw it as an effective teaching approach. These two pastors confirmed what I believed all along. You can either take your relationship with your head as a learning experience or as a faultfinding mission. A good assistant is always learning something new. A bad assistant is always tired and bored.

17. ACQUIRE YOUR PASTOR'S TAPES.

'Soak in' his messages on audio and video tapes. Catch the anointing on their lives through faithfulness and loyalty.

18. IN YOUR PREACHING, DO NOT HESITATE TO REFER TO YOUR PASTOR AS AN EXAMPLE OF A SUCCESSFUL PERSON.

Use your pastor as an illustration of noble things.

19. FLOW WITH DECISIONS AND POLICIES MADE BY THE HEAD. DO THIS EVEN IF YOU HAVE A DIFFERENT OPINION.

Only one idea can work at a time. Only one strategy can be implemented at a time. If you are the associate, you are supposed to submit to the leader. You may say, "I don't think this is the right thing to do, but if that is the decision you have taken. I will abide by it."

20. A GOOD ASSISTANT DOES NOT ESTABLISH A PRIVATE, SIDE-FELLOWSHIP IN THE CHURCH WITHOUT THE KNOWLEDGE OR APPROVAL OF HIS PASTOR.

21. PERIODICALLY ORGANIZE PLEASANT SURPRISES FOR YOUR PASTOR.

Spontaneously celebrate the birthday of your pastor, and give him gifts. This will draw you closer to his heart. The church will be full of the love of God.

22. WHEN YOUR HEAD IS GOING ON A JOURNEY, YOU MUST BE AT THE AIRPORT OR THE STATION TO SEE HIM OFF. IT IS ALSO IMPORTANT TO BE THERE TO WELCOME HIM WITH JOY.

On some occasions you must organize a 'welcome home' party. Associates must be glad to have the pastor back home. A bad assistant will say, "If he is going, let him go. He has a wife, I'm sure she will see him off."

23. DURING COUNSELLING SESSIONS YOU MUST LEARN TO ASSIST PROPERLY..

First of all, the assisting minister must not contribute any counsel that is contrary to what is being said. He must also not try to develop a completely new train of thought, which may only be confusing to the one receiving counsel. Do not try to impress anyone with some 'high sounding' wisdom. Simply help your senior to say what he is saying better and emphasize what he has already said. Do not remain quiet during counseling sessions, this will only make you look like a spectator and will make the counselee feel awkward. I teach all assisting ministers to use these simple but very powerful phrases whilst assisting their seniors in counseling. These phrases can be introduced at intervals during the counseling session.

1. Do you understand what pastor is saying?

2. Do you understand that pastor is only trying to help you?

3. Pastor is only saying this because he loves you.

4. I wish I had had someone to speak to me in this way when I was in a similar situation.

When you insert comments like these as the senior minister counsels, you lend greater impact to his words.

24. A LOYAL ASSISTANT TAKES NOTES AT MEETINGS WHILST HIS SENIOR PASTOR IS TALKING OR MINISTERING.

You must realize that it takes a certain amount of humility to write notes when someone is talking. That is why not writing notes is significant. Writing notes means that you are learning something.

A Mark of Humility

It means that someone senior or someone with more insight than you is imparting knowledge to you. If the most senior associate writes notes, it will encourage all the others to do the same. All my pastors, from the most senior to the least of them, write notes when I am speaking.

25. A LOYAL ASSISTANT PERSONALLY GIVES GIFTS TO HIS SENIOR PASTOR.

"A man's gift maketh room for him, and bringeth him before great men" (Proverbs 18:16). A gift means a thousand different things. It means the giver loves you, he appreciates you, he respects you and he honors you. It also means the associate admires you, thinks well of you and wants to be like you.

A gift is also sending a message of encouragement, telling the head that he has been a real blessing. A gift also says 'I want the anointing that is upon you'. All these are not evil thoughts and rule out (to some extent) traitorous plans.

The head may not necessary need the gift. It is most likely that the one giving the gift needs it more! However, when a person ministers a gift to you, a thousand messages are spoken.

26. A LOYAL ASSISTANT IS PROTECTIVE OF HIS SENIOR PASTOR. HE IS PREPARED TO DEFEND AGAINST ANY PROBLEMS ARISING OUT OF HIS PASTOR'S MISTAKES.

Everyone is capable of making mistakes. I can assure you that every senior pastor will make several mistakes during his ministry. Woe to you, if you have a disloyal assistant by your side in the day you make a blunder. A loyal assistant is supposed to cushion the effect of any mistake and protect you.

27. A GOOD ASSISTANT IS NOT IGNORANT OF THE FACT THAT HIS PASTOR IS HUMAN AND CAPABLE OF MAKING MISTAKES.

Because of this, a good assistant constantly prays for his pastor. He hopes for the best and prays that God will keep them all on the right track. He sees himself as someone who is linked to his senior pastor. They will either sink or swim together. A good associate does not think that his Head is infallible. He knows that his pastor can and does make some mistakes. This is why he prays so hard for him.

28. A GOOD ASSISTANT GIVES HIS HEAD PASTOR WISE COUNSEL. HE DOES NOT FEED HIM WITH LYING PRAISES OR FLATTERIES.

A good assistant knows that he is very close to his head. He knows that his input may be the most valuable. He knows the damaging effect of flattering his senior Pastor and misleading him.

29. A GOOD ASSOCIATE IS CONTENT TO BE AN ASSISTANT.

A good associate is happy to stay in his position. Pastors must look out for the spirit of contentment in assisting workers. A content assistant does not covet his pastor's position or

anything that is his pastor's. “Thou shall not covet… any thing that is thy neighbour's”[7] (Exodus 20:17).

Disloyal Assistants 6

THE CHARACTERISTICS OF DISLOYALASSISTANTS

A bad assistant is often difficult to detect. The Bible teaches us to mark them that cause divisions.[1] Senior ministers should use the following signs to identify disloyal behavior in assisting or associate ministers. Honest branch and assisting ministers who identify any of these traits can also judge themselves. Take note, whenever assisting pastors exhibit the following characteristics.

1. WHEN THINGS GO WRONG UNFAITHFUL ASSISTANTS ARE QUICK TO SAY, "I KNEW ALL ALONG THAT THIS WOULD NOT WORK."

This is because they were not in full support of the idea from the very beginning. Therefore, they are glad that something went wrong. Any assistant who is happy that things have gone wrong is a bad assistant and must be displaced and replaced.

2. WHEN YOU COME UP WITH A SUGGESTION, NEW IDEA OR VISION THEY HAVE NO COMMENT TO MAKE - NEITHER GOOD NOR BAD.

Silence, especially in time of trouble is often indicative of someone who is not in full agreement.

3. THE DISLOYAL ASSISTANT IS OFTEN THINKING, "I WOULD BE A BETTER HEAD IF I HAD THE CHANCE!"

He is often thinking that he could actually be the head. A good assistant does not think that way. He is conscious of how difficult it must be to be the head. He has no wish to replace his head but is content to continue assisting until the very end.

4. A DISSATISFIED ASSISTANT IS NOT HAPPY ABOUT THE DIFFERENCES BETWEEN HIMSELF AND HIS HEAD THAT MAKE HIM LOOK SUBORDINATE.

A bad assistant wants to have all that his head has. He wants to have the same authority, the same status, a similar income and the same car as the head. He sees no reason why there should be a difference. He does not like it when people see that there is a difference between himself and his head pastor.

5. HE IS VERY CONCERNED ABOUT HIS IMAGE RATHER THAN BEING CONCERNED ABOUT RAISING THE IMAGE OF HIS HEAD.

John the Baptist was a good associate of Christ. He said Jesus must become more important and prominent than he was. “He must increase, but I must decrease. John 3:30”. That is the attitude of a good assistant. However, a bad assistant gets irritated at the slightest event that in any way lowers his image. He will ask you, "Why did you talk to me that way when we were outside?" If you instruct him in public, he will pretend that he is not even listening. He gives the impression to the flock that although he is an associate, he is his own boss.

6. A TREACHEROUS ASSISTANT WILL EAGERLY LOOK FOR OPPORTUNITIES TO SIT IN HIS HEAD'S CHAIR.

Such bad assistants cannot wait for opportunities to preach in the stead of their heads. They eagerly look forward to the time when the head travels so they can pose as the leader. This can get so bad that when he is away, they actually use their head's office and take decisions which they are not entitled to make. In contrast, a good assistant constantly realizes that he is not the head and cannot fit into his head's position.

7. THE BAD ASSISTANT SEES ALL THE FAULTS AND MISTAKES IN THE SENIOR MINISTER'S LIFE. HE RARELY SEES ANY GOOD THING.

The bad assistant sees mostly mistakes in what the head says or does. He thinks the head does not speak well in public. He thinks the head prolongs the services. He has information that a lot of people are offended about the way the head speaks to them. In other words, the bad assistant has a catalogue of the "sins" of his head. But he has no such catalogue of the good attributes of his head.

8. THE DISLOYAL ASSOCIATE NOTICES THE GOOD ATTRIBUTES OF EXTERNAL MINISTERS, BUT NEVER SPEAKS POSITIVELY ABOUT HIS OWN PASTOR.

A bad associate constantly observes the successes of outside ministers and praises them. Meanwhile, he is always complaining about the shortcomings of his own ministry. The fact is that everyone has faults! If you have a critical attitude (third stage of disloyalty) you will notice twenty-one mistakes in everything your head does. This fact is highlighted by the way you notice and praise the good in other ministers.

9. A SUBVERSIVE ASSOCIATE CONSTANTLY LISTENS TO TAPES FROM EXTERNAL MINISTERS AND LEARNS FROM THEM. BUT HE NEVER LISTENS TO HIS OWN HEAD PASTOR'S TAPES.

Surely, an associate must listen to the tapes of his own head pastor. Even though he is an associate and the next in rank, the head is still his pastor. The feeding that comes from the pulpit is a blessing even to assistant pastors. The fact that an associate has nothing to learn from his head is a serious indicator. There is nothing wrong with assistants who are constantly learning from outside ministers. But there is something very wrong when these associates never seem to learn from their own pastors.

10. A DISAFFECTED ASSOCIATE ALWAYS FEELS THAT THINGS SHOULD BE DONE IN A DIFFERENT WAY.

As he watches the senior pastor, he thinks to himself, "My head should have brought in more Scriptures when he was teaching." As he looks on during counseling sessions, he says to himself, "He's not handling this case properly." He calmly observes his head handling administrative issues, but feels that there is a far better way of going about things. This is a mind of discontentment and disloyalty. The bad associate is not happy and convinced about his head's ministerial capabilities. I wouldn't like to have such an associate around me. I would never know what he is thinking.[2]

11. A DISLOYAL ASSOCIATE IS A HABITUAL AND PERSISTENT RECEIVER OF COMPLAINTS.

In other words, he is a magnet for complaints. Some members of the flock seem to find their way to these bad assistants with all sorts of complaints. Often they say to them, "You are more approachable than the head." Watch out for these so-called 'approachable' assistants. If I love my wife, I will not allow people to complain about her.

If I love my associates, I will not create the environment for people to say negative things about them to me. In the same way, if my associate is loyal to me, no one can readily speak evil of me to him. There will simply be no good reception for these complaining and murmuring Christians. No one is perfect and we all make many mistakes. If you are in the complaining department of the church, there must be something wrong with you. Why do people choose to come to you whenever they want to grumble or murmur about something?

12. THEY DO NOT CLAP, SMILE, SAY "AMEN", SHOUT, OR LAUGH WHEN THE HEAD IS PREACHING.

These bad assistants look like diplomatic "knowit- alls". They maintain straight and uninterested faces throughout the sermon. Certainly, a loyal and supportive associate would like to encourage his Head to preach, rather than making things more difficult. If your associates become exuberant when others minister whereas they maintain their unsmiling and rigid faces when you are ministering, there is something wrong.

13. A DISLOYAL ASSOCIATE DOES NOT SING, OR LIFT UP HIS HANDS DURING WORSHIP. NEITHER DOES HE CLAP HIS HANDS DURING PRAISE.

These diplomatic associates hinder the flow and the work of the Spirit by their very rigid presence. Get rid of all such unhappy people who do not really want to be around. The church is better off without them.

14. A DISLOYAL ASSOCIATE DOES NOT FLOW WITH THE GENERAL MOOD OF THE CONGREGATION.

When everybody is laughing, he does not laugh. On a good day, he may afford a faint smile. When everybody is exclaiming in agreement, he may give a diplomat nod of consent. When everybody's hands are raised, he will lift up only one hand. You see, they are simply not as impressed as the rest of the church.

15. A BAD ASSISTANT IS NOT HAPPY AT THE WEALTH AND BLESSINGS OF HIS SENIOR PASTOR.

He feels the head has too much anyway. Disloyal associates feel that they do the "donkey work" while the head reaps all the rewards. He thinks in his heart, "Monkey dey work, baboon dey chop", as is said in Ghana. This is because he wants those same things himself.

16. A DISLOYAL ASSISTANT OPENLY DISAGREES WITH HIS HEAD PASTOR.

Any associate who publicly displays disagreement with his head is sending a message to the whole church. Some associates may frown and you will see disapproval written all over their faces. What they are saying here is, "I am opposed to the decisions that have been made. And I

want everyone to know I was against it." When an associate comes out publicly instead of waiting for a private forum to express his opinion, something is very wrong. He is undermining the authority of the head. Such a person is nearer the stage of full-blown rebellion because he doesn't care about what people think. Do you need me to tell you to get rid of this person?[3]

17. THE DISLOYAL ASSOCIATE CONSIDERS THE PRIVILEGES AND HONOR BESTOWED UPON HIS HEAD AS UNCALLED-FOR AND WASTEFUL.

Instead of seeing certain things as necessary privileges accompanying the office of a head, they are constantly unhappy (whether openly or secretly) about any fame, respect and rights of the head. They consider all these as frivolous and as a waste of resources. You will notice that the one who thought in this way during the ministry of Jesus was the betrayer, Judas.

18. THEY CONSTANTLY HAVE THOUGHTS FLASHING THROUGH THEIR MINDS ABOUT LEAVING THE CHURCH.

They may come to you and say they are confused as to whether they are in the will of God, or not. When others are gladly receiving the message, they are contemplating whether to hand in their resignation or not. As they sit at pastoral board meetings, they hope in their hearts that they will not be there to implement the decisions made during the meetings. Identify such assistants and be careful not to discuss your future projections with them.

19. DISAFFECTED ASSOCIATES DO NOT MAKE ANY "EXTRA" EFFORT!

Notice people who do not make any 'extra' effort outside their specified duties. A lazy and reluctant assistant is a dangerous liability. When a person is unhappy in what he is doing, he does it listlessly and without enthusiasm. Watch the apathetic characters around you, they may have already departed from you in their hearts.

20. TRAITOROUS ASSOCIATES LISTEN TO BAD ADVICE FROM "EMPTY" AND NONSPIRITUAL WIVES.

Such a wife is prone to stirring up discontent in the assistant pastor's mind. She passes comments and suggests things that make the assistant pastor feel dissatisfied with his rank and position. These 'empty' wives think mainly of physical comfort, public impressions and their status in the church. They are often unaware of the spiritual implications of the advice they give.

A bad assistant is all ears to the carnal suggestions and pressure coming from his 'empty' wife. There are many loyal leaders who degenerate into disaffected and mutinous people because of influence from their wives. The Bible teaches us that King Ahab was galvanized into doing much evil by Jezebel, his wife, ". …Ahab… whom Jezebel his wife stirred up" (1 Kings 21:25).

THE DECLARATIONS OF TREACHEROUS MEN

"Out of the abundance of the heart the mouth speaketh" (Matthew 12:34). Many people do not know that their words give them away, especially when spoken in an unguarded moment. The Bible also tells us, " …the tree is known by his fruit" (Matthew 12:33). The next time you stand under a big tree wondering what species it is, just look out for the fruit. The fruit of the tree reveals its true nature.[4]

I am going to share with you some interesting quotations that I have noted down over the years. These sayings, coming from the lips of disloyal people, strike me whenever I hear them. I remember the day I heard each of these statements. Some of these statements were said to me personally, although many of them were things I heard about. The statements tell you a lot about the personalities concerned and about the condition of their hearts.

Let's begin with this statement I heard from the right-hand man of a pastor of a very large church.

1. Some of us could be head pastors. It is just that we have decided to submit.

This statement comes from an associate who after analyzing his head pastor for a while, has begun to see himself as someone just as capable as his head. He thinks that he is placed at the second or third position mistakenly or by an unfortunate play of circumstances. Such thoughts arise when assistants or associates are permitted to step into the shoes of their head for a brief season. This often happens when the head is away for a period. They had the opportunity to preach once or twice and some people said that they were blessed. This makes the associate think that he is as good or even better than his head.

2. I would like you to pray with me about certain things that are going on at the office - the way I am being treated.

This gentleman thought he was being mistreated by the administration of his church. He went around discussing this with ordinary church members. He solicited their prayers but in reality he was spreading dissent and mistrust.

It was a subtle way of getting other people involved in his feeling of discontent. He was indirectly gaining the sympathy and support for what he considered mistreatment. This is the political stage of disloyalty. By the time this particular pastor had finished spreading his story, the church was full of confused members who saw the senior pastors as unreasonable. This pastor eventually defected and left behind a miserable, divided, and untrusting group. It took over a year for this church to recover from the lies that had been spread. It took almost two years to regain a healthy environment.

3. He (the senior pastor) has deviated from the original vision and course.

I heard the associate of one megachurch declare that his pastor had deviated from the principal course of the Bible. He claimed that his pastor didn't read the Bible anymore, but instead, studied secular books on leadership. This however, was a misrepresentation of the truth. This statement, although it sounded like a valid accusation, was actually a manifestation of disloyalty. This associate was simply not prepared to flow anymore with new ideas that the visionary would come up with. He had assisted for years but now a disloyal spirit made him criticize every move of his head.

4. I will not come. I will not go. I will not be transferred.

Remember that during the rebellion of Korah, Dathan and Abiram refused to come when Moses called for them.[5] "And Moses sent to call Dathan and Abiram, the sons of Eliab: which said, We will not come up" (Numbers 16:12). When a person is too big to be sent, then he probably is too

big for the organization. You are now too much of a big shot to be "pushed" around. When a leader declares that he will not move, decide to move him away from you permanently.

5. Would you do that yourself?

In an army, if the Colonel or General asks the troops to move out in attack, no member of the platoon dare ask the Colonel or the General if he would go to such a place himself. No one would dare to ask, "Would you risk your life to do what you are sending us to do?" Although this is a legitimate question, it reeks of insubordination and defiance. These words only come from the heart of a rebel.

6. Many people are saying…Even the workers and elders are saying that.

This statement, as we discussed in the political stage of disloyalty, implies that you have been talking to people about your leader in a negative way. People realize your disloyalty and the disapproval that you have for your head. That is why they are able to say negative things to you about him. A disloyal person has an ear to hear the negative things that many people are saying. Take note of anyone who comes up to you with these phrases - many people are saying… a lot of people are saying…

7. You are not always right.

I remember when one pastor told me that I was not always right. At the time, I just brushed over the statement. But as I thought over it, I realized that nobody is ever always right. No one, apart from God, is ever a hundred percent correct. This insurrectionist was actually giving me another message. He was saying, "You are having your way as always. But you are not right this time." He was telling me that he did not support me in what I was doing. He was informing me that he would just flow along because I had the veto power. His eyes blazed with hatred as he said those words - you are not always right.

8. You are proud and difficult to work with. You are stubborn..

This person no longer admires or trusts his leader's decisions. They are words of a person who is critical and untrusting. A good leader has to be firm and strong. When a person is full of disloyalty, he sees the strength and firmness as stubbornness and pride. If you look at your leader through eyes of love, you will see how great a person he is. However, if you look at him through the eyes of rebellion, you will see in him evil.

9. A pastor colleague of mine was told, "Pastor, there is a lot of fear in this church. But I want you to know that I don't fear you."

This person is speaking out of a spirit of defiance. What he's actually saying is, "I will fight you if necessary because I don't fear you."

10. A pastor friend of mine was told by his church member after service, "You remind me of my father. He is so full of himself."

This person was telling her pastor that his confidence reeked of pride and arrogance. When a church member tells a pastor, "You are arrogant and proud," she is not admiring him, but rather

demeaning him. Her heart is not full of commitment, but filled with venom. Pastor - you are full of yourself.

11. An associate pastor said about his head pastor, "When he's away the church grows and many more people attend the services."

This associate pastor was in other words saying that the presence of the head pastor is undesirable; and that people in the congregation dislike the contribution of the head pastor. No loyal pastor would ever speak about his head in such a way.

12. I once asked an associate pastor, "How is your senior pastor doing?" He replied, "I don't know where he is."

Then I asked, "How come? Do you not see him regularly?" He answered, "Not at all. This yessa master, yessa master, yessa master cannot go on forever." This associate pastor by saying these words was ridiculing the beautiful and orderly relationship that exists between a head and his subordinate. He was depicting it to be a demeaning slave-master relationship. I don't even need to tell you that a short while after, this associate turned out to be an ungrateful separatist.

13. I don't see why everybody is making such a fuss about that breakaway pastor!

By making this statement, this pastor was indirectly approving of rebellion and church splits. No wonder he became a rebel in the process of time.

14. I asked a pastor, "How was the visit of your senior to the town? Was it successful?" "Oh yes, it was fine. We had a good time. But you know our man, he likes expensive Chinese restaurants."

Here again, a pastor is making sarcastic and critical remarks about his senior. It may seem like a passing remark, but it is full of contempt.

15. A disloyal assistant pastor once said to his head, "You don't have any idea what people are saying about you. You don't know what I've had to tell them."

By saying this, this disloyal pastor is letting you know that your support within the church is waning. He is informing you that he has had to stabilize the feelings of discontent that are in the congregation. He is informing you that you are unpopular and that you are not as great as you may think. 16. "I admire your style of leadership. In our church, our man (the head pastor) doesn't give us many opportunities." By making this statement, this pastor is expressing his dissatisfaction with his home church. By saying so openly, he is showing that he is not loyal or protective of his home. He is now openly exposing the deficiencies and shortcomings of his church.

An Analysis of Judas' Betrayal of Christ 7

UNDERSTANDINGWHYJUDAS BETRAYED JESUS

I have always wondered why Judas betrayed his master Jesus Christ. It is difficult to see why Judas would betray Christ because we see Jesus as the King of kings and the Lord of lords. Why

would anyone want to fight against God? Why would anyone want to have innocent blood on his hands?

Many people just see Judas Iscariot as a detestable person. Most people refuse to name their children after Judas. But I believe many people were named Judas before the era of Christ. I believe Judas was a trustworthy person when he started out. In fact, the Bible tells us that there is a point at which Satan entered into Judas.That means there was a point in time when there was no devil in Judas.[1]

If Judas wasn't trustworthy, Jesus wouldn't have entrusted him with the money. Most people appoint the trustworthiest person to be their treasurers. I have appointed trustworthy people to be treasurers in my church and I am sure you are doing the same. The Minister of Finance of any country must be very close to the Prime Minister.

In this section, I want us to analyze what might have led Judas to betray Christ. Was this something that could only happen to Judas?[2] Or is it something that can happen to us?

THE "JUDAS" FACTOR IN MINISTRY

I remember once I sat with a senior church leader who said something that struck me! He said, "I don't care what leadership style you have." "I don't care what type of leadership principles you are using." He continued, "You are not greater than Jesus. If Jesus had a Judas, you will too!"

He went on, "No matter what you do, you will have to experience betrayal because your master experienced it." [3] This made me think deeply. I realized that what this senior minister said was true. I understood the following principles in ministry:

1. EVERY CHURCH WILL HAVE A JUDAS.

Every church will experience the scourge of treacherous leaders, " ... it must needs be that offences come…" (Matthew 18:7). There will by all means be a Judas from among your trusted leadership. The Bible describes him as a trusted friend who eats, drinks and fellowships with you. The Bible says that he is not an ordinary friend, but a familiar friend. That means, someone who is very close. "Mine own familiar friend, in whom I trusted, which did eat of my bread, hath lifted up his heel against me" (Psalm 41:9).

Dear leader and pastor, you cannot escape this reality. It is difficult to believe that someone you have known for years will fight against you one day.[4] Maybe up to now you have not encountered this, but I assure you that as you become more experienced you will find out how true and accurate the Word of God is. I hardly know of any seasoned minister who has not experienced betrayal in one form or other.

2. ANTICIPATE DISLOYALTY AND CREATE A SYSTEM THAT WILL NOT COLLAPSE IN THE EVENT OF BETRAYAL.

The truth I have just shared with you has two implications. The implication for all heads is simple. Every leader must anticipate disloyalty and create a system that can handle it. Notice how Jesus' ministry continued effectively after Judas had fallen away.

3. THE IMPLICATION FOR ASSISTANTS IS TO DECIDE THAT EVEN THOUGH THERE WILL BE "JUDASES' YOU WILL NOT BE THE ONE.

The implication of this for associates and followers is frightening but also very real - one of us will be a Judas. Just make sure it's not you! "…woe to that man by whom the offence cometh!" (Matthew 18:7). Apostle Paul knew that it was inevitable that treacherous people would arise from amongst the congregation, so he said, "…after my departing shall grievous wolves enter…" (Acts 20:29).

These grievous wolves are the anarchists and betrayers of the church. Other versions describe them as savage, monstrous, merciless, fierce and evil wolves. Paul said they would come! I believe many people, though not called Judas, will behave like Judas when the opportunity presents itself. It's just a matter of time. Before we begin this study, I want us to remember that Jesus prayed all night before he chose his twelve apostles.

You must also note that the disciples were very close to Jesus. They traveled together. They talked together and they lived together. How could someone so evil rise out of such a fraternity? These reasons I am going to share with you, although theoretical propositions, are very real. I think they apply especially to people who embark on full-time ministry or ministry as a career.

PROBABLE REASONS FOR JUDAS' BETRAYAL OF CHRIST

1. JUDAS WAS THE ODD ONE OUT.

All the disciples came from Galilee, but Judas came from Kerioth. Judas was the exception to the Galilean team. He was the odd one out in a related Galilean family. Whenever you are the exception or the odd person within a group, your oddness may make you see things in a different light. If you are the only black person among many whites, you may always see their jokes and comments directed against your colour. If you are the only woman amongst men, you may always interpret their decisions as being targeted against women. If you are the only uneducated person amongst many educated people, the devil will come to you many times and tell you that the people think you are stupid. Watch out for people who are circumstantially peculiar. Judas probably began to see himself as different from the others. He gradually grew apart as these thoughts raced through his mind. Many disloyal people are casualties of the "odd one out" experience.

2. JUDAS WAS DISAPPOINTED AT THE TYPE OF TRAINING HE WAS UNDERGOING.

He initially felt that joining the ministry team would elevate his status and give him opportunities to minister. To his surprise, he became an errand boy, a waiter, an usher and a scavenger. Judas the Usher And Jesus said, "Make the men sit down..." (John 6:10). Judas the Waiter: "…the disciples [distributed food] to them that were set down…" (John 6:11). Judas the Errand Boy: "…then sent Jesus two disciples" (Matthew 21:1). Judas the Scavenger: "…Gather up the fragments that remain…" (John 6:12). Judas was humiliated-- He was humiliated before thousands of people as he carried baskets of food from place to place. At a point, Judas thought to himself: this is not what I bargained for.

3. JUDAS WAS PROBABLY DISAPPOINTED AT THE POOR ACCOMMODATION THAT THE MINISTRY OFFICE PROVIDED FOR HIM.

He thought that he would get better conditions of service. But in following Jesus he did not even have a good apartment or rented house to live in. In fact, he became a homeless street dweller, ". …but the Son of man hath not where to lay his head" (Luke 9:58).

Judas thought to himself, "Jesus has not taken into consideration some important administrative details." Perhaps Judas hated staying with friends and crowding into people's homes. Imagine twelve grown men crowding into a small house. "And being in Bethany in the house of Simon the leper" (Mark 14:3).

4. JUDAS WAS DISAPPOINTED AT THE POOR TRANSPORTATION PROVIDED BY THE MINISTRY OFFICE. Perhaps Judas thought that by going into fulltime ministry he would have the luxury of owning his own donkey or mule (car). This was not to be so. The only person to ride on a donkey was Jesus himself, and even that was at the end of his ministry, "…thy King [Jesus] cometh… sitting upon an ass [donkey]…" (Matthew 21:5).

What a disappointment for the aspiring young man! A number of people defect from their ministry jobs when they discover that good cars are not as readily available as they imagined. What is even more difficult for them is when only the Chief Executive (the Lord Jesus, in the case of Judas) seems to enjoy certain benefits.

5. PERHAPS JUDAS WAS NOT HAPPY WITH THE TYPE OF FOOD HE HAD TO EAT WHEN HE BECAME A FULL-TIME MINISTER.

Judas was probably looking forward to some good restaurants and expensive high quality food. Judas probably thought that he had had better times when he was not working for Christ. He hoped for some good Chinese dinners with international guests. But the worst came when he was asked to eat other people's leftovers, "…and filled twelve baskets with the fragments [leftovers]… which remained over and above unto them that had eaten" (John 6:13).

6. PERHAPS JUDAS BEGAN TO SEE JESUS AS A WICKED MISER WHO WOULD NEVER BE GENEROUS TO HIS EMPLOYEES.

This point was emphasized when Jesus asked his disciples to collect the leftover crumbs. As Judas carried his basket of crumbs, he must have thought to himself, "This is the limit! I cannot take this stingy treatment any longer." "Gather up the fragments that remain" (John 6:12).

7. PERHAPS JUDAS DID NOT LIKE THE WAY JESUS WAS BEING TREATED SPECIALLY.

He thought that the expense being lavished on Christ was unnecessary. "Who is this Christ anyway?" he thought. Why spend so much money on one man? There are thirteen of us on the team now. Why single out one person and expend so much on him? After all, we started this ministry together a few years ago. He began to think that there was an imbalance in the distribution of church finances, " ...To what purpose is this waste? Matthew 26:8.

8. PERHAPS JUDAS FELT THAT THE EMPHASIS AND DIRECTION OF THE MINISTRY HAD CHANGED.

He felt that more money should be given to the poor.[5] As the treasurer, Judas knew how money was being spent in the ministry. He now found Jesus' financial and administrative policies defective. "Why was not this… given to the poor?" (John 12:5).

9. MAYBE JUDAS HAD ACCUSED JESUS OF MISUSING THE CHURCH'S FINANCES.

I want to tell you a secret, a revelation that you must always remember. Someone who accuses others tenaciously of horrible crimes, is often guilty of the same. A person who has never been involved in certain things doesn't usually accuse others in an adamant fashion. This is because those evil crimes do not even come to him as options that he could take. I remember one man who continually accused his wife of adultery. He would say to her, "I know you. You are going out with another man." But she was not doing anything of the sort. Ironically, he was having multiple affairs with different women. It was Judas who accused Jesus of wasting and misusing the church's money. And it was Judas himself who was the thief.[6] …"he [Judas] was a thief…" (John 12:6).

10. PERHAPS JUDAS WANTED TO GET RICH QUICKLY.

He thought his income was too low for the work he did. Even though Jesus promised that those who followed him would have car loans and housing benefits he could not envisage when such a promise would materialize, "...he shall receive an hundredfold now in this time, houses…" (Mark 10:30). So he began to think of other means to get money quickly. He began by stealing money from the offering, " …he [Judas] was a thief…" (John 12:6).

After a while this was not enough. He felt a big one-time deal would earn him a lot of money. Considering the hatred that the Jews had for Christ, he realized that if he could selloff Christ he could make it in a big way. "And Judas… went unto the chief priests, to betray him unto them…they were glad, and promised to give him money..." (Mark 14:10,11).

11. PERHAPS JUDAS HAD BECOME TOO FAMILIAR WITH CHRIST.

There is a saying, "familiarity breeds contempt". This saying is not in the Bible but it is true. Judas had now been with Jesus for three years. He had seen Jesus happy, " …Jesus rejoiced…" (Luke 10:21). He had seen Jesus crying. "Jesus wept" (John 11:35). Judas did not only know Christ in His moments of great power, miracles and anointing. He knew Him when He was vulnerable, like any other man. Judas would not have attempted to murder Christ if He did not see Him as an ordinary human being, "…mine own familiar friend… hath lifted up his heel against me" (Psalm 41:9).

Familiarity had crept in as Judas engaged in so many day-to-day activities with his master. He had been with Jesus while he ate. He had been with Jesus when he went to the toilet. The close fellowship that Judas had with Jesus led him to think that he was someone easy to betray or even kill. Judas did not see Jesus as God but as man. Nobody in his or her right mind would attempt to betray God. But many people would attempt to betray another man.

As soon as you begin to see your man of God as a mere man, you will no longer receive from him. Evil thoughts of betrayal will now enter your mind. Ministers must therefore not allow themselves to become too familiar, " …mine own familiar friend…" (Psalm 41:9). The congregation must also not want to be too familiar with their ministers. This is important so that the temptations familiarity brings may reduce.

12. PERHAPS JUDAS MIGHT HAVE REALIZED THAT JESUS HAD DISCOVERED HE WAS A THIEF.

It was a known fact (even before Christ was crucified) that Judas was a thief, "…but because he [Judas] was a thief…" (John 12:6). Perhaps the Lord was giving Judas an opportunity to come clean. Some government officials, when they realize that their corruption has been uncovered, decide to burn down their entire office. This is an attempt to destroy all relevant documents and evidence. Judas probably realized that he had been discovered and feared that he would be exposed further. He decided that he would attack Jesus before anything happened to him.

Many rebels are guilty of other crimes in addition to rebellion. They often time their rebellion to cover up other offences. Judas timed his betrayal to exterminate Christ before he could publicly disgrace him. Some ministers, fearing public discipline for their wrongdoing, fight against authority. They pretend to have justifiable reasons for doing so. But beneath the façade are many shameful crimes. I remember the bitter attacks of one minister against my life and ministry. As I mused over all the lies and unbelievable stories that this gentleman spread about me, I realized it was just an attempt to cover his own shame. As is said in Ghana,"do them before they do you."

13. PERHAPS JUDAS THOUGHT THAT IF JESUS WAS TO REALLY DIE HE WOULD LOSE HIS JOB. HE HAD TO SECURE HIMSELF.

He felt the future was not so bright. With the impending departure of Christ, Judas conceived a plan that would give him enough money to set-up a private business. And Judas… went unto the chief priests, to betray him unto them… they were glad, and promised to give him money..." (Mark 14:10,11). Perhaps Judas thought that if he were to betray Christ and earn some money it would stabilize his family financially for the next few years.

14. PERHAPS JUDAS KNEW TOO MUCH ABOUT TOO MANY THINGS.

He knew about the offerings, "…he [Judas]… had the bag [account book], and bare what was put therein" (John 12:6). He knew how much money came into the ministry. He knew Jesus' timetable. He knew where Jesus lived and when he traveled. Sometimes people know things that do not help them. This is because they see things from the wrong perspective. Be careful about those who count the money of the church. Many of those who count the money do not pay the church bills. They just know the income of the church, but they do not know the expenditure, "…neither do I exercise myself in great matters, or in things too high for me" (Psalm 131:1).

They often have a warped idea about the kind of wealth that the church must have. This can lead to disloyalty and treachery.

15. PERHAPS HE THOUGHT THAT THE POWER AND ANOINTING ON JESUS CHRIST WAS WANING BECAUSE JESUS KEPT TALKING ABOUT HIS DEATH.

Usually only depressed people keep talking about death. Jesus Christ calmly predicted his death several times. "And he began to teach them, that the Son of man must suffer… and be killed…" (Mark 8:31). Each time Jesus talked about the end of his ministry, Judas must have thought, "The fight has gone out of this man. He is not as powerful as he was three years ago." "When I first knew this man he would powerfully confront the Pharisees and Sadducees. He would preach with such zeal. No one could stand before the anointed preaching of Christ," he remembered. "Things have changed. The anointing has lifted."

Many observant but natural people see the man of God with a very critical eye. They notice variations in the mood and presentation of the Word. Over a long period, some critical may conclude that the man of God is in a "low" season.

There may be a genuine change in a minister's outlook because God may have moved the person on to another phase of his ministry. However, make no mistake about this! It does not mean that God is not with him.

When Jesus cried, "O God why hast thou forsaken me", many people thought that he was an ordinary man who had come to an unfortunate demise. Little did they know that this was just a stage in the ministry of the Lord Jesus Christ. Unfortunately, Judas misinterpreted the phase and change in Jesus' ministry.

Avoiding Disloyalty 8

GUIDELINES FOR PEACEFUL RESIGNATION

How can we escape from the dangers of betrayal? I believe one of the ways is to learn how to honorably leave an institution without rebelling - this is what I call Godly Resignation.

Leaving a church or ministry (resignation, in other words) is something that happens whether we like it or not. Most of the time people never intend to leave. However, there may be some reasons why resignation occurs.[1]

Resignation is rarely done in a cordial atmosphere. Resignation in the church setting usually occurs in the midst of misunderstandings, conflicts, accusations and unhealed wounds. I have rarely seen a peaceful departure.

REASONS AND METHODS FOR GODLY RESIGNATIONS

I believe there are three reasons why departure or resignation may be biblically necessary:

a. When it comes as an explicit instruction from the Lord.

b. When there is a major doctrinal deviation in the ministry.

c. When there is significant and chronic moral deviation.

Why is it important to leave a ministry that is suffering from major doctrinal or moral decay? That wrong spirit is likely to affect you eventually. If you have to resign, there are certain standards of behavior expected of you before, during and after your resignation. How you go about your departure will show everyone whether you are a faithful worker or just another anarchist.

1. Give ample notice of your intentions to leave the ministry or church. Ample notice means at least one year.

2. Resignation must never be a surprise move. If it comes as a surprise, then it is an evil, calculated misdeed.

3. If you must resign, resign alone. Do not try to influence other ministers to leave with you.

4. Do not try to win the hearts of people long before you leave, by making special friends all around and developing close relationships with vital church members.

In the end you will leave behind a confused group of members who have to choose between their relationship with you and their commitment to the church. This is another reason why you need to declare your intentions of resignation long beforehand.

5. Be grateful to the church from whence you are departing, and do not spread bad stories about them after you leave "Whoso rewardeth evil for good, evil shall not depart from his house" (Proverbs 17:13).

6. Do not "muddy" the waters you have drunk from, leaving behind a group of confused people.

By saying evil things about the church you just left, you will "muddy" the waters and prevent others from being trained and blessed by the same ministry which blessed you. "Seemeth it a small thing unto you to have eaten up the good pasture, but ye must tread down with your feet the residue of your pastures? and to have drunk of the deep waters, but ye must foul the residue with your feet?" (Ezekiel 34:18).

This will invite a curse into your life. It cannot possibly be that the church you were trained in has become such an evil place. The reason why most ministers disappear into oblivion after departure from a major ministry is because they bring upon themselves a curse by the manner in which they leave.

7. If you intend to set up a church you must declare your intentions to the senior minister. You must however discourage others from following you.

8. Do not set up a church anywhere within a 10-mile radius from where you used to be.

9. It is improper, cheap, and unethical to establish a church virtually next door to your mother church.

10. It also smacks of the logic of the jungle to use the same or very similar names that are unique to the church or ministry you are leaving.

The new name should in no way give unclear signals and reminders of your recent defection. For instance, if the church you are resigning from is called "Angels Harvest and Healing Center International", do not call your new church "Angels Salvation and Healing Center International".

11. After departure you must speak well about where you came from. This will give you some credibility.

BIBLICAL DEPARTURE METHODS

The Method of Jacob

Notice that Jacob resigned from Laban's ministry in the wrong way.

1. HE LEFT UNEXPECTEDLY.

2. HIS ABSENCE WAS DETECTED AFTER THREE DAYS.

Jacob almost received a curse for this. “And Jacob stole away unawares to Laban the Syrian, in that he told him not that he fled. So he fled with all that he had; and he rose up, and passed over the river, and set his face toward the mount Gilead. And it was told Laban on the third day that Jacob was fled” (Genesis 31:20-22). But for God's intervention, Laban could have spoken a curse on Jacob (v29).

The Method of Moses

1. MOSES ON THE OTHER HAND, LEFT HIS FATHER-IN-LAW, JETHRO'S MINISTRY IN THE RIGHT WAY.

He had been with him for forty years. Notice also that when it mattered many years later, he could receive help from, and relate to Jethro.[3] “ “And Moses went and returned to Jethro his father in law, and said unto him, Let me go, I pray thee, and return unto my brethren which are in Egypt, and see whether they be yet alive. And Jethro said to Moses, Go in peace” (Exodus 4:18). “And Moses went out to meet his father in law... and they asked each other of their welfare; and they came into the tent... And it came to pass on the morrow, that Moses sat to judge the people: and the people stood by Moses from the morning unto the evening. Hearken now unto my [Jethro] voice, I will give thee counsel, and God shall be with thee...” (Exodus 18:7,13,19).

2. MOSES' METHOD OF DEPARTURE FROM HIS MINISTRY IN THE DESERT IS MORE ETHICAL.

It was followed by blessings many years later. Let us all learn from these lessons. It is my prayer that you would read over these truths repeatedly. I believe that the Lord will give you an even greater understanding of how to behave in the kingdom, “...that thou mayest know HOW THOU OUGHTEST TO BEHAVE THYSELF in the house of God...” (1 Timothy 3:15).

THE REPENTANCE OF REBELS

When a person gets involved with betrayal is there any hope for him? We need to understand some principles on repentance so that we can assess the repentance of rebels correctly.

1. NOT EVERY TRAITOR IS DEEPLY REBELLIOUS.

Some are innocent and some are not. Let me point out to you that it was not only Judas who deserted Christ in his last hours. Every single disciple, except John the beloved disowned Christ when it mattered most. There were a few people standing at the cross in the heat of the crisis: John the beloved, Mary the mother of Jesus, and Mary Magdalene. The other disciples were nowhere to be found.

“Now there stood by the cross of Jesus his mother, and his mother's sister, Mary the wife of Cleophas, and Mary Magdalene. When Jesus therefore saw his mother, and the disciple standing by, whom he loved, he saith unto his mother...” (John 19:25,26). Peter cursed and denied ever having had anything to do with Christ. In spite of this, the fate of Peter was very different from the fate of Judas. I believe that Peter's desertion was not of the heart, but it was an emotional and irrational action that may be expected of most people in his circumstance.

2. ADMITTING THAT YOU DID SOMETHING WRONG IS NOT THE SAME AS REPENTANCE.

What about Judas? Didn't he repent? The Bible says that he went back to the High Priest saying that he had betrayed innocent blood. "And he cast down the pieces of silver… and went and hanged himself" (Matthew 27:5). He did admit that he had done something wrong. Is this not repentance? The answer is no, this is not repentance. I have often wondered why Judas is not considered as someone who genuinely repented. The answer is simple. Judas admitted that he was wrong, but he did not retrace his steps.

"To repent" means "to turn around", and to change. Judas never changed. He did not turn around or retrace his steps. He just admitted that he was wrong, jumped out of the boat and hung himself! He did not want to see anybody or face anyone. He just excused himself. He could not bear to look at the faces of the other disciples and admit to them that he was wrong.

I have seen pastors admit one or two mistakes that they have made. But that did not amount to repentance. Remember what I said earlier: admission of sins is not the same as repenting. There was once a disagreement between a husband and a wife. The problem got so bad that the families had to intervene. After much discussion, it was discovered that the wife was at fault. The council of elders asked the lady to apologize to the family and especially to her husband. She grudgingly agreed and went from elder to elder saying to them, "I'm sorry for what I did." When she got to her husband, with a bored look on her face, she turned around to ask the others, "What did they say I should say to him?" Dear reader, by asking this question she was confirming that she indeed had not repented. She was being forced to admit her mistakes. That is why she had to ask, "What did they say I should say?" Many people who come up with apologies have the "What did they say I should say" attitude. Never forget that true repentance is different from admitting one's sins.

I was once discussing with a pastor friend, what to do if a rebellious separatist came back claiming he had repented from his sins. We agreed that the following seven points would help to differentiate between a forced admission of wrongdoing and true godly repentance.

Marks of Godly Repentance

1. First of all, admit to yourself and to God that you have been a rebel.

2. Ask God for His mercy and forgiveness.

3. Confess your rebellion to those against whom you rebelled.

4. Tell your rebel group that you have realized that you were a rebel. Explain to them your decision to repent.

5. Go to the church from which you rebelled and confess your sins publicly.

6. Confess to any other parties that were involved during the time of your rebellion.

7. Those from whom you rebelled will forgive you for your rebellion and release you in God's blessing.

ADDRESSING DISLOYALTY WITH THE "NORTH WIND" STRATEGY

“The north wind driveth away rain: so doth an angry countenance a backbiting tongue” (Proverbs 25:23). In nature, the north wind drives away clouds thus preventing unnecessary problems from storms. We need to drive away certain potential storms from our midst. Many people do not realize that a little leaven leaveneth the whole lump.[4] “…Know ye not that a little leaven leaveneth the whole lump?” (1 Corinthians 5:6). It just takes a little venom to kill a six-foot tall, eighty-kilogram man. In other words, the whole body can be polluted or destroyed by a drop of poison. Many businessmen do not know that by maintaining certain employees, they are destroying their firms.

When someone hates you, there is very little you can do about it. The best thing you can do is to ask the person to be separate from you. It is time to create an airtight culture in your organization. An organization that is unfriendly to scoffers and disloyal people!

If you live in a culture where people do not speak their minds this is very important. You may have people smiling at you all the time and passing pleasant remarks. But this means nothing when in reality they don't believe in you.

When I was in South Africa, I frequently noticed a signboard in the front of many public buildings. It said, "Right of Admission Reserved". What it meant was that they had the right to exclude anyone whose presence was not desirable.

1. THE CHURCH HAS A RIGHT TO EXCLUDE PEOPLE WHOSE PRESENCE IS NOT DESIRABLE.

God is love and the environment that must prevail in the church is love! Anything or anyone who consistently destroys the love atmosphere of the church should be driven away in the same way that the north wind drives away unnecessary storms. “These are spots in your feasts of charity…”(Jude 12). Who are these "spots in your feasts of charity"? What are these intrusions that disturb the environment of Christian love, peace and harmony? Read verse ten of the Book of Jude and you will see for yourself. “But these SPEAK EVIL OF THOSE THINGS WHICH THEY KNOW NOT : but what they know naturally, as brute beasts, in those things they corrupt themselves. Woe unto them! for they have gone in the way of Cain, and ran greedily after the error of Balaam for the reward, and perished in the gainsaying of Core. THESE ARE SPOTS in your feasts of charity… CARRIED ABOUT OF WINDS…”(Jude 10-12).

2. IF THESE SPOTS IN OUR FEASTS OF LOVE CAN BE CARRIED BY WINDS, IT SHOWS HOW INSUBSTANTIAL THEY ARE.

It is time to allow the north wind to blow these things away. You could actually call the north wind, the wind of exclusion. Let me give you some examples of people who may have to be blown away by the north wind of exclusion.

PERSONS WHO MUST BE TREATED WITH “THE WIND OF EXCLUSION”

1. A BACKBITING TONGUE MUST BE FLUSHED OUT OF THE CHURCH.

A backbiting person is someone who bites your back. In other words, he does not have the boldness to do it in front of you. He has to wait for your back to be turned before he speaks. Such people are dangerous. They are potential Absaloms. If discovered they should repent or be flushed out.

2. A SLANDERER IS SOMEBODY WHO MUST BE DRIVEN AWAY FROM THE CHURCH.

“Slander” comes from the Hebrew word “Lashan”. It means to use the tongue to defame, abuse, scandalize, belittle or blacken the character of another. King David was slandered by many people. Do you need people to blacken your character? Certainly not! “I am forgotten as a dead man out of mind: I am like a broken vessel. For I have heard the slander of many: fear was on every side: while they took counsel together against me, they devised to take away my life” (Psalm 31:12,13).

Why was David like a broken vessel? Because of slander. Many ministers are like broken vessels which can no longer hold the anointing. If slander has such a terrible effect on God's chosen vessels then it must not be entertained at all!

3. A DOUBLE-TONGUED PERSON MUST BE DRIVEN AWAY FROM THE CHURCH.

“Likewise must the deacons be grave, not double-tongued...” (1 Timothy 3:8).

4. A MURMURER MUST BE DRIVEN AWAY FROM THE CHURCH.

“Do all things without murmurings and disputings..” (Philippians 2:14). People who speak undertone and bring a spirit of unwillingness are dangerous people. It is very difficult to lead unwilling and discouraged people.

5. EVIL "CRITICS" MUST BE DRIVEN AWAY FROM THE CHURCH.

6. TALEBEARERS MUST BE DRIVEN FROM THE CHURCH.

Talebearers are people who invent stories or recreate events to make them look unwholesome. Such people separate friends and pollute the environment with unhealthy poison. They must be driven away from the church. “Where no wood is, there the fire goeth out: so where there is no talebearer, the strife ceaseth. As coals are to burning coals, and wood to fire; so is a contentious man to kindle strife. The words of a talebearer are as wounds, and they go down into the innermost parts of the belly” (Proverbs 26:20-22). Notice that the Bible says that where there is no talebearer there is no strife. In other words, if you want to get rid of strife, get rid of the talebearers.

7. ACCUSERS MUST BE DRIVEN AWAY FROM THE CHURCH.

The devil's nature is to accuse. Anyone who rises up with the spirit of accusation is actually representing the devil. One of the most appropriate names for the devil is accuser of the brethren. In the church, there are always people who allow themselves to be used as agents of accusations. Such people create stories that look very true but are not, and they end up sowing seeds of confusion in the church. Accusers must be driven out!

8. LIARS MUST BE DRIVEN AWAY FROM THE CHURCH.

I remember one young man who made it his duty to tell lies about me. This gentleman would not leave the church. He wanted to be with us and still malign us constantly. One day, one of the pastors in the church just asked him to leave. It seems he did not know how to leave the church. People do not realize that if you are not happy with what pertains in the church, you should simply move away without destroying the church of Christ.

9. PEOPLE WHO CAUSE DIVISIONS MUST BE DRIVEN AWAY FROM THE CHURCH.

"Now I beseech you, brethen, mark them which cause divisions and offences contrary to the doctrine which ye have learned; and avoid them" (Romans 16:17). It is sometimes important to take a good spiritual history. You will then discover what people have done in every church they have been in. Dear pastors, don't be overly excited when you receive a member from another church. Find out why he moved. Whatever problems that fellow was associated with in the old place will surely come up again!

10. PEOPLE WHO CAUSE QUARRELS.

"Them which cause divisions and offences…" (Romans 16:17). There are some people who are always causing offences and quarrels. These are contentious individuals. They delight in magnifying frivolous and vexatious issues until these become a pivot for divisions. It is important to mark these people and avoid them.

SECTION II

Loyalty and Anarchism

Identifying the Enemy 9

THE INVISIBLE FIGHT

How do you fight an enemy you cannot see? How much more difficult it is to fight an enemy who can see you when you are not even aware of them? I have heard it said that we will judge angels one day. "Know ye not that we shall judge angels…"(I Corinthians 6:3).

In other words, we will be higher than angels one day. I have often wondered why this should be the case. Are we not so corrupt and inferior to these pure spiritual beings? However, I have realized in recent times that Christians are accomplishing great feats in spite of the fact that we do not see the realm of the Spirit. Even the angels admire and respect us for our accomplishments. We only have the Word of God to tell us what is going on out there! We fight and defeat an enemy who can see us but whom we cannot see! That is an achievement!

When you see an athlete jumping or running some distance in exceptional time, you admire him and give him a medal because you know how difficult it is to do that. The Hosts of Heaven are watching us operating in the dark without any vision at all. They see us defeat the enemy time and time again. They cheer us on as they watch us whip an enemy whose main strength is 'being invisible'. If some Christians could see the hordes of demons that surround them, they would probably act differently. Some Christians believe the Word, obey God and defeat the enemy repeatedly. They whip an enemy they cannot even see. How humiliating this must be for the devil.

UNDERSTANDING THE SCHEMES OF THE ENEMY

Many Christians are simply unaware of the devil and his ways. Some ministers are simply unaware of the tricks of the devil. Others think the devil is working in a way that he is not. For instance, there are people who think that Satan lives in Africa. They say this because they do not

understand the strategies or schemes of Satan. They feel that the wars, poverty and backwardness are a sure sign of the presence of the devil.

1. SATAN'S PRINCIPAL STRATEGY IS TO DECEIVE THE WORLD AND LEAD THEM UNKNOWINGLY INTO HELL.

This is why I believe that Satan does not live in Africa but in Europe. Most Africans believe in God. Today, in Europe, it is the Africans who fill the churches.

2. SATAN HAS HIS SEAT (HIS PLACE OF GREATEST VICTORY AND RELAXATION) IN EUROPE.

It is in Europe that deception is strongest. Most indigenous Europeans do not believe in God, Christ or even in the existence of the devil. How comforting that must be for Satan! Europe is a place where he can call home. Your home is where you lay down to rest. Your home is where you sit down to relax and feel safe. Do you think that Satan feels safe in Africa when meetings are organized to bind him in almost every neighborhood? Do you think the devil can relax when people are so aware that he is around? When songs are composed and chanted against you by thousands of people, you will not feel happy. Satan feels threatened in Africa.

Look at a typical song,

In the Word of God, there is power! In the Name of Jesus, every knee shall bow!

As you know, the devil is not omnipresent. He is in one place at a time. In Bible times, John identified the home and seat of the devil. He wrote a letter which revealed that Satan's home was a city called Pergamos. "And to the angel of the church in Pergamos write; These things saith he which hath the sharp sword with two edges; I know thy works, and where thou dwellest, even WHERE SATAN'S SEAT IS: and thou holdest fast my name, and hast not denied my faith, even in those days wherein Antipas was my faithful martyr, who was slain among you, WHERE SATAN DWELLETH" (Revelation 2:12,13). As you can see, this Scripture tells us that Satan both lived and sat (was at ease) in Pergamos. I believe that Satan's seat today is in Europe. I do not believe Satan is happy or at ease in Africa. There are too many all-night prayer meetings all over Africa. There are too many open-air crusades going on there. There are too many groups worshipping and singing about the blood of Jesus for Satan to sit at ease there.

One day, I was playing golf in Ghana when I heard people praying and shouting just outside the course. I said to my partner, "Satan cannot live in Africa! Which golf course in Europe has a group of prayer warriors shouting and praying from the bottom of their hearts on a Monday morning?"

One night I was coming home from a meeting and I put on the car radio. It was midnight and there were two young men praying on the air. They were having an all-night prayer meeting in the studio. They spoke mostly in tongues and shouted their prayers to God from the bottom of their hearts. One groaned like a bear whilst the other roared like a lion throughout the night. I thought to myself, "The prince of the power of the air will not like this at all." I said to my wife, "Satan can never live in Ghana!" I knew that a programme like this could never be aired in Europe.

Africa's problem is leadership. Africa is plagued with bad leaders. Having bad leaders is not the same as having Satan dwelling with you. Many countries in Africa have been led by people who have stolen the wealth of their nations. Many African heads of state have more personal wealth than the countries that they lead. In some ways, this has helped Africa spiritually. The poverty has made Africans humble and the humility has opened them up to the gospel and to salvation.

When there are wicked oppressive leaders who murder their opponents and destroy anything and anyone who opposes them, the result is backwardness and poverty. Many of the wealthy and intelligent sons of Africa are living under European or American leadership. They hate the typical oppressive leadership found in Africa and they keep their wealth in Europe and America. This is what makes Africa poor!

People prefer to live in an environment of freedom and justice. Unfortunately, the environment that has freedom and prosperity is the environment that is spiritually bankrupt! It looks like you can't have your cake and eat it. I call Europe the modern day Pergamos. I teach European Christians how to have victory in "Pergamos". I said all of this to show that some people cannot see through Satan's tricks. When Satan is working, they don't seem to recognize it. When the country is rich, developed and beautiful they think that the devil cannot be at work. A minister must be able to discern what Satan is doing. If you are going to succeed in ministry, you must know a lot about your enemy.

3. THE BIBLE CALLS SATAN THE "FATHER OF LIES".

“And that old serpent which deceiveth the whole world" (John 8:44; Revelations 12:9).

4. THE WORD OF GOD WARNS MINISTERS TO BE CAREFUL OF THE WILES OF THE DEVIL.

“Put on the whole armour of God, that ye may be able to stand against the WILES of the devil” (Ephesians 6:11). The word "wiles" comes from the Greek word methodeias. It speaks of the different means, plans and schemes that are used by the devil. A wile is a scheme, and a scheme is a systematic plan, an artful or deceitful plot. Satan has artful and deceitful schemes to entrap the church. His main aim is to enslave, entrap, deceive and finally ruin the ministers and the church with these schemes. A scheme is not a single action! It is a set of progressive deeds and acts that lead to a calculated outcome.[1]

Many years ago, I stood by the gate of my home with a man who had been a father to me in the ministry. I told him about some problems I had been having in the ministry. I described to him how a young man I had trained and worked with had become treacherous.

He said something that I will never forget. Mind you, he spoke out of years of experience in the ministry. He said, "It is amazing how the same strategy works over and over again." "What do you mean?" I asked. He continued, "I have noticed the devil using the same deception on ministers everywhere. It is amazing how it works every time." He concluded, "We don't seem to recognise how the same trick is used on everyone. We just fall for the same thing over and over again." That conversation stayed with me and I thought to myself, "I don't want to fall for a trick which has been used time and time again."

5. MANY CHRISTIANS CANNOT SEE SATAN WORKING THROUGH THE SPIRIT OF DISLOYALTY, TREACHERYAND UNFAITHFULNESS THAT THEYYIELD TO HIM.

If you make the mistake of thinking that your enemy is where he is not, you will be destroyed. If your enemy is by your side and you cannot even see him, you are but a dead man! More churches are destroyed by the work of disloyalty and its ramifications than by anything else I know! I found that out first hand in the first year of my ministry. My fledgling ministry experienced a satanic attack through conspiracy, accusations, faultfinding, slander and breakaways. I have never seen as much confusion as I saw in those days. Very early in the ministry, I came to the conclusion that disloyalty and its associated evils are the most destructive weapons in the devil's armoury.

6. MOST CHRISTIANS FEEL THAT THE DEVIL'S BEST WEAPON IS TO WORK THROUGH OCCULTISM, WITCHCRAFT AND VOODOO.

I agree that these things are weapons in the devil's arsenal. But what people must realize is that the strongest campaign of Satan is in the area of deception. If Satan can deceive you, he will destroy you! Satan makes many people believe that they are fighting a man of God in the name of justice and truth. However, they soon discover with great pain, that they are doing nothing but kicking their feet against nails and thorns.

This is what Paul discovered when he fought against the church and supervised the elimination of one of its leaders, Stephen. Saul was a man with a good conscience. He earnestly thought that he was eliminating troublemakers from the peaceful city of Jerusalem. In his fight for righteousness, he sought to wipe out elements that he thought were harmful to society. There are many people who think they are on a holy war to expose false preachers and ministries. Like Saul, they think they have a divine mandate to let everyone know the truth about the hypocrites in the pulpits. The Apostle Paul was so surprised to find out that he was actually fighting against Christ. "And as he journeyed, he came near Damascus: and suddenly there shined round about him a light from heaven: And he fell to the earth, and heard a voice saying unto him, Saul, Saul, why persecutest thou me? And he said, Who art thou, Lord? And the Lord said, I am Jesus whom thou persecutest: it is hard for thee to kick against the pricks. And he TREMBLING AND ASTONISHED said, Lord, what will thou have me to do" (Acts 9:3-6).

Paul was astonished when he discovered what he was really doing! When people do not know what they are doing, they often do the wrong thing. Paul claimed later on that he had received mercy from God because he did not know what he was doing. "Who was before a blasphemer, and a persecuter, and injurious: but I obtained mercy, because I DID IT IGNORANTLY IN UNBELIEF" (1 Timothy 1:13).

7. THE INABILITY TO BE FAITHFUL, LOYAL, STABLE, CONSISTENT AND CONSTANT IS THE GREATEST KILLER OF MINISTRIES.

It is the greatest killer of businesses. The feeling that there is a shorter, quicker and easier way is in all men. Satan capitalizes on that tendency. Many Christians are tricked into following rebels and dissident visionaries. Many people do these things out of ignorance.

8. THE DEVIL USES THE EXAMPLE OF TYRANNICAL CHURCH LEADERS TO CREATE THE CULTURE OF REBELLION AND DISLOYALTY IN THE CHURCH.

Without knowing it, many church leaders are essentially rebellious and disloyal. They teach their followers rebellion by the things they say and do. They do not understand why anyone is unfaithful or disloyal to them. You see, deception is such a strong thing. When you are deceived you think that black is white and white is black.[2]

A REVELATION OF THE INVISIBLE FIGHT

I was really intrigued by the revelation which the Lord gave to Rick Joyner in his book "The Final Quest". I have recommended this book to thousands of people since I discovered it. I found the very first pages of this book particularly revealing. He described a vision of a large demonic army marching against the church.

THE STRATEGY OF THE ENEMY

1. The main aim of this demonic army was to cause division on every possible level of relationship: churches with other churches, congregations with their pastors and even husbands with their wives.

2. Another notable aspect of the revelation was the weapons that this demonic army was carrying.

I noted in particular that the spears they were carrying were called 'treachery'. Do you know that treachery is actually the highest form of disloyalty? It is interesting to me that only one spear was named and that spear was treachery! Dear friend, I believe that Satan's principal spear against the church is this weapon of disloyalty and treachery.

As I mused over this, I realized that many churches which had suffered major setbacks, had suffered these things because of treachery. I thought about several great men of God I had grown to respect and considered how their ministries had become stunted. Disloyalty had played a major role in this regrettable turn of events.[3]

There were four arrows mentioned in the vision: accusation, gossip, slander and faultfinding. On the surface, these four weapons do not sound very effective. They do not even sound like weapons the devil would use. However, after being in the ministry for some years I have concluded that the most potent weapons of the devil are these very things. At first glance, most inexperienced people would dismiss these as minor problems. I am sure that many people have considered these listed arrows as trivial things that every minister can easily handle. The devil knows that accusations weaken, confuse and paralyse the accused person. No matter how innocent the accused person is, once he is accused he is drawn into a state of confusion. He asks himself, "Why would anybody think of such a thing?" Accusations are so powerful that, after a while, even innocent people begin to agree with the accusations.

Accusations paralyse the accused person. Once paralysed, they are left in a state of inactivity. As the accusations spread, the accused person does not even have the confidence to move in the circles where the venom has been spread.[4] Slander, gossip and faultfinding are all forms of accusation. These things weaken, paralyse and confuse the church. This confusion is within and without the church. The accused person is confused and the hearers are confused. Many people never overcome this confusion. Some can never receive and some cannot continue in ministry. This is such a powerful weapon of the enemy! It is no wonder the Bible tells us that strength

comes to the church when the accuser is dealt with. As long as you hear the voice of the accuser, you will be weakened somewhat. "And I heard a loud voice saying in heaven, Now is come salvation, and STRENGTH… for the accuser of our brethren is cast down, which accused them before our God day and night" (Revelation 12:10).

Have you ever wondered why relentless accusations are hurled at men of God? I remember a pastor who did a great pioneering work in a large city. Through him, many people were saved and many other ministers were trained. He was slandered and accused until he eventually left the city. His faults were magnified until there was nothing good said about him anymore. Eventually, he left the city and put aside the ministry. Satan's modus operandi is quite simple - accuse them until they have no confidence in themselves! Accuse them until no one in the community thinks well of them. Make them stop what they are doing.[5]

However, many years after leaving, he was invited back and honoured by the people he had blessed. I believe he was surprised when he saw the fruit of his ministry. He probably realized that he should not have succumbed to the relentless onslaught of the accuser and his agents. I am glad to say that soon after this he returned to the ministry.

3. Another amazing revelation in this book was that the demons were riding on Christians and not on horses.

In other words, Christians were being used by the devil without even knowing it! I know a pastor who is very good at dividing the Body of Christ. I have observed his ministry over the last fifteen years and I feel he has a special gift for dividing the church and creating opposing "camps" within the church. I think he does not even know that his actions and decisions lead to the creation of factions within the church. He does this effortlessly and with such distinguished diplomacy! He looks and sounds so respectable that it would never occur to you that he is actually splitting the church into groups. It is only when you sit back and reflect on his actions that you realize how factious he is. I am happy to have Rick Joyner's permission to include a short passage from this vision of the armies of Satan and their strategies. I pray that you will see the strategies of the devil clearly.

THE VISION

"The demonic army was so large that it stretched as far as I could see. It was separated into divisions, with each carrying a different banner. The foremost divisions marched under the banners of Pride, Self-righteousness, Respectability, Selfish Ambition, Unrighteous Judgment, and Jealousy. There were many more of these evil divisions beyond my scope of vision, but those in the vanguard of this terrible horde from hell seemed to be the most powerful. The leader of this army was the Accuser of the Brethren himself.

The Weapons

The weapons carried by this horde were also named. The swords were named Intimidation; the spears were named Treachery; and the arrows were named Accusation, Gossip, Slander and Faultfinding. Scouts and smaller companies of demons with such names as Rejection, Bitterness, Impatience, Unforgiveness and Lust were sent in advance of this army to prepare for the main attack.

These smaller companies and scouts were much fewer in number, but they were no less powerful than some of the larger divisions that followed. They were smaller only for strategic reasons. Just as John the Baptist was a single man, but was given an extraordinary anointing for baptizing the masses to prepare them for the Lord, these smaller demonic companies were given extraordinary evil powers for "baptizing the masses." A single demon of Bitterness could sow his poison into multitudes of people, even entire races or cultures. A demon of Lust would attach himself to a single performer, movie, or even advertisement, and send what appeared to be bolts of electric slime that would hit and "desensitise" great masses of people. All of this was to prepare for the great horde of evil which followed. This army was marching specifically against the church, but it was attacking everyone that it could. I knew that it was seeking to pre-empt a coming move of God which was destined to sweep masses of people into the church.

The Primary Strategy

The primary strategy of this army was to cause division on every possible level of relationship - churches with each other, congregations with their pastors, husbands and wives, children and parents, and even children with each other. The scouts were sent to locate the openings in churches, families or individuals that Rejection, Bitterness, Lust, etc., could exploit and make larger. Then the following divisions would pour through the openings to completely overcome their victims.

The most shocking part of this vision was that this horde was not riding on horses, but primarily on Christians! Most of them were well-dressed, respectable, and had the appearance of being refined and educated, but there also seemed to be representatives from almost every walk of life. These people professed Christian truths in order to appease their consciences, but they lived their lives in agreement with the powers of darkness. As they agreed with those powers their assigned demons grew and more easily directed their actions. Many of these believers were host to more than one demon, but one would obviously be in charge. The nature of the one in charge dictated which division it was marching in. Even though the divisions were all marching together, it also seemed that at the same time the entire army was on the verge of chaos. For example, the demons of hate, hated the other demons as much as they did the Christians. The demons of jealousy were all jealous of one another.

The only way the leaders of this horde kept the demons from fighting each other was to keep their hatred, jealousy, etc., focused on the people they were riding. However, these people would often break out in fights with each other. I knew that this was how some of the armies that had come against Israel in the Scriptures had ended up destroying themselves. When their purpose against Israel was thwarted, their rage was uncontrollable, and they simply began fighting each other.

I noted that the demons were riding on these Christians, but were not in them as was the case with non-Christians. It was obvious that these believers had only to stop agreeing with their demons in order to get free of them. For example, if the Christian on which a demon of jealousy was riding just started to question the jealousy, that demon would weaken very fast. When this happened the weakening demon would cry out and the leader of the division would direct all of the demons around that Christian to attack him until the bitterness, etc., would build up on him again. If this did not work, the demons would begin quoting Scriptures that were perverted in such a way that would justify the bitterness, accusations, etc.

The Power of Deception

It was clear that the power of the demons was rooted almost entirely in the power of deception, but they had deceived these Christians to the point where they could use them and they would think they were being used by God. This was because banners of Self-righteousness were being carried by almost all of the individuals so that those marching could not even see the banners that marked the true nature of these divisions.

As I looked far to the rear of this army I saw the entourage of the Accuser himself. I began to understand his strategy, and I was amazed that it was so simple. He knew that a house divided cannot stand, and this army represented an attempt to bring such division to the church that she would completely fall from grace. It was apparent that the only way he could do this was to use Christians to war against their own brethren, and that is why almost everyone in the forward divisions were Christians, or at least professing Christians. Every step that these deceived believers took in obedience to the Accuser strengthened his power over them. This made his confidence and the confidence of all of his commanders grow with the progress of the army as it marched forward. It was apparent that the power of this army depended on the agreement of these Christians with the ways of evil."[6]

Laws and Statutes of Loyalty 10

LAWS OF LOYALTY

It is very difficult to live under certain kinds of leadership. There is a reason why Africans flood western nations seeking greener pastures. They are not running away from their homes and families. They are not running away from the weather in Africa. They are not running away from their friends. They are running away from bad leaders!

It is difficult to live under leadership which is oppressive. It is difficult to live under leaders who steal the nation's wealth and do not care if the people have roads, hospitals and schools for their children. It is difficult to live in an environment where you do not have great opportunities. I know that most Ghanaians would come back to their own country if they could. In this section, I would like to discuss some laws that govern the principle of loyalty.

1. THE HEAD OF AN ORGANISATION MUST FIRST BE LOYAL TO HIS SUBORDINATES.

Loyalty does not just depend on the subordinates being loyal to their superior. Everything, good or bad, flows down from the top. "It is like the precious ointment UPON THE HEAD, THAT RAN DOWN upon the beard…THAT WENT DOWN to the skirts" (Psalm 133:2). Whatever is at the top, will be found in the ranks. The starting point of loyalty is the head of the organisation. If he is unfaithful to his followers, they will be unfaithful to him.

This is why it is difficult to teach loyalty in some churches. Some churches have unreasonable pastors. Some churches have leaders who are disloyal to their subordinates in many ways. It is difficult or impossible to teach people to be loyal to a disloyal head. The overseer may be someone who is not kind to his associates and does not even speak well of them.

I was once chatting with a senior pastor. He spoke about my associates. He said, "You have all these nice people working with you. They are so loyal." Then he lamented; "But I have all these

devils as associates, I wish I had people like yours." I thought to myself; "If you call your associates devils, what do you expect from them?" Perhaps it had not occurred to him that if his pastors were devils then he must be Lucifer! Just as a loyal subordinate should not speak evil of his senior, the head must also not speak evil of his subordinates. Not only was it inappropriate for him to speak like that about his subordinates, but also, it was not appropriate for him to say such things to an outsider.[1]

I heard another overseer refer to his branch pastors as "wicked people" and as "wizards". Just as the junior pastors should not refer to their senior as a wizard or a wicked man, this should also not come from the top.[2]

The Greatest Motivation for Employees

It has been noted that the greatest motivation for people in work places, is not money per se. A sense of self-worth and achievement is the highest motivation for workers.

If someone does not feel important and appreciated, he often begins to look elsewhere. It is the duty of the head of the organization (church or business) to make everyone feel important and appreciated. This is one of the most important ways to be loyal to the people who work under you.[3]

When I worked as a doctor for Ghana's Ministry of Health, I felt that the government did not care about me. After slaving away for one year, I decided that it would be better for me to sell groundnuts at the roadside, than to work for the Ministry of Health. I was not loyal to the Ministry of Health. It took me only one year to leave them. I moved away quietly and I have no regrets.

The head of the organization often wants his subordinates to appreciate him and honor him. However, this appreciation and honor must begin from the head downwards. I reiterate that it is difficult and sometimes impossible, to work under certain kinds of leadership. If you are a junior in a church or business and have a head who is uncaring, you will have a hard time. I would advise you to find the environment and leader under whom you can flourish. Move away peacefully and do not say bad things on your way out! Close every door gently! You may need to come back through that door one day.[4]

One day a young pastor asked his senior pastor, "Do you know why I am loyal to you?" The senior pastor smiled and asked, "Why?" The junior pastor said, "I think the main reason why I am loyal to you is because you are a very loyal senior minister." He continued, "It is not because I have learnt the lessons or stages of loyalty. But because you are very loyal to me." He added, "I feel that you have my welfare at heart. I feel that you want me to prosper. I sense that you want me to go as far as I possibly can. Because of this, I naturally find myself being loyal to you." This young pastor was unknowingly expounding on a great principle of loyalty. Loyalty emanates from the head. Loyalty breeds more loyalty![5]

Consider this: is it easy to follow someone who constantly turns round and waves a knife at you? Would you be able to stay close to someone who constantly waves a dangerous dagger in your direction? Certainly not! In the same way, it is not easy to be loyal to wicked leaders (even if they are men of God).

I have often said that if I were not a pastor, I would find it difficult to remain in certain churches. I would find it very difficult to be loyal to pastors I did not believe in. “Moreover it is required in stewards, that a man be found faithful” (1 Corinthians 4:2). One of the cardinal qualifications for the head of every organization is loyalty!

2. LOYALTY IS THE KEY TO EXPANSION.

Many churches, businesses and individuals need to tap into the key of loyalty in order to expand. Growth in one location can take place only up to a point. That is what we call localized growth. You sell a product but only a certain number of people can buy the product in one locality. After a while the community will be saturated with what you are selling. That is why you need to expand. Often, expansion takes place in different geographical locations.

Years ago, our church was directed by the Lord to expand into different communities in the city. This has resulted in tremendous growth. Had we stayed in one place, we would have had one congregation probably of the same size that we have now. But I followed the direction of the Holy Spirit and moved into several localities within the city. Today the strength of Lighthouse Chapel International has immensely multiplied into the different communities of our city. Not only have we expanded in the city, we have also expanded into several regions of our nation Ghana and into several other countries. Lighthouse Chapel International now operates on five continents: Africa, Europe, America, Asia and Australia. We are in more than twenty different countries of the world. These are not local churches that have adopted the Lighthouse name. They are extensions, outreaches and expansions of the original Lighthouse Chapel International, which began in Korle-Bu, Accra, Ghana. People often ask, "How are you able to maintain your operations in all these different places?" The key is loyalty.

Loyalty and Commercial Enterprises

If you are a businessman, and have a shop in an area, you can only make a certain amount of money from one community. You need to expand into other localities. God is a God of expansion. God wants you to have big dreams. That is why He told Adam and Eve to fill the whole Earth. How could two people fill the whole Earth with human beings? But that was God's plan for Adam and Eve. You can fill the city with your shops, businesses or whatever you trade in. If you are a pastor, what you are doing can be expanded into many places. You can have many churches. As I write this book, there are over four hundred Lighthouse churches in the world. It is possible to expand but you must grasp the principles that make expansion possible. One of the keys to expansion and growth is loyalty.[6]

You will need loyal people at all the outlets you establish. Without loyal people in position, everything you do will crumble after a while. I know churches which do not even want to have cell groups. They have had bad experiences with disloyal people who have turned their cell groups into rebellious offshoots. Many church planters have watched as satellite or branch churches have been taken over by anarchistic pastors. These pastors have no respect for authority or order in the church.

I know a pastor who began a church twice in a city but had to close them down because the church was overrun by 'rebels'. This general overseer is no longer interested in church planting or church expansion. He is content to stay with what he can control in one locality. In this book, I

want to share with you the Lord's principles and tenets of loyalty. If I were a businessman, I would prefer to have one loyal person without a degree than three with MBA's and PhD's. Qualifications do not impress me as much as loyalty does.

Many years ago, my father owned a prestigious hotel in the city of Accra. My father would supervise this hotel by visiting it once or twice a day. Unknown to him the managers and workers in the hotel were ripping him off. Whilst he was away, customers would check into the hotel. However, the money they paid never got to my father because the staff at the hotel did not register the guests in the proper way. One day something happened and my father dismissed all the management staff.

My father asked me if I knew somebody who could manage the hotel. I said to him, "Well, I know someone who would be honest and loyal to you. But he doesn't have any experience in managing a hotel."My father answered, "Please bring him. I need him now!" So I called my friend and he agreed to do the job for a while. After this friend of mine had worked for one night, the hotel yielded about one hundred and fifty thousand cedis. Previously it had yielded only ten thousand cedis a night.

There was a sudden 150% increase in the income of the hotel!! Can you imagine that! These qualified managers had adroitly stolen large amounts of money. The introduction of one loyal person made an amazing difference to the income of that business. Dear business friend, dear politician, the introduction of loyal people into your field of work will tremendously affect your output and your profit.

Many people do not value honesty and loyalty. But we would do well to learn from Jesus. Jesus did not go for qualifications. He went for loyalty and faithfulness. Look at what Paul said about employees or stewards. “Moreover, it is required in stewards, that a man be found faithful” (1 Corinthians 4:2).

Loyalty is necessary for your expansion. It is required for your business. It is required for your church. With all your getting, get loyalty. Understand the principles that govern loyalty. Discover the laws of loyalty and disloyalty. God will bless the work of your hands and expand it greatly.[7]

3. LOYALTY BREEDS LOYALTY.

You must be loyal to several people. You must be loyal to your God, you must be loyal to your church, you must be loyal to your spouse and you must be loyal to your friends.[8]

a. A leader breeds loyalty by being loyal to the people who follow him.

When it is time for your followers to be rewarded, be faithful and let the rewards materialize. Do not withhold the blessings of those who have laboured with you for years. When one of your followers is in trouble, that is the time to show your loyalty. Dear friend, your followers are watching you closely. They will do what they see. If you do not betray them in their time of difficulty, they will not betray you. Loyalty breeds loyalty!

b A leader breeds loyalty in his followers by being loyal to his superiors.

When David had the opportunity to kill Saul, he did not! He was loyal to the king's authority. He did not execute his own father. And all his men saw it. “Then said Abishai to David, God hath delivered thine enemy into thine hand this day; now therefore let me smite him, I pray thee, with the spear even to the earth at once, and I will not smite him the second time. And David said to Abishai, Destroy him not: for who can stretch forth his hand against the Lord's anointed, and be guiltless? David said furthermore, As the Lord liveth, the Lord shall smite him; or his day shall come to die; or he shall descend into battle, and perish. THE LORD FORBID THAT I SHOULD STRETCH FORTH MINE HAND AGAINST THE LORD'S ANOINTED: but, I pray thee, take thou now the spear that is at his bolster, and the cruse of water, and let us go” (1 Samuel 26:8-11).

Many years later, David himself made a mistake. He murdered one of his own soldiers called Uriah. David could have lost his life through that mistake. Many of his leaders could have revolted and assassinated him. However, this did not happen. His men were loyal to the king's authority. They refused to kill the Lord's anointed because they had learnt it by example many years earlier. They had learnt not to 'kill' fathers.

c. A leader breeds loyalty by being loyal to his friends.

When David became the king, he realized that his position was truly a privileged one. In the midst of his establishment as a leader, he asked for a way he could show kindness to an old friend. And David said, Is there yet any that is left of the house of Saul, that I may show him kindness for Jonathan's sake?

These acts of loyalty to friends teach others about the true character of the leader they are dealing with. People are attracted to a good character. People are more inclined to follow someone with a good heart.

d. A leader breeds loyalty by being loyal to his spouse.

Because marriage is such a difficult thing for many people, anyone who has his marriage in order is seen as a natural leader. You become a natural leader in the community because it is evident that your domestic affairs are under control. Loyalty to your spouse involves self-control and discipline. Everyone would like to have a leader with these qualities.[9] “A bishop then must be blameless, the HUSBAND OF ONE WIFE, vigilant, sober, of good behavior, given to hospitality, apt to teach; One that RULETH WELL HIS OWN HOUSE, having his children in subjection with all gravity; (For if a man know not how to rule his own house, how shall he take care of the church of God?)” (1 Timothy 3:2,4,5).

e. A leader breeds loyalty by being loyal to his own vision.

Nobody wants to follow someone who is unpredictable. Many years ago, I declared my interest in soul winning and establishing people in Christ. I am still doing the same thing. Much water has passed under the bridge but the vision is still the same - a soul is a soul and is precious to God. He may be a beggar, a lawyer or a doctor - a soul is a soul and is precious to God. She may be a groundnut seller, a prostitute or a nurse - a soul is a soul and is precious to God.

Keep the same vision. The Bible teaches that you should not associate with people who are prone to sudden mutations and unexpected twists and turns. It is dangerous to sit in a car with a driver

who makes dangerous sharp turns. “My son, fear thou the Lord and the king: and meddle not with them that are given to change” (Proverbs 24:21). Are you a leader? Develop a group of faithful, stable, constant and loyal followers by being a loyal person yourself.

f. Finally, a leader breeds loyalty by being loyal to God.

When you study the Bible, you will discover that rebellions were often instigated against people who were not following the will of God. Let me clarify an important point here. I am not saying that anyone who experiences betrayals, rebellions and disloyalty is out of the will of God. If that was the case, then Almighty God was doing something wrong when Lucifer rebelled. If that was the case, than Jesus was doing something wrong when Judas betrayed Him. That can certainly not be the case. There are some rebellions and betrayals that take place because the individuals concerned are intrinsically rebellious and demonically inspired. However, when a leader is out of God's plan, it opens the door for anarchy and disloyalty.[10]

The Example of Solomon

King Solomon is a perfect example of someone who experienced disloyalty because he deviated from God's plan. The Bible tells us that Solomon deviated from the will of God.

i. Solomon experienced disloyalty when he turned to serve other gods.

“For it came to pass, when Solomon was old, that his wives turned away his heart after other gods: and his heart was not perfect with the Lord his God, as was the heart of David his father. For Solomon went after Ashtoreth the goddess of Zidonians, and after Milcom the abomination of the Ammonites. And Solomon did evil in the sight of the Lord, and went not fully after the Lord, as did David his father. Then did Solomon build an high place for Chemosh, the abomination of Moab, in the hill that is before Jerusalem, and for Molech, the abomination of the children of Ammon. And likewise did he for all his strange wives, which burnt incense and sacrificed unto their gods. AND THE LORD WAS ANGRY WITH SOLOMON” (1 Kings 11:4-9).

ii. God raised three rebels against Solomon because of his disloyalty to him.

As a result of Solomon's sins, the Bible explicitly tells us that God raised up three rebels or enemies against Solomon. The first one was Hadad, the Edomite. “For it came to pass, when Solomon was old, that his wives turned away his heart after other gods: and his heart was not perfect with the Lord his God, as was the heart of David his father. And THE LORD STIRRED UP AN ADVERSARY unto Solomon, Hadad the Edomite: he was of the king's seed in Edom” (1 Kings 11:4,14). The second traitor to the cause of Solomon was a man called Rezon. He was an enemy to Israel all through the days of Solomon. Apart from what Hadad the Edomite did, this man Rezon was a pain in the neck of Solomon. “And God stirred him up another adversary, Rezon the son of Eliadah, which fled from his lord Hadadezer king of Zobah” (1 Kings 11: 23).

The third disloyal person was Jeroboam, the son of Nebat. “And Jeroboam the son of Nebat, an Ephrathite of Zereda, Solomon's servant, whose mother's name was Zeruah, a widow woman, even he lifted up his hand against the king” (1 Kings 11:26). This man Jeroboam received a prophecy from a prophet called Ahijah. This prophecy contributed greatly to the future division

of Solomon's kingdom. The prophecy in question shows us the divine element in the rebellions that occur.

“And it came to pass at that time when Jeroboam went out of Jerusalem, that the prophet Ahijah the Shilonite found him in the way; and he had clad himself with a new garment; and they two were alone in the field: And Ahijah caught the new garment that was on him, and rent it in twelve pieces: And he said to Jeroboam, Take thee ten pieces: for thus saith the Lord, the God of Israel, Behold, I WILL REND THE KINGDOM out of the hand of Solomon, and will give ten tribes to thee:

(But he shall have one tribe for my servant David's sake, and for Jerusalem's sake, the city which I have chosen out of all the tribes of Israel:) Because that they have forsaken me, and have worshipped Ashtoreth the goddess of the Zidonians, Chemosh the god of the Moabites, and Milcom the god of the children Ammon, and have not walked in my ways, to do that which is right in mine eyes, and to keep my statutes and my judgments, as did David his father. Howbeit I WILL NOT TAKE THE WHOLE KINGDOM OUT OF HIS HAND: but I will make him prince all the days of his life for David my servant's sake, whom I chose, because he kept my commandments and my statutes: But I will take the kingdom out of his son's hand, and will give it unto thee, even ten tribes. And unto his son will I give one tribe, that David my servant may have a light alway before me in Jerusalem, the city which I have chosen me to put my name there. And I will take thee, and thou shalt reign according to all that thy soul desireth, and shalt be king over Israel” (1 Kings 11:29-37).

Once again, please do not misunderstand me. I am not saying that God is behind every case of disloyalty. But in this case, the Bible is very plain about the cause of the rebellion. Being loyal to God and to His instructions for you will lead to human beings being loyal to you. When Jesus was betrayed by Judas, did it mean that He was out of the will of God? Certainly not! Jesus always did the will of the Father. There are two groups of ministries or businesses. There are companies with a high rate of disloyalty and there are companies with a very low incidence of disloyalty. There are churches with a high number of traitors and rebels. In some churches, there is a new rebel every month. But in other churches you would find a much lower incidence of disloyalty. It is very unlikely to find a church with a one hundred percent level of loyalty.

4. DISLOYALTY BREEDS DISLOYALTY.

The Example of Obadiah

“And Ahab called Obadiah, which was the governor of his house. (Now Obadiah feared the Lord greatly: For it was so, when Jezebel cut off the prophets of the Lord, that Obadiah took an hundred prophets, and hid them by fifty in a cave and fed them with bread and water.) And Ahab said unto Obadiah, Go into the land, unto all fountains of water, and unto all brooks: peradventure we may find grass to save the horses and mules alive, that we lose not all the beasts. So they divided the land between them to pass throughout it: Ahab went one way by himself, and Obadiah went another way by himself” (1 Kings 18:3-6).

Obadiah exhibits disloyalty against Ahab because Ahab is disloyal to God. Obadiah was the governor of the house of King Ahab (who hated prophets). This means that he was a very important person to the king. He was a trusted confidant. In our modern world, we may have

called him a Chief of Staff. Yet unknown to Ahab, Obadiah was secretly feeding hundreds of prophets. He was probably using King Ahab's food to support these prophets who were the arch-enemies of King Ahab. Obviously, Obadiah did not believe in the policies of King Ahab. His heart was not with the king. This is a very common occurrence. There are many people who work closely with their superiors but do not believe in them. They undermine them all the time! How can a person be so close, yet so disloyal? Can you believe that Ahab's money was being used to finance the very thing he hated? This happens when there are disloyal people in important positions.

Many important positions are filled with disloyal and traitorous people. I remember a photograph I saw in a museum dedicated to the memory of Ghana's first president, Kwame Nkrumah. In this picture, the President, Kwame Nkrumah, is surrounded by six or seven smartly dressed and smiling generals. The guide who took us around the museum pointed to that photograph in particular and said, "This was the president and these were his generals." Then he continued and singled out one of the generals and said, "This is General Kotoka, the one who helped to overthrow the president." As I looked at the photograph, I marveled! Here was the president with his most trusted and senior men. Little did he know that in a few months, some of these trusted generals would oust him from office. That is betrayal for you!

Obadiah, the one we read about in 1 Kings 18, was in a similar position. He did not believe in what Ahab was doing. His real allegiance was to Almighty God. Why? I believe that the fact that Ahab was a rebellious king who did not obey the Lord was a signal to everyone around that rebellion and disloyalty were acceptable. Disloyalty breeds disloyalty! As soon as the spirit of disloyalty is manifested from the top, it begins to filter downwards. When the overall leader does not care for God or his principles, this attitude is transmitted down the ranks.[11]

When the leader shows disregard for his subordinates it sends a signal to everyone. Many of the coup d'états and rebellions in Africa have come from frustrated people who feel that the president does not really care for the country. Mutinous soldiers arise from the ranks and murder their senior officers and senior government officials because they feel that these people no longer care for the common man. In other words, they perceive that the Head of State and his cronies are no longer loyal to the masses and their plight. This is often a trigger for a rebellion.[12] I am in no way saying that coup d'états or rebellions are justified. I am just showing you how they happen.

The Example of Julius Caesar

In the classic story of Julius Caesar, there was a conspiracy by his right hand man, Brutus and Cassius to overthrow their emperor. Julius Caesar was regarded as a hard, unyielding and uncaring leader. When Caesar arrived in the senate an appeal was made to him. In the unfolding drama, Metellus asks for his brother's banishment to be repealed. But Caesar tells him not to beg. Brutus joins the appeal, kneeling at Caesar's feet, yet Caesar remains firm. Julius Caesar then compares himself to the sun, the unyielding star which does not move in the heavens.

I am constant as the northern star, Of whose true-fix'd and resting quality There is no fellow in the firmament…

He goes on to describe how the world is furnished with different kinds of men. Some of these are unshakeable, unmoveable and able to hold their rank.

So in the world: tis furnished well with men… And men are flesh and blood, apprehensive. Yet in the number I do know but one That unassailable holds his rank Unshaked of motion. And that I am he [13]

Yes, Julius Caesar, there are times to be unbending and unyielding, but there are also times to be flexible and merciful. Perhaps this attitude contributed to Julius Caesar's success on the battlefield. But this attitude does not accommodate many people permanently. As I have said, one of the laws of loyalty is that "disloyalty breeds disloyalty". A leader must be loyal to the people he leads. You must genuinely care for the people you lead. You must genuinely help them. Many leaders are virtually sociological vampires. They rip and rape the people they lead, leaving them destitute and worse off. Africa has been plagued with many such leaders. It is no wonder that Africa is the cradle of rebellions and countless wars.

If you desire to build numerous shops, businesses, and branches of your church, remember to be loyal to your people. You must develop a system of fairness. People must feel and perceive that there is equity, fairness and justice in the system within which they work. If people are promoted based on the whims and fancies of a manager, surely you are creating an atmosphere for disloyalty. When people are not rewarded for faithfulness and hard work, you are sowing seeds of disloyalty. When people do not get jobs based on merit, the environment for disloyalty is being created.[14]

I know a country in which you cannot get a contract unless you have certain political qualifications. How unfortunate! This only means that everybody on the other side of the divide will be bitter. They will look for an opportunity to revolt against an unfair and unjust system. Never forget this simple fact, disloyalty breeds more disloyalty.

5. LOYALTY HAS A SINGLE EYE.

"The light of the body is the eye: if therefore thine eye be single, thy whole body shall be full of light. But if thine eye be evil, thy whole body shall be full of darkness. If therefore the light that is in thee be darkness, how great is that darkness! No man can serve two masters: for either he will hate the one, and love the other; or else he will hold to the one, and despise the other. Ye cannot serve God and mammon" (Matthew 6:22-24). In this Scripture, Jesus teaches about how the entire body is affected by the eye. He says that if you have a single eye, your whole body will be full of light (a good thing). It goes on to say that if your eye is evil, your body will be full of darkness. What does a single eye mean? A single eye speaks of seeing one thing! In other words, in every sphere of life your attention should be focused on only one thing. Jesus went on to explain that you cannot serve God and mammon. In other words, if you see both God and mammon as "gods" in your life, you will not prosper. You must be loyal to one or the other. Jesus taught us that you would end up loving one and hating the other.

Another example concerns your church. You cannot have your attention focused on two churches. You must have a single eye! If you want to be loyal to your church, you must be focused on one church and not on two. A husband cannot be loyal to his wife if he has two women in his view. Any man with two different women in his sights has a potential for

disloyalty. Do not forget this important principle, “loyalty has a single eye”. If you belong to a church, your allegiance must be to the pastor in charge. You cannot say that there are two or three captains whom you look up to. You must see one person as your pastor, and that is the senior pastor. Everyone else is assisting the senior pastor to do the work. There are some people who belong to churches and say, "If it were not for this junior pastor I would not stay in this church."

What they are saying is that they do not believe in the senior pastor. The junior pastor is therefore the only reason why they are still around. If that junior pastor were to break away, this individual would obviously follow the rebellion. No matter which organization you belong to, it is important that you understand where your allegiance belongs. If you work in a company, your allegiance is to the highest authority. If something is going wrong in your department, because you have a single eye, you will show your loyalty to your ultimate employer. Your allegiance will not be divided.

6. LOYALTY DEMANDS THE RIGHT ATTITUDE.

There are some attitudes that do not lead to loyalty. A suspicious person cannot be a loyal person. If you suspect me of wrongdoing, how can you be loyal to me? If you suspect that there is a snake in the room, how can you relax on your chair? Many people are suspicious about churches and pastors because of things they have heard. There are those who have made it their duty to spread bad stories about the ministry of the Lord Jesus. Their mouths are full of poison. They have convincing tales of the bad deeds of almost every minister of the gospel. Why is this? It's because Satan knows that you will be blessed through these men of God.

A Mixture of Good and Bad Creates Confusion

When you see a man of God ministering in such an anointed way, you will become confused because of the background stories you may have heard about him. Your confusion will effectively cut you off from fully receiving from that man of God. A mixture of good and bad is confusing to anyone. Because you are confused, you cannot give your full commitment or allegiance to the man of God or to his ministry.

I have seen many confused people in my lifetime. I once had a rebellious pastor who went around saying bad things about me. He told many people that I was a thief. He made people think that our church was a cult. The people who heard him speak became confused. I could see the confusion all over their faces. One day I called two of these confused members and I told them, "These are the facts of the matter. Decide for yourself! Do not be confused. "I continued, "However, if you are confused, I think it would be better for you to go away to a church where you have full trust in the ministers."

In the process of time, their confusion vanished and they became stable and loyal members. Today, we laugh about the days when they were confused. When I look back, I realize that a person's commitment is greatly affected when he is confused. “Seemeth it a small thing unto you to have eaten up the good pasture, but ye must tread down with your feet the residue of your pastures? And to have drunk of the deep waters, but ye must foul the residue with your feet? And as for my flock, they eat that which ye have trodden with your feet; and they drink that which ye have fouled with your feet” (Ezekiel 34:18,19).

In this Scripture, God is angry at sheep that drank from the waters but afterwards fouled it up so that no one else could drink from it. Let me explain this in very simple terms. There is a clear pool or pond from which we all drink. That pool represents your church. Hundreds of people have drunk from that pool and have never had a problem. Then along comes a brother who decides that he does not want to drink from that pool anymore. Instead of simply moving away from that pond, he urinates into the pool, thereby fouling it up. "to have drunk of the deep waters, but ye must FOUL THE RESIDUE" (Ezekiel 34:18). From that moment onwards, anyone who comes to that pool will notice something unusual about the water. The water has an unusual colour and a foul smell. They will become confused and suspicious about drinking from the pool. No one would like to drink water mixed with urine. (I know you wouldn't!)

The confusion and suspicion is because one wicked person, who benefited from the pool like everyone else, has contaminated it. This is what happens when politicians leave political parties. This is what happens when ministers leave churches. They say such evil things about the churches to which they belonged for many years. They 'drank the waters' of that ministry and were blessed by it many times. Yet today, they have only evil things to say about it. People tend to take such people seriously because they seem to have 'inside information'. This is what leads to the confusion and the suspicion. If you are a Christian leader, deal with confusion and suspicion in your congregation. Explain in detail what is happening and what has happened. Information helps to dispel suspicion. Explanations are very good antidotes for confusion and suspicion. It is sometimes painful to have to talk about certain things but there are times when you have no choice. I must warn you that some people's confusion is simply not dispelled by any explanations.

7. LOYALTY DOES NOT JOIN OR CREATE FACTIONS.

In every society or group, there are always people who create divisions. There are natural differences amongst people in every nation. God is the one who makes these natural differences. However, there are some people who seem to have an "eye" for these differences. They seem to notice them, talk about them and make something big out of these differences.

There are always members who want to magnify the differences that exist between pastors. They want to say how they prefer one pastor to the other. They say; "this pastor is really anointed, or that one is really caring". Some say "I prefer to come to church when this pastor is preaching, because it is more powerful". There are people who want to bring out tribal differences. They seem to know which tribe everyone comes from. They want everyone to be conscious of the differences in tribes or color. "For it hath been declared unto me of you, my brethren, by them which are of the house of Chloe, that there are contentions among you"(1 Corinthians 1:11).

These people existed in the time of Apostle Paul. There were people who were magnifying the differences in the leadership styles of Paul and Apollos. Such people only created confusion in the church.

A loyal person does not create or join factions of the church.[15] In Ghana, there are people who always notice that people from certain tribes are doing certain things. In the church, such people create groupings based on tribe. I remember one day, a member in my church had to be confronted by another. This young lady confronted a leader and said, "Why is it that you only

follow-up converts from this particular tribe?" She said to her, "You are creating a tribal group within our ministry and it is wrong!"

You see, without even noticing, some people carve out groups and sub-communities within the larger church. A loyal person is not interested in creating or joining such a group. There are some people who see the church as black or white. There are others who don't seem to notice these differences. Decide to be colourblind in the church. You will be surprised to find out that God is not an American. The Lord is not white or black. Jesus was not a Baptist or a Presbyterian. He was not even a Pentecostal.

One of the works of the flesh is the ability to create parties and groups within every united body. This is not a good thing! Decide that you will not allow yourself to be used as a pawn for creating divisions in your church. Even businesses are destroyed when all sorts of imagined differences are magnified and spoken about. "The acts of the sinful nature are obvious: sexual immorality, impurity and debauchery; idolatry and witchcraft; hatred, discord, jealousy, fits of rage, selfish ambition, dissensions, FACTIONS AND ENVY; drunkenness, orgies, and the like. I warn you, as I did before, that those who live like this will not inherit the kingdom of God" (Galatians 5:19- 21 NIV). One of the works of the flesh you must avoid is creating factions and groupings within a united body.

8. THE ROOT OF DISLOYALTY IS PRIDE.

"ONLY BY PRIDE cometh contention" (Proverbs 13:10). The rebellion and divisions that happen in churches are often a result of deep seated pride. It is often out of a spirit of pride that rebellion take place. I want us to look closely at the rebellion of Korah.[16] "Now Korah, the son of Izhar, the son of Kohath, the son of Levi, and Dathan and Abiram, the sons of Eliab, and On, the son of Peleth, sons of Reuben, took men: And THEY ROSE UP BEFORE MOSES, with certain of the children of Israel, two hundred and fifty princes of the assembly, famous in the congregation, men of renown: And they gathered themselves together against Moses and against Aaron, and said unto them, Ye take too much upon you, seeing all the congregation are holy, every one of them, and the Lord is among them: wherefore then lift ye up yourselves above the congregation of the Lord?

And Moses said unto Korah, Hear, I pray you, ye sons of Levi: Seemeth it but a small thing unto you, that the God of Israel hath separated you from the congregation of Israel, to bring you near to himself to do the service of the tabernacle of the Lord, and to stand before the congregation to minister unto them? And he hath brought thee near to him, and all thy brethren the sons of Levi with thee: and seek ye the priesthood also? For which cause both thou and all thy company are gathered together against the Lord: and what is Aaron, that ye murmur against him? (Numbers 16:1-3,8-11).

Moses was leading the people of Israel. He was surprised to find a group of princes rising up to challenge his authority. First of all, there was a large group in favor of this uprising. Two hundred and fifty princes were involved! These were not ordinary people! The Bible says that they were famous and of great renown. "Two hundred and fifty PRINCES of the assembly, FAMOUS in the congregation, MEN OF RENOWN"(Numbers 16:2).

Obviously, they felt important. It is when people feel important that they raise their heads in rebellion. One person asked his pastor, "Why did the senior pastor not come to visit me?" He continued, "Why did you take so long in coming to visit me?" He told the pastor, "Do you not know that I am important to this church?" This gentleman continued to effuse all sorts of disrespectful remarks. It is pride that makes people disloyal and rebellious. You only rebel against a person when you think you are 'as good as' he.

Korah's group told Moses, "Why do you make yourself different from us?" They felt that Moses should be equal to them. This is the spirit of an equalizer. “Wherefore then lift ye up yourselves above the congregation of the Lord? (Numbers 16:3). They had forgotten that it was Moses who led them out of Egypt with incredible signs and wonders. They had forgotten about the quaking mountain, the thunder and the fire. Rebellious people often forget whom they are dealing with.

One rebellious pastor wrote a letter to me rebuking me and warning me for not recognizing his call. He signed the letter as an apostle to the Body of Christ. This gentleman had forgotten how I had trained him in the ministry. That is why he was now calling himself an apostle and rebuking me. Moses sent for Dathan and Abiram, leaders of the reform rebel movement. They sent a rude reply back to Moses, "We will not come!" They were saying, "Who do you think you are to call us? If you want to talk to us, you better come over yourself!" “And Moses sent to call Dathan and Abiram, the sons of Eliab: which said, WE WILL NOT COME UP” (Numbers 16:12).

It is only a spirit of pride which makes people speak like this. They saw themselves as equal to Moses. No one is equal to anyone, God made us all different. Whether you like it or not, some people are ahead and some are behind. Whether it suits you or not, some people are above and some are below. God did not create everything the same.

I remember some years ago, I sent a messenger to call one defiant pastor for a meeting. When the minister I sent arrived at the home of this man, this insubordinate pastor asked my emissary, "How can he call me for a meeting at such a time?" He continued, "Who does he think he is? I am not coming!"

My messenger was taken aback, "What are you saying? You are going to create a problem." This anarchistic pastor said, "I am not just going to create a problem, I am going to create a big problem!” Obviously, this mutinous pastor who was breathing fire and rebellion had gone the way of Dathan and Abiram.

You see, dear friend, there is nothing new under the sun. Everything that is happening today has happened before. The future can be predicted by studying what has happened in the past. But what is the fruit of rebellion? What happens to people who behave like this? Read it for yourself. “And Moses said, Hereby ye shall know that the Lord hath sent me to do all these works; for I have not done them of mine own mind. IF THESE MEN DIE THE COMMON DEATH of all men, or if they be visited after the visitation of all men; then the Lord hath not sent me. But if the Lord make a new thing, and the earth open her mouth, and swallow them up, with all that appertain unto them, and they go down quick into the pit; then ye shall understand that these men have provoked the Lord. And it came to pass, as he had made an end of speaking all these words, that the ground clave asunder that was under them: And the earth opened her mouth, and swallowed them up, and their houses, and all the men that appertained unto Korah, and all their goods. They, and all that appertained to them, went down alive into the pit, and the earth closed

upon them: and they perished from among the congregation" (Numbers 16:28-33). The end of rebels is the same - execution! Please do not allow pride to lead you into rebellion and disloyalty. I know you are a great person. I know you are as good as all the others. But please take your time and do not fight a battle you cannot win! Since pride leads to disloyalty, it is important to identify symptoms of pride when they do occur. Watch out for these symptoms of pride.

Symptoms of Pride

a. Answering back

b. General rudeness

c. Refusing to come when called

d. Feeling indispensable

e. Mocking and laughing at leaders

f. Feeling that I am as good as my senior

g. Constant criticism

9. LOYALTY IS AN INTEGRAL PART OF CHARACTER

Someone said faithfulness is the cornerstone of your character. I believe it is true that loyalty is an integral part of your character. Loyalty is not simply a set of rules you must obey. It is a matter of developing an invisible quality, a certain style and character of doing things. Loyalty must emanate from the heart. It must not just be the following of instructions.[17]

Developing loyalty is like developing a culture. You need to develop a culture of loyalty in the group of people you associate with. If you run a business, develop a culture of loyalty. A culture runs deeper than the rulebooks and the charts. It goes deeper than many things you see on the surface. It is an unseen force that keeps the family together.

When an individual has a culture and a character of loyalty, there are many things that no longer need to be said. When new people join your company or church, they begin to "see" how to do things around here. They discover that the system is airtight and unfriendly to treachery and to traitors. When something is part of a culture, it happens repeatedly even without prompting.

I suggest that every leader devote much of his energy to the promotion and cultivation of the culture of loyalty. When your organization is averse to disloyal elements, you will be much better off. If you are in business you will make profit. If you are in church work, your church will grow, expansion will take place. When disloyalty is an integral part of an individual's character, he often repeats this treacherous behavior without provocation. You will see this in the life of Jeroboam, the king of Israel.

The Rebellion of Jeroboam

First of all, Jereboam rebelled against King Solomon. Then he rebelled against Rehoboam, the legitimate king of Israel. After that, he rebelled against God. Notice Jeroboam's rebellion against King Solomon: "And Jeroboam the son of Nebat, an Ephrathite of Zereda, Solomon's servant,

whose mother's name was Zeruah, a widow woman, even he lifted up his hand against the king [Solomon) (I Kings 11:26).

Years later, this same Jeroboam rebelled against King Rehoboam. The rebellious streak within him was manifesting as the years went by. This is what happens with people who move from church to church. They always find something wrong with the leadership. "So when all Israel saw that the king hearkened not unto them, the people answered the king, saying, What portion have we in David? neither have we inheritance in the son of Jesse: to your tents, O Israel: now see to thine own house, David. So Israel departed unto their tents. But as for the children of Israel which dwelt in the cities of Judah, Rehoboam reigned over them. Then king Rehoboam sent Adoram, who was over the tribute; and all Israel stoned him with stones, that he died. Therefore king Rehoboam made speed to get him up to his chariot, to flee to Jerusalem. SO ISRAEL REBELLED AGAINST THE HOUSE OF DAVID unto this day. And it came to pass, when all Israel heard that JEROBOAM was come again, that they sent and called him unto the congregation, AND MADE HIM KING OVER ALL ISRAEL: there was none that followed the house of David, but the tribe of Judah only" (1 Kings 12:16-20).

Once again, with the passage of time, Jeroboam rebelled painfully against the Lord. He is the one who set up altars in Bethel and Dan for the children of Israel. He made calves of gold and made people worship them. He was a terrible disappointment to the Lord. "Then Jeroboam built Shechem in mount Ephraim, and dwelt therein; and went out from thence, and built Penuel. AND JEROBOAM SAID IN HIS HEART, NOW SHALL THE KINGDOM RETURN to the house of David: If this people go up to do sacrifice in the house of the Lord at Jerusalem, then shall the heart of this people turn again unto their lord, even unto Rehoboam king of Judah, and they shall kill me, and go again to Rehoboam king of Judah. Whereupon the king took counsel, and made two calves of gold, and said unto them, It is too much for you to go up to Jerusalem: behold thy gods, O Israel, which brought thee up out of the land of Egypt. And he set the one in Bethel, and the other put he in Dan. And this thing became a sin: for the people went to worship before the one, even unto Dan" (1 Kings 12:25-30).

He ordained priests out of the most unqualified men in Israel. And he made an house of high places, and made priests of the lowest of the people, which were not of the sons of Levi. (1 Kings 12:31). This is the man whom God raised up to become the king of Israel when he was a nobody. "And it came to pass at that time when Jeroboam went out of Jerusalem, that the prophet Ahijah the Shilonite found him in the way; and he had clad himself with a new garment; and they two were alone in the field: And Ahijah caught the new garment that was on him, and rent it in twelve pieces: And he said to Jeroboam, Take thee ten pieces: for thus saith the Lord, the God of Israel, Behold, I will rend the kingdom out of the hand of Solomon, and will give ten tribes to thee: (But he shall have one tribe for my servant David's sake, and for Jerusalem's sake, the city which I have chosen out of all the tribes of Israel:) Because that they have forsaken me, and have worshipped Ashtoreth the goddess of the Zidonians, Chemosh the god of the Moabites, and Milcom the god of the children of Ammon, and have not walked in my ways, to do that which is right in mine eyes, and to keep my statutes and my judgments, as did David his father.

Howbeit I will not take the whole kingdom out of his hand: but I will make him prince all the days of his life for David my servant's sake, whom I chose, because he kept my commandments and my statutes: But I will take the kingdom out of his son's hand, and will give it unto thee, even ten tribes. And unto his son will I give one tribe, that David my servant may have a light

always before me in Jerusalem, the city which I have chosen me to put my name there. And I will take thee, and thou shalt reign according to all that thy soul desireth, and shalt be king over Israel. And it shall be, if thou wilt hearken unto all that I command thee, and wilt walk in my ways and do that is right in my sight to keep my statutes and my commandments, as David my servant did; that I will be with thee, and build thee a sure house, as I built for David, and will give Israel unto thee" (1 Kings 11:29- 38)

Watch rebels closely! Rebellion is an integral part of a person's behaviour. After Jeroboam rebelled against King Solomon, he turned around and rebelled against God. Disloyalty is an integral part of a person's character and culture. Because of this it takes time for a person to imbibe and assimilate the philosophy, tradition and culture of loyalty. However, when it is established it yields wonderful fruits.

As you read this textbook, you may discover that you have traits of disloyalty. You may find out that the spirit of rebellion is manifest through you from time to time. This is dangerous. Rid yourself today of every tendency to rebel and to be disloyal. It cannot be the case that everyone around you is evil. Rebels always have good reasons for the things they do. Evil men are always full of good excuses. Hearken to the voice of the Lord today and become a man of faithfulness and loyalty.[18]

10. FAMILIARITY BREEDS DISLOYALTY

To be familiar means to be more friendly and informal than is acceptable. It is a condition that develops between you and someone you know well, see often and hear often. There is a common saying that familiarity breeds contempt. In other words, familiarity leads to a loss of respect. This is often true. I would like to go a step further and say that familiarity also breeds disloyalty.

a. When a person is often seen and heard, he is usually taken for granted.

That is why guest ministers are often appreciated more than the resident pastors. This should not be the case! A resident pastor often does more to make a program successful than the visitor does. Visiting ministers are often seen as heroes. The reason for this is because of the lack of familiarity.

b. Familiarity leads to a loss of respect and reverence.

With time, this can progress into disloyalty. When Jesus came on the scene, he was not received in his hometown because the people were too familiar with him. They asked one another, "Is that not the carpenter's son? Did he not repair our broken wardrobes and beds? Is he not a mere carpenter whom we have seen in this village for the last thirty years? How can he say that he is the Son of God?" "Is not this the carpenter, the son of Mary, the brother of James, and Joses, and of Juda, and Simon? and are not his sisters here with us? And they were offended at him. But Jesus said unto them, A prophet is not without honor, but in his own country, and among his own kin, and in his own house" (Mark 6:3,4).

By this Scripture, Jesus was saying that a prophet has a lot of honour in places where he is not known or seen much. Where are you seen and heard often? The answer is obvious, in your own country, among your own relatives and in your own house. What was the result of familiarity in Jesus' ministry? Jesus was not able to minister powerfully. "And he could there do no mighty

work, save that he laid his hands upon a few sick folk, and healed them" (Mark 6:5) But I want you to see a more dangerous effect of familiarity - disloyalty. I want you to see that familiarity breeds contempt, which can lead to disloyalty. "And Miriam and Aaron spake against Moses because of the Ethiopian woman whom he had married: for he had married an Ethiopian woman. And they said, Hath the Lord indeed spoken only by Moses? hath he not spoken also by us? And the Lord heard it. (Now the man Moses was very meek, above all the men which were upon the face of the earth)" (Numbers 12:1-3).

Miriam was Moses' sister. She probably knew him very well. She was a relative and knew all about his weaknesses. Aaron was also someone who was very close to Moses. It seems that they took this closeness for granted. A disloyal person often finds faults and criticizes his leaders. That is exactly what Miriam and Aaron did! They turned their attention to Moses' marriage. "Why did Moses marry an Ethiopian woman," they said. "He is out of the will of God." They were also deceived by the fact that God had used them before. They said, "Has God not spoken by us?"

c. Familiarity makes you forget important spiritual principles.

Familiarity brings deception to Christian leaders. Familiarity makes people think that they can destroy God's servants. Familiarity makes people forget the past.

Miriam and Aaron were taken up by the deception that came through familiarity and criticized one of the greatest men of God that ever lived. This provoked the Lord and He spoke to them. "And the Lord came down in the pillar of the cloud, and stood in the door of the tabernacle, and called Aaron and Miriam: and they both came forth. And he said, Hear now my words: If there be a prophet among you, I the Lord will make myself known unto him in a vision, and will speak unto him in a dream. My servant Moses is not so, who is faithful in all mine house. With him will I speak mouth to mouth, even apparently, and not in dark speeches; and the similitude of the Lord shall he behold: WHEREFORE THEN WERE YE NOT AFRAID TO SPEAK AGAINST MY SERVANT MOSES? And the anger of the Lord was kindled against them; and he departed" (Numbers 12:5- 9). Be careful when you speak against God's anointed servant. When you see him through the eyes of familiarity, you may think that he is a mere man. You will forget all that the Lord has accomplished through him. This will make you lose your reverence and you may walk into error.

Some years ago, I heard a very surprising story. There was a great man of God who had established about six thousand churches. He had preached in over one hundred different nations of the world. God had used him greatly to establish a Bible school that had trained thousands of young men and women for the ministry. I personally know several graduates of this great man's Bible school. The graduates of this Bible school have established churches and ministries all over the world. At one point, it was said that seventy percent of ministers in Africa were either his products, or products of his products. He was known for massive evangelistic campaigns in which many fantastic miracles occurred. I spoke to one young man who told me how this man of God had raised the dead before his very eyes. Surely, this should be enough to show that he was not an ordinary person. He was a mighty man of God, anointed of the Holy Spirit. Yet, I heard of an argument that one of his associate pastors had had with him. This man of God dismissed the associate. The associate turned to him and said, "You need to be slapped! "You cannot get away with this all the time," he continued. When I heard about this, I was taken aback. I thought to

myself, "How could someone threaten to slap such a great man of God? Was he not afraid?" "Wherefore then WERE YE NOT AFRAID to speak against my servant Moses?" (Numbers 12:8).

d. Familiarity has a way of breaking down reverence, respect and fear.

Once these natural barriers are removed, acts of disloyalty happen more easily. "And the cloud departed from off the tabernacle; and, behold, Miriam became leprous, white as snow: and Aaron looked upon Miriam, and, behold, she was leprous. And Aaron said unto Moses, Alas, my lord, I beseech thee, lay not the sin upon us, wherein we have done foolishly, and wherein we have sinned" (Numbers 12:10,11).

After the judgment had come on Miriam, Aaron realized that they had been foolish to think that they could correct Moses. What people don't realize is that no human being can really correct a man of God. It is God who called them and it is God who will judge them. If you do not agree with or believe in a man of God, just move away quietly and leave him to the Lord. I can assure you that it is foolishness to fight against the Lord's anointed. You may think you have a cause, but you will discover that you are fighting against God.

You will notice in this passage that the Lord did not even bring up the subject of Moses having an Ethiopian wife. He just punished Miriam for speaking against His servant. You must realize that there are some things that are beyond our scope. Some church members think that they are a kind of jury assessing the pastor all the time. This is interesting! Who appointed them as jurors? The Bible teaches that we should not go beyond our jurisdiction. "Lord, my heart is not haughty, nor mine eyes lofty: neither do I exercise myself in great matters, or in things too high for me" (Psalm 131:1).

STATUTES OF LOYALTY

1. NO MATTER WHAT YOU DO, SOME PEOPLE WILL BE DISLOYAL.

No matter what you do, some people will become disloyal in the process of time - so pray that it will not be you! This is what a pastor friend of mine said and I agree wholeheartedly with him. Work on yourself so that you do not fall prey to the deceptions that lead to disloyalty. "Jesus answered them, Have not I chosen you twelve, and one of you is a devil? He spake of Judas Iscariot the son of Simon: for he it was that should betray him, being one of the twelve" (John 6:70,71).

Jesus asked a very important question, "Have I not chosen you?" Jesus chose Judas himself. He had selected him from among many others. Before Jesus took his final decision as to who should be his apostles, he went up to a mountain and prayed all night. Many of us do not take such care when making important decisions. "And it came to pass in those days, that he went out into a mountain to pray, and CONTINUED ALL NIGHT IN PRAYER to God. And when it was day, he called unto him his disciples; and OF THEM HE CHOSE TWELVE, whom also he named apostles; Simon, (whom he also named Peter,) and Andrew his brother, James and John, Philip and Bartholomew, Matthew and Thomas, James the son of Alphaeus, and Simon called Zelotes, And Judas the brother of James, AND JUDAS ISCARIOT, WHICH WAS ALSO THE TRAITOR" (Luke 6:12- 16). I want you to notice how much care Jesus took when he chose the apostles. Did you know that the apostles were chosen out of a larger group of disciples?

What else could he do to prevent betrayal and disloyalty? What could go wrong when a leader as wise and as anointed as Jesus takes a decision? What could go wrong when a leader spends so much time in prayer? And yet, something went very wrong! Three and a half years later Jesus was betrayed by one of these apostles. If this happened to Jesus, it can happen to you! You are not greater than your master! Remember the word that I said unto you, The servant is not greater than his lord. If they have persecuted me, they will also persecute you; if they have kept my saying, they will keep yours also" (John 15:20). No matter your leadership abilities or strategies, some disloyalty is virtually inevitable. One out of the twelve disciples was a traitor. This is why I say that disloyalty cannot be prevented per se. However, it can be minimized greatly.

A good leader should be conscious of this principle. When you know that someone from within may one day fight you, you will be more careful about how you conduct your affairs. It is a very sobering thought to think that a familiar friend you eat with could one day turn against you. Such people may take things you said out of context to misrepresent you. They may redescribe events to give a wrong impression. "Yea, mine own familiar friend, in whom I trusted, which did eat of my bread, hath lifted up his heel against me" (Psalm 41:9).

When you are conscious of the fact that potential traitors are in your midst today, you conduct your affairs with even greater circumspection! When you are aware that there is bound to be a traitor, you make extra precautions to ensure that you do not become that traitor!

2. TEACHING IS IMMUNIZATION AGAINST DISLOYALTY.

Teaching cannot totally prevent disloyalty but can minimize it greatly. Teaching is like primary health care that seeks to tackle health issues from the preventive point of view.[19]

In September 1978, the International Conference on Primary Health Care met in Alma-Ata, and defined primary health care nicely. Primary health care includes at least: EDUCATION concerning prevailing health problems and the methods of preventing and controlling them; PROMOTION OF FOOD SUPPLY and proper nutrition; an adequate supply of SAFE WATER and BASIC SANITATION; maternal and child health care, including family planning; IMMUNIZATION against the major infectious diseases; prevention and CONTROL OF LOCALLY ENDEMIC DISEASES; appropriate treatment of common diseases and injuries; and provision of essential drugs.

Primary health care was to form an integral part of the country's health system and become the central function and main focus. Health workers have realized that the mainstay of successful medicine is in the preventive dimension. You will notice that primary health care involves providing education, safe water, basic sanitation, immunization and a reliable food supply. These things are very good at improving the health of the nation. These things are also much cheaper to provide than costly surgical treatments.

I have said all this to say that the Church must see the wisdom in preventing spiritual problems. We must rise up and provide a good supply of food and spiritual immunization. Spiritual immunization involves teaching directly and unambiguously against disloyalty, betrayal, rebellion and ingratitude. Some pastors do not like facing issues head on. Immunization is not an injection that generally treats all diseases. It is a direct attack on a specific disease with the intention of preventing it.

Primary health care has not eradicated all diseases because, it cannot. However, it has definitely reduced the incidence of certain diseases. It has improved the general health of many nations. God has shown us the way to prevent the destruction of His Church. Let us embrace the wisdom of God and it will take us forward. Let us teach faithfulness and loyalty until the deception of rebellion is eradicated.

3. TEACHING ON LOYALTY MUST BE REMEMBERED IN THE HOUR OF TEMPTATION.

"And the Lord said, Simon, Simon, behold, SATAN HATH DESIRED TO HAVE YOU, that he may sift you as wheat: But I have prayed for thee, that thy faith fail not: and when thou art converted, strengthen thy brethren. And he said unto him, Lord, I AM READY TO GO WITH THEE, BOTH INTO PRISON, AND TO DEATH. And he said, I tell thee, Peter, the cock shall not crow this day, before that thou shalt thrice deny that thou knowest me" (Luke 22:31-34). Like with all temptations, it is important to remember the things we have learnt when it really matters. I have heard people make profound declarations of commitment. That is exactly what Peter did.[20]

But when it really mattered, Peter forgot all the things he had said. You must remember the things you say. You must remember the pronouncements you make both in public and in private. What use is a husband who says sweet words at his wedding reception but forgets them two years later? Of what use is a man who says on his wedding night, 'I will love you forever' but dumps you after seven years? Forever does not mean seven years! Forever means forever!

You must remember the letters you write. It is easy to write things and to make promises. But it seems we all have a tendency to forget what we have said in the past. Thank God, Peter had a second chance. Peter was the most vocal apostle.

Everyone remembered Peter's declarations. All four Gospels record this incident and that is significant. You must realize that the writers of the Gospel did not always record the same events. For instance, Matthew, Mark and Luke recorded practically the same healings. They all recorded the healing of the woman with the issue of blood. But John, the writer of the fourth Gospel, did not. John recorded a number of healings. But most of the healings he recorded, such as the noble man's son in John chapter four, the lame man at the pool of Bethesda in chapter five, the blind man in chapter nine and the raising of Lazarus from the dead in chapter eleven were not recorded by Matthew, Mark and Luke.

However, Matthew, Mark, Luke and John did remember the incident of Peter's betrayal vividly. That is why it is reported consistently in the four Gospels. People will remember you by the things you said. Be careful to remember your commitment in the hour of temptation. You must be loyal to your promises. You must be loyal to your own words and pronouncements. You must be loyal to your written words.

Many of the people who have been disloyal to me in life and in ministry, said many positive things to me in the past. They were often the most vocal in their expression of commitment. I remember the things they said to me as though it were yesterday. They truly encouraged me at that time. As the years have gone by, I have become a little unimpressed with what people say. Like Jesus, my attitude is more of wait and see. Let's see what you will say when things get rough. I pray for my children in the Lord that they will be stable and faithful to the end.

“Then took they him, and led him, and brought him into the high priest's house. And Peter followed afar off. And when they had kindled a fire in the midst of the hall, and were set down together. Peter sat down among them. But a certain maid beheld him as he sat by the fire, and earnestly looked upon him, and said, This man was also with him. And he denied him, saying, WOMAN, I KNOW HIM NOT. [First Denial] And after a little while another saw him, and said, Thou art also of them. And Peter said, MAN, I AM NOT. [Second Denial] And about the space of one hour after another confidently affirmed, saying, Of a truth this fellow also was with him: for he is a Galilaean. And Peter said, MAN, I KNOW NOT WHAT THOU SAYEST. [Third Denial] And immediately, while he yet spake, the cock crew. And the Lord turned, and looked upon Peter. And Peter remembered the word of the Lord, how he said unto him, Before the cock crow, thou shalt deny me thrice. And Peter went out, and wept bitterly” (Luke 22:54- 62).

Be a man of honor. Stand by your words. If you said you would be faithful to the end, then do so. Be a woman of virtue. Do not be erratic, unpredictable and wavering. It is in the hour of temptation that you must remember your sweet words of commitment.[21]

4. YOUR LOYALTY IS FIRST TO JESUS CHRIST.

“For there stood by me this night the angel of God, WHOSE I AM, AND WHOM I SERVE” (Acts 27:23). The Apostle Paul in the midst of his crisis, announced to everyone that he belonged to God and that he served the Lord. This fact must be at the forefront of every minister's mind. You are the Lord's, you have been bought with a price and you are to serve only God. If you are a minister of God, your service must be to God and not to politics or any other such thing.[22]

A politician once approached me and asked for my support for his party. I told him, "I have learnt a few lessons in my short life. I cannot support you or any other party per se. I am a pastor and not a politician. No one should try to turn me into a politician for his own gain. I cannot give my support to you just because you ask for it or because you claim to be a Christian." I encouraged him, "If you tow the line of truth, freedom and justice you will naturally gain the support of Christians. I cannot give myself and my church wholesale to any political group." I do not belong to any political group; I belong to God! I belong to God and I serve God! “Whose I am, and whom I serve,(Acts 27:23).

5. A LOYAL PERSON DOES NOT DESTROY WHAT HE BUILDS

“For if I build again the things which I destroyed, I make myself a transgressor” (Galatians 2:18). There are many destroyers in the church. Many years ago, a large programme was organized on the university campus with the aim of winning all the unbelievers to Christ. A great man of God was invited as the main speaker for this programme. The crowds gathered in the Great Hall of the university. There was an air of expectancy on campus. To our surprise, when this man of God preached, he lashed out at Charismatic Christians.

He made a mockery of prayer meetings that were being held in the botanical gardens of the university. He said, "Christians were roaring like lions." He commented that no one could meditate peacefully in the gardens because the Charismatics were roaring like lions. This generated peals of laughter from the assembled students. He continued to emphasize that loud prayer in the gardens was superfluous and backward. The people who had prayed for the souls to be saved and for the programme were being ridiculed. Maybe he forgot that Jesus prayed with loud cries and tears. “During the days of Jesus' life on earth, he offered up PRAYERS AND

PETITIONS WITH LOUD CRIES AND TEARS to the one who could save him from death, and he was heard" (Hebrews 5:7 NIV).

Very few people were saved in those meetings! How would unbelievers be attracted to Christ when the pastor was taunting and sneering at Christians? We cannot destroy what we are trying to build. There was no significant addition to the Body of Christ. The destructive words cancelled all the efforts to build. When pastors who claim to be called to the ministry deride and denigrate other ministers, I ask whether they are building or destroying the Body. Choose whether you are a builder or destroyer and stay within your calling.

The most wicked and destructive statements I have ever heard about the Body of Christ have come from pastors. Ministers spread reprehensible stories about each other. They ridicule one another privately and from their pulpits. They blacken the reputation of other ministers. Then on Sunday morning they mount their pulpits and try to build the Body they have destroyed during the week.

Do not break down somebody's house in order to build yours. You will only reap what you sow! Do not break down someone else's church in order to build yours. How do you destroy a church? With your mouth of course! Let us choose whether we are building or destroying.

THE REWARDS OFLOYALTY

"Well done, thou good and faithful servant: thou hast been faithful over a few things. I will make thee ruler over many things: enter thou into the joy of thy Lord" (Matthew 25:21). This Scripture outlines two important blessings that follow loyal or faithful people.

1. LOYALTY IS REWARDED WITH GROWTH.

Loyal people receive an increase (many things) from the Lord. As you pray for growth in your church and ministry, remember that loyalty is the master key to expansion. Loyalty makes you persist in the same thing until it bears fruit. I suggest that you engage in a little research. You will discover that large growing churches differ in style, strategy and emphasis. Some of them are soul-winning churches and others have an emphasis on miracles and the Holy Spirit. Some megachurches are oriented towards social services and political issues. Yet still, some large churches have an emphasis on prosperity and dominion! All of these churches differ greatly in many areas. However, a closer look will reveal that there are some common denominators in every large church.

Almost all large churches are led by pastors who have remained faithful to the same church for a long time. When pastors move around every few years, they do not experience consistent growth. If you are a minister who desires expansion and growth, you must be prepared to stay in one place for a long time. Ask God for the privilege of investing your entire life in one location. I am in the ministry for the rest of my life. My commitment to the people around me is a lifetime commitment and vice versa. I am loyal to them and I pray that they will be loyal to me. The blessing of largeness is reserved for faithful and loyal people.

2. LOYAL PEOPLE EXPERIENCE THE FAVOUR OF GOD.

The second blessing of faithfulness is entering the joy of the Lord. This means experiencing the favour of God. When the favour of God is upon you, your enemies will not flourish around you. “By this I know that thou favourest me, because mine enemy doth not triumph over me” (Psalm 41:11).

Be a loyal person so that you can have great growth in your business or ministry. Be a loyal person so that you can have God's favour over all that you set your hand to do. May you one day hear those coveted words, "Well done, good and faithful (loyal) servant." May you experience the good fruits and benefits that belong to every faithful Christian![25]

A Historical Overview of Cases of Anarchism 11

ADVENTURES IN GHANA

There be three things which go well… a king, against whom there is no rising up. (Proverbs 30:29,31). The short history of Ghana describes one rebellion after another.[1] They are not spiritual examples but they are good enough for you to learn something from them. Jesus used seeds, trees, rivers and even falling towers to teach important lessons. You will see the outcome of disloyalty by looking at the history of Ghana. From the first president, Kwame Nkrumah, until now, there has been one insurrection after the other. All the separatists have had good reasons for their actions. It is interesting to note that the reasons given each time were basically the same.

By studying the outcome of these adventures, I would like you to decide for yourselves whether rebels and anarchists are blessed or cursed. The dictionary defines anarchism as "the doctrine that all government should be abolished". People who fight against existing governments are therefore anarchists.[2]

In 1956, the British colonial government threw a challenge to the people of Ghana, undertaking that it would be ready to accept a motion calling for independence within the Commonwealth, passed by a reasonable majority in a newly elected legislature. Fresh elections were thus held on the 12th and 17th of July, 1956. The Convention People's Party (CPP) won the elections. With the people having expressed their confidence in the CPP, Kwame Nkrumah tabled a motion for independence for the 3rd of August, 1956. Independence was finally granted to the Gold Coast on the 6th of March, 1957 under the new name Ghana. However, by 1966 the government of Kwame Nkrumah, Ghana's first elected president was crumbling because of political, economic and social reasons.[3]

SIX CASES OFREBELLION IN GHANA

THE FIRST WAVE OF INSURRECTIONISTS

In February 1966, Ghana experienced her first wave of rebellion that toppled an elected government. On the dawn of February 24th, 1966 a group of officers and men of the Ghana Army led by Lieutenant Colonel E.K. Kotoka and Major A.A. Afrifa with the support of the police, removed Nkrumah from office whilst he was on a peace mission to Hanoi on the invitation of Premier Ho Chi Minh. At l p.m., on the same day, a spokesman on the Accra radio justified the coup because of the "misdeeds" of Nkrumah who they claimed was "running the country as his own personal property".

THE SECOND WAVE OF INSURRECTIONISTS

However, barely a year after this first insurgency, two new rebels, Lieutenant S. Arthur and Lieutenant M. Yeboah, led one hundred and twenty troops in armored vehicles from the Reconnaissance Regiment B Squadron in Ho. In the early morning of 17th April, 1967 they attempted to seize power under a plan that was code named Operation Guitar Boy.

Kotoka, one of the leaders of the first wave, was arrested at the Flag Staff House and wounded by gunfire. He was eventually shot and killed near the location of the Accra Airport. Kotoka was killed with his ADC Captain Cephas Borkloe and his servant Sergeant Osei Grunshie. When you follow a rebel you are forever welded to his future disasters. You will notice that the Accra airport was named after him. "…for all they that take the sword shall perish with the sword" (Matthew 26:52).

General Ankrah, who was the Chairman of the National Liberation Council (NLC), managed to climb over the Osu Castle walls and swim to the safety of the Osu Police Station.

The chief rebel, Lieutenant Arthur managed to gain access to the broadcasting house and announced the replacement of the NLC (the then ruling government) with a new government.

Unfortunately, for Lieutenant Arthur, at 10 a.m. on the same morning, Captain Sowu, who identified himself as being loyal to the government, announced that the coup attempt had been foiled. After a while, the two principal anarchists (people who fight against governments), Lieutenant Arthur and Lieutenant Yeboah were arrested. They were tried before a military tribunal chaired by Lt. Col. Coker-Appiah and sentenced to death. They were executed on the 26th of May, 1967. "...for all they that take the sword shall perish with the sword" (Matthew 26:52).

By 26th of May, 1967 the second wave of insurrectionists (Arthur and Yeboah) were executed. One of the first wave of insurrectionists (Kotoka) was also dead. Two years after these events, civilian rule was restored to Ghana through an election that took place on August 29, 1969. Dr. K.A. Busia was inaugurated as the Prime Minister on October 1, 1969 at the Independence Square.

THE THIRD WAVE OF INSURRECTIONISTS

However, it was only twenty-six months later that this elected government was overthrown in a coup d'état on 13th January, 1972. The leader of this third wave of insurrectionists was Colonel I.K. Acheampong, who was then the Commander of the 1st Infantry Brigade of the Ghana Army.

Reasons were given for this insurgency. First of all, the deteriorating state of the economy, corruption in the government of Busia and finally the lack of concern for the conditions of the common man. The leader of this insurrection, Col. Acheampong deplored the previous government's "lack of will to act decisively on the economic crisis." He spoke of a system "that exploited the ordinary people, the workers and the farmers on whose sweat and toil the wheels of the economy turns." You will notice that the same themes run through the speeches of all those involved in revolts and rebellion.

THE FOURTH WAVE OF INSURRECTIONISTS

However, by 1978 the government of General Acheampong was faced with enormous social and political problems that led to its downfall. General Acheampong tried to introduce the concept of a union government. Professional bodies, like the Ghana Bar Association, stirred up opposition against General Acheampong. The Ghana Medical Association even withdrew its services temporarily. The Christian Council and The Catholic Secretariat openly criticized the government of the day. University student demonstrations were the order of the day. Various other demonstrations and social upheavals threatened the stability of the nation. At this stage, we must welcome with "good reasons" the fourth wave of insurrectionists. On the 5th of July 1978, a palace coup was staged against General Acheampong. He was overthrown by Lt. Gen. Frederick William Kwasi Akuffo who was then Acheampong's Deputy and the Commander of the Armed Forces.

Once again, reasons were given by Akuffo who accused Acheampong of having divided the country and running a one-man-show government. By now you will be used to the reasons that are usually given for these uprisings.

A constitutional provision was put in place which indemnified the current and previous military governments. There was also a refusal by the government to prosecute General Acheampong and others who, were perceived to have been engaged in corruption. It soon dawned on the public that General Akuffo and his government were also engaged in corruption and other economic crimes. That was the only explanation for their refusal to prosecute the former head of state, General Acheampong. They obviously lacked the moral strength needed to prosecute the former head of state. With tensions mounting in the country, we must once again welcome with "good reasons" another wave of insurrectionists.

THE FIFTH WAVE OF INSURRECTIONISTS

It was probably no surprise to Ghanaians when junior officers of the air force led by a talented young pilot tried to unseat the government. On the 15th of May, 1979, Flight Lieutenant Jerry John Rawlings unsuccessfully attempted to overthrow the government. Reasons for this uprising included the injustice in society and the tarnished image of the Ghana Army. Less than three weeks later, on the morning of the 4th of June, 1979, when the Court Martial trying Rawlings and his accomplices was to resume sitting, a group of officers and soldiers, led by Major Boakye-Gyan released Rawlings and his men from prison.

Soon the troops gained control of the Ghana Broadcasting Corporation but were dislodged by Major General Odartey-Wellington, who was loyal to the government. By 11 a.m. the separatists had recaptured the Ghana Broadcasting Corporation, leading to the death of General Wellington at the Nima Police Station. Eventually the government was successfully deposed and several arrests were made.

Ghana's new government, the Armed Forces Revolutionary Council, was chaired by Flt. Lt. J.J. Rawlings. This new government instituted a house cleaning operation to erase all manifestations of corruption and profiteering associated with past governments. Ghana's new leader intended to awaken the masses to their rights and responsibilities. Ghana's new Chairman declared his irrevocable commitment to returning the nation to civilian rule.

Within twelve days, the first step was taken to "clean the house". On June 16th General I.K. Acheampong (of the third wave of insurrectionists) and Major General Utuka were executed after a trial by a revolutionary court at the Teshie military range. "…for all they that take the sword shall perish with the sword. (Matthew 26:52).

On the 26th of June, just ten days later, more executions were carried out by the new government. Lt. Gen. A.A. Afrifa, an ex-Head of State and Chairman of the NLC was executed. You will recall that this was one of the two leaders of the "first wave of insurrectionists on the 24th of February, 1966"."…for all they that take the sword shall perish with the sword" (Matthew 26:52).

Other people who were executed on the same day were: Major General Kotei, Air Vice-Marshall Boakye, Rear Admiral Amedume and Colonel Felli. Also killed on the same day was General F.W.K. Akuffo, the just deposed Head of State. You will recall that General Akuffo led the "fourth wave of insurrectionists". As you can imagine, the whole nation was thrown into a state of crippling fear and shock. At this stage you will notice that all the leaders of past insurgencies had received a similar fate - death and execution. "…for all they that take the sword shall perish with the sword" (Matthew 26:52).

A few months later, on the 24th of September, after effectively "cleaning the house", Chairman Rawlings handed over power to Dr. Hilla Limann. There had been a democratic election and Ghana was back to a parliamentary democracy.

THE SIXTH WAVE OF INSURRECTIONISTS

There were once again reports of corruption and a deterioration in the economy. Only two years have gone by and we must welcome the sixth wave of Ghanaian insurrectionists. Once again, "good reasons" are drummed up to excuse the inexcusable and to defend the indefensible.

On the 31st December, 1981 Ghanaians were introduced to yet another abrupt end to democratic governance. Another rebellion had taken place! The ruling government was toppled and a familiar face emerged, in the person of Flt. Lt. J.J. Rawlings. For similar reasons, Ghanaians were made to embark on another revolution. Ghana embarked on ten years of dictatorial rule characterized by arbitrary arrests, seizures of property, disappearance of human beings and abuse of fundamental human rights. After ten years of ruling under the banner of a provisional council, Ghana was persuaded to return to democracy.

In November 1992, the government of Chairman Rawlings metamorphosed into an elected democracy. This democracy has lasted several years. The state of Ghana after almost twenty years of the same leadership is ironic. This is because you could well describe the state of the nation by reading a page out of its history under previous leaders who were overthrown and executed for mismanaging the nation.

Strikes and demonstrations by workers, students, nurses and doctors have been rampant in the last years under this leadership. Even some of the most unusual groups have been on strike under the Rawlings' administration. The Bread Sellers Association, the Traders (Shop Owners) Association and even prison officers were among the unusual groups who found conditions so unbearable that they went on strike. Whoever heard of traders closing down their shops in protest of the trying economic situation?

The educational sector under the Acheampong era was seriously affected with teachers and lecturers leaving the country for other countries especially Nigeria. Under the Rawlings era the educational sector also experienced dark days. Inconceivable circumstances were created, such as having eight students crowd into a hostel room designed for one person. You could have as many as one thousand five hundred students in one lecture, in a room designed for a much smaller number. We could ask ourselves whether they were having a miracle service or an educational lecture! For the first time since independence, British universities declared that they would no longer recognize qualifications from Ghanaian universities. As the quixotic educational experiment continued, the children of many of the nation's political leaders were safely tucked away in British, American and other western schools and universities.

Under the Acheampong regime, industries were forced to close down or produce below twenty-five percent capacity. Many industries laid off their staff at this point. Inflation under Acheampong rose from 24.7% in 1974 to 116.4% in 1977. You can imagine the effect of this on the majority of Ghanaians.

In the year 2000, the adventure under the Rawlings administration continued. Industries, companies and businesses struggled to survive. In my opinion, the economy totally crashed in the year 2000. Rumours of corruption were rife. External factors were blamed, but many felt that there were more internal factors than external ones. The national currency lost its value and became worthless. There was a shortage of foreign exchange and even local currency. Some people had to queue to get their money out of the bank.

In 1983, an airline ticket from Ghana to London cost six thousand Ghanaian Cedis. After seventeen years of this leadership, a ticket cost more than six million Cedis. That represents inflation of over one hundred thousand percent (100,000%). I will leave you to do your own comparison between the inflation under Gen. Acheampong (116% inflation) and Flt. Lt. Rawlings (100,000%).

The Book of Exodus Replayed

Another chapter in the Book of Exodus was almost written in the year 2000. Embassies of western nations like Britain and the USA experienced an unprecedented flood of visa applications. Some of these embassies received over five thousand applications per month. The official rhetoric was, "Come home and invest in Ghana", but the reality was, "Escape from Ghana if you can!" Some people ask, "What will happen in the future?" Perhaps King Solomon can help us with the answer. “THE THING THAT HATH BEEN, IT IS THAT WHICH SHALL BE; and that which is done is that which shall be done: and there is no new thing under the sun. Is there anything whereof it may be said, See, this is new? it hath been already of old time, which was before us” (Ecclesiastes 1:9,10).

After looking at the history of the waves of insurgencies in Ghana, you will discover a pattern. You will notice that mutineers always have good reasons for doing what they do. Their reasons are usually similar. You will notice how the end of these heroic but regrettable exploits has similar conclusions!

ADVENTURES IN NIGERIA

“There be three things which go well… a king, against whom there is no rising up” (Proverbs 30:29,31).

Let us now turn our attention to Nigeria. Nigeria is another nation that has had adventures with different kinds of leaders. The pattern is similar. One after the other, there is an example of disloyalty and treachery for which people pay the ultimate price. It is a lesson of the penalty that all rebels will ultimately pay.

The First Adventure

Nigeria is a West African country that had its independence from British colonial rule in 1960. Nnamdi Azikiwe became the first president of the senate and later Governor-General and President of the country.[4] The prime minister of the country was Tafawa Balewa. Unfortunately, rivalry and mistrust degenerated into a power struggle between these two heads. The question was, "Who really wielded executive power?" and "Who had control over the armed forces?" Was it the president or was it the prime minister? As Azikiwe himself said, "Nigeria was not ready to have a constitutional head of state with hollow power, working parallel with a power loaded head of government."

No matter what may be the good relations between the two people involved, external factors are bound to provoke feelings and sow seeds of misunderstanding. At a point, the two leaders engaged in a struggle to gain the support of the armed forces. This was resolved only after Chief Justice Ademola negotiated a deal. It is believed that it was this struggle that made the armed forces of Nigeria aware that they had a political role to play. The way was thus paved for military coups and takeovers in Nigeria.

EIGHT CASES OF REBELLION IN NIGERIA

THE FIRST WAVE OF REBELLION

The first wave of rebellion took place on the 15th of January 1966. Five Majors in the Nigerian army planned a coup and executed it. They were Major Kaduna Nzeogwu, Major E. Ifeajuna, Major D. Okafor, Major Anuforo and Major Ademoyega. They gave reasons such as: stamping out tribalism, nepotism and regionalism. Their coup was very bloody. It involved the assassination of the leaders of the federal, northern and western regional governments. The prime minister, other ministers, the premier of the Western region and top military officers were all eliminated.

However, the coup was only partly successful because not everyone on the elimination list was executed. Under the circumstances of a partly successful coup and an assassinated prime minister, the general officer commanding the Nigerian army, General Aguiyi-Ironsi, "persuaded" what was left of the federal cabinet to hand over power to him. In his speech on the 16th of January he said, "The military government of the Republic of Nigeria, wishes to state that it has taken over the interim government of the Republic of Nigeria following the invitation of the Counsel of Ministers of the last government for the army to do."

Although Ironsi alluded to a voluntary handing over of power to him, speculations have it that he was party to the coup. For instance, he was not killed like all the other senior officers from the north of the country. Almost all the military officers killed in the coup were northerners or

westerners. Interestingly, Gen. Ironsi did not put the five Majors who planned and executed the coup, on trial.

THE SECOND WAVE OF REBELLION

As is the pattern with these things, one rebellion led to another. After two months of riots against the government, General Ironsi was murdered in a revenge coup on 28th July 1966. The General was at Ibadan to open a conference of traditional rulers. He was suddenly abducted by a group of northern soldiers who killed him and his host, the military governor of the west, Colonel Adekunle Fajuyi. This coup, codenamed "Operation Araba", had been in the offing since the January coup that brought Gen. Ironsi into power. It was planned by a few officers including Major Murtala Mohammed. Interestingly, Gen. Ironsi's assassination was not announced until the next year 14th January 1967.[5] "…for all they that take the sword shall perish with the sword" (Matthew 26:52).

It seemed that other than revenge killings against the previous leader, there was no clear cut plan to takeover power. This paved the way for the introduction of a new face, Lt. Col. Yakubu Gowon. He announced on the 1st of August 1966, that he had been brought to "shoulder the great responsibilities of the country and the armed forces with the consent of the majority of the Supreme Military Council." However, it is not easy for a rebellious 'pastor' to govern a group of rebels he has formed into a 'church'. I do not envy separatists pastors who try to lead their breakaway congregations into unity. In the same way, it is not easy for a head of state, who comes into power under questionable circumstances, to rule his subjects.

The military governor of the eastern region, Col. Ojukwu, refused to accept Gowon's ascension to power; he insisted on knowing what happened to Gen. Ironsi whose assassination was not officially announced until the next year. He also demanded that Brigadier Ogundipe, the next most senior officer, should take the reins of power. This led to serious and irreconcilable problems between head of state, Gen. Gowon, and the eastern military leader of Nigeria, Col. Ojukwu.

Between May and September 1966 an estimated eighty to hundred thousand easterners were killed in the north of Nigeria. Ojukwu concluded that the safety of easterners outside the Eastern Region could not be guaranteed and asked them to return home. From October 1966, relations between the eastern government and the federal (main) government, deteriorated rapidly.

On the 4th and 5th of January 1967 a peace summit between Ojukwu (the Eastern leader) and Gowon (the National leader) was held in the Aburi mountains of Ghana. Unfortunately, the gains of the Aburi Summit vanished soon after.

In a dawn broadcast on the 30th of May, Col. Ojukwu proclaimed an independent state in the Eastern part of Nigeria, to be known as the Republic of Biafra. A civil war had begun and raged on for two and a half years. Ojukwu seemed to have external support. French supplies of arms and Italian sympathies became the lifeline to Biafra. At the height of the civil war, a devastating but clever decision to change the Nigerian currency was successfully weathered by the Biafran Republic. Perhaps their foreign support was generated because the Easterners presented the war as a genocidal one waged by the Northern Muslims to exterminate Igbos (Eastern Nigerians) from the face of the Earth.

On 12th January 1970, the civil war ended when Lt. Col. Philip Effiong announced the surrender of Biafra. Ojukwu handed over his defeated republic and fled to the Ivory Coast a day before the announcement was made.

THE THIRD WAVE OF REBELLION

Although Gowon survived the rebellion of Ojukwu, a new wave of rebellion was brewing in the country. Giving reasons as they all do, a group of officers swept into power. We welcome at this stage a new head of state, Murtala Mohammed. Although new to the presidency, he had been part of a previous overthrow and assassination of head of state, General Ironsi. It seems as though the tendency to overthrow existing leadership had never gone out of this man. He came to power in a bloodless coup. The military takeover was hailed for its maturity because there was no bloodshed. However, it must not be forgotten that Murtala Mohammed was one of the people who murdered the Nigerian head of state, General Ironsi.[6]

As was the pattern, the new leader gave good reasons for his takeover. I wish to state here, that in the church world, rebels, disloyal people and unfaithful Christians often have good reasons to give for their actions. The reasons are always similar. They involve wise sounding criticism from righteous members and ministers. These reasonable sounding assistant pastors propound commonsense theories which they claim, are not being followed by their leaders. Many men of God look stupid in the light of the criticism of their detractors. Notice the speech of Murtala Mohammed. He was giving the background for the inevitable change.

"After the civil war, the affairs of state, hitherto a collective responsibility, became characterized by lack of consultations, indecision, indiscipline and even neglect. Indeed the public at large became disillusioned and disappointed by these developments. The trend was clearly incompatible with the philosophy and image of our corrective regime. Things got to a stage where the head of the administration became virtually inaccessible… and when advice was tendered it was often ignored. The nation was thus plunged inexorably into chaos. It was obvious that matters could not… be allowed to continue in this matter.

The head of state, Gen. Gowon found himself being compulsorily retired along with other Generals. I remember when one man of God said, "Some people are trying to retire me. But I cannot be retired!"

THE FOURTH WAVE OF REBELLION

The Murtala Mohammed administration moved quickly to consolidate its position and move the nation forward. But on the 13th of February 1976, yet another group of rebels emerged. They called themselves The Young Revolutionaries. They were led by Colonel Dimka (a sort of brother-in-law to Gowon). The head of state, General Mohammed, was ambushed while driving in an unescorted car which was held up in traffic. Murtala Mohammed's aide-de-camp, his driver, orderly and Col. Taiwo, the military governor of Kwara State, were all killed in the ambush. You will remember that Murtala Mohammed was involved in the ambush and murder of head of state Gen. Ironsi whilst he was attending a conference in Ibadan.[7] "…for all they that take the sword shall perish with the sword" (Matthew 26:52).

The coup makers seemed to have mixed motives. Some of these included grudges against certain officers in the army over promotion. A second possible motive was the restoration of Gen.

Gowon (then a student at Warwick University in England) who was overthrown by Gen. Mohammed. Although Gowon denied involvement, some facts seem to implicate him. Dimka's elder brother, who was the Kwara State's Police Commissioner at the time, was married to Gowon's elder sister. Abdulkarim Zakari, the only civilian executed, worked at the Nigerian Broadcasting Corporation and provided the martial music tapes used for the coup broadcasts. He was Gowon's wife's elder brother.

More than fifty officers were tried for this uprising. Thirty-two of them were executed including Col. Dimka. Gen. Obasanjo, the deputy head of state succeeded the slain Murtala Mohammed. He ruled from February 1976 to October 1979. He handed over power to a civilian president, Shehu Shagari, who ruled from 1979 to 1983.

THE FIFTH WAVE OF REBELLION

We must at this time introduce to you the fifth wave of rebellion. On 31st December 1983, Brigadier Sani Abacha gave a radio broadcast beamed across Nigeria announcing a coup. This brought in the government of General Buhari, which lasted only two years from 1983 to 1985. As usual, there was a speech that cited good enough reasons for the overthrow of legitimate leadership.

"Our economy has been hopelessly mismanaged. We have become a debtor and beggarly nation. There is inadequacy of food at reasonable prices for our people. Health services are in shambles as our hospitals are reduced to mere consulting clinics, without drugs, water and equipment. Our educational system is deteriorating at an alarming rate. Unemployment figures have reached embarrassing and unacceptable proportions. In some states, workers are being owed salary arrears of eight to twelve months. Yet our leaders revel in squandermania, corruption and indiscipline and continue to proliferate public appointments in complete disregard of our stark economic realities."

(Radio broadcast by Sani Abacha 31st December 1983)

The Buhari regime instituted a strong authoritarian rule which enabled them to detain critics and opponents without trial in police cells. A reign of terror was unleashed. Arbitrary arrests, torture and indeterminate detention were widely practiced. Even the breaking of suspects' skulls during interrogation was practiced. The Nigerian Bar Association, The Nigerian Medical Association and the National Association of Students all joined the anti-government movement. The military government threatened to close down permanently any institution where student protests resulted in a breakdown of law and order. Unfortunately, the Buhari government was not able to overcome or even manage the problems it inherited.

The stage was set for yet another rebellious overthrow. It is almost as though a drama with puppets was being enacted.

THE SIXTH WAVE OF REBELLION

We now welcome General Ibrahim Babangida for the next adventure in Nigerian leadership.[8] On the 26th of August 1985, General Buhari and his assistant Idiagbon were removed from power. They were retired from the army and put in detention (house arrest) for three years and four months. Once again, reasons were given for the takeover. Reasons given by the Babangida group

were: a failure to salvage the economy and a failure to restore social services to the nation. It also cited the regime's lack of consultation with the rest of the military and society, authoritarianism, poor human rights record and the lack of a program to return the country to civilian rule were all reasons given.

Babangida presented the image of a redeemer who had overthrown an impregnable dictatorship. Babangida eventually returned the country to civil rule. After a lot of civil strife and political violence, an election was held. But before the election we must welcome yet another wave of rebellion!

THE SEVENTH WAVE OF REBELLION

On 22nd April 1990, Major Gideon Orkar attempted to overthrow Babangida. Orkar declared in his broadcast, "This is just not another coup, but well conceived, planned and executed, for the marginalized, oppressed and enslaved people of the middle belt and the south, with a view to freeing ourselves and our children yet unborn from eternal slavery and colonization by a clique in this country."

The coup was described by the government as the bloodiest in the country's history. Sixtyseven officers were eventually executed after being tried by a military tribunal. This coup accelerated the movement of the seat of power from Dodan barracks in Lagos to the more fortified Aso Rock in Abuja. Of course one needs more and more protection from anarchists! "…for all they that take the sword shall perish with the sword" (Matthew 26:52).

When presidential elections were held in 1993, Babangida annulled these elections claiming that they were not free and fair. He eventually formed an interim national government headed by Ernest Shonekan. Under pressure from the military, he stepped aside on the 27th of August 1993. However, before his exit, he announced the retirement of the army chiefs. Sani Abacha was the only one who continued as Defence Minister.

THE EIGHTH WAVE OF REBELLION

For this wave of rebellion, we introduce a familiar face and a veteran of many coups. On the 17th November 1993, Sani Abacha had announced that he had accepted the "resignation" of Ernest Shonekan and had "dutifully" taken over as head of state to save the country from drifting into further collapse. Abacha portrayed his takeover as a voluntary relinquishment of power by the interim government. This was to avoid the displeasure of the civilian population.[9]

General Abacha put Abiola in prison after he declared himself as president by getting sworn in at a ceremony at Rowe Park in Lagos. Abacha unleashed a reign of terror. On two occasions he made allegations of coups against the government. One he made up and the other he engineered. This enabled him to imprison vocal critics, including Obasanjo, a former head of state, and Obasanjo's deputy Yar Adua, who died in jail. Even Abacha's second-in-command was incarcerated in December 1997.

However, the early hours of 8th June 1998 brought the end of this wave of anarchy. Abacha died in mysterious circumstances and was buried hurriedly. His death was openly celebrated. This is contrary to a culture that usually forgives the dead and speaks no evil of them.

Dear Christian friend, the short histories of Nigeria and Ghana since independence are indeed very revealing. They show us repeated rebellions, overthrows and acts of treachery. One frightening thing is the way the reasons for rebellions are almost identical. The results of the rebellions are also almost always identical.

The continual overthrowing of one government after the other testifies to the way history repeats itself. Although these are not spiritual examples, they are good examples we can learn from. They contain parallel truths of what we see in the church, business, and political worlds.

THE ADVENTURES OF JULIUS CAESAR

William Shakespeare, a famous English author, often had the theme of "loyalty and disloyalty" in his writings. These stories bring out even more, some of the realities about loyalty and disloyalty.

Julius Caesar

In this story, Julius Caesar was appointed dictator to restore order to the Republic of Rome. He was Rome's most successful general. After returning from battle in Spain, Julius Caesar was given a rousing reception. The pomp of his reception made two leading senators, Caesar's old friend Brutus, and the envious Cassius, fear that Caesar would declare himself emperor. Caesar himself did not trust some of the people. He saw in them the signs of disloyalty.

Julius Caesar:

> Let me have men about me that are fat; Sleek-headed men and such as sleep o'nights; Yond' Cassius has a LEAN AND HUNGRY LOOK; HE THINKS TOO MUCH: SUCH MEN ARE DANGEROUS.

Brutus abhorred the prospect of overthrowing the Republic of Rome. However, he reluctantly joined Cassius and other conspirators in a plot to murder Caesar. Although Julius Caesar was warned by his wife Calphurnia not to step out of the house on that day, he refused to listen. His wife spoke of graves and horrible sights she had seen in the night. But Julius Caesar would have none of that. He said,

Julius Caesar:

> What can be avoided whose end is purposed by the mighty gods? Yet Caesar shall go forth; for these predictions are to the world in general as to Caesar. COWARDS DIE MANY TIMES BEFORE THEIR DEATHS; The valiant never taste of death but once. Of all the wonders that I yet haveheard, it seems to me most strange that men should fear, seeing that death, a necessary end, will come when it will come.

Julius Caesar attended the senate and was brutally assassinated. Julius Caesar did not know that his closest aides were plotting his death. He had several close friends and assistants. Everybody expects their closest friend to expose wrongdoers and conspirators. A truly loyal person will save you by telling you what is going on behind your back. When your closest aides fail to do this your demise is imminent. Your business could collapse. Your company could go bankrupt. Your factory could register losses. Your church could split up! When the conspirators attacked Julius

Caesar, he was startled. But his greatest surprise was when he found Brutus to be part of the conspiracy.

He said, "ET TU, BRUTE?" (You too Brutus?)

When Julius Caesar realized that Brutus was part of the conspiracy, he knew that all was lost. He said those famous words, which meant that it was all over. If your associates and trusted friends turn against you in ministry, your dreams of growth and expansion often end. Your vision for a great business often ends at the feet of disloyal people.

He said, "THEN FALL, CAESAR!" (Then it's all over)

But the story doesn't end there! We must now observe the end of all rebels. Brutus, Caesar's trusted friend, defends this indefensible savage act to the Roman mob. However, Mark Antony is allowed to deliver a funeral oration. His speech, which is loyal to the fallen Caesar, turns the hearts of the Roman public against the treacherous murderers. You will notice how the expected outcome of gaining power does not materialize!

Soon after this, Brutus and Cassius fled Rome and raised an army. However, they are defeated by the combined forces of Antony and Caesar's heir, Octavian. The end of the story is the same for all rebels and treacherous men. Brutus and Cassius committed suicide. Dear friend, Antony chose to be loyal, he paid the price and received the reward. Brutus, the close friend of Caesar, chose the way of unfaithfulness and treachery. He ended up just like Judas![10]

THE ADVENTURES OF MACBETH

We now turn our attention to Shakespeare's story of MacBeth. MacBeth was a successful warrior in the Scottish army. He fought against the Norwegian army and Scottish rebels and defeated them. Unfortunately, MacBeth became a terrible traitor. Right at the beginning of this story, you can see how the stage is set for rebellion with MacBeth's victory.[11]

Success often breeds a sense of pride. It is easy to have an over-inflated opinion of oneself when you are succeeding. Winning one battle does not mean that you must become the king. MacBeth had just defeated the Scottish rebels and was very pleased with himself.

Preaching well one day does not mean that you are supposed to be the pastor-in-charge. When people are affected by the pride of achievement, all they need is a little push to encourage them to move out of place. This is what happened to Lucifer.”Thou sealest up the sum, full of wisdom, and perfect in beauty… thou hast walked up and down in the midst of the stones of fire” (Ezekiel 28:12,14). Because of this Lucifer said, "I will ascend and sit on the throne. I will replace my Lord and King." “For thou hast said in thine heart, I will ascend into heaven, I will exalt my throne above the stars of God: I will sit also upon the mount of the congregation, in the sides of the north: I will ascend above the heights of the clouds; I will be like the most High. Yet thou shall be brought down to hell” (Isaiah 14:13-15).

This is also what happened to MacBeth. He met up with three witches who prophesied that he would become the Thane of Cawdor and the King of Scotland. Notice what the witches told MacBeth.

First Witch: All hail, MacBeth! Hail to thee Thane of Glamis!

Second Witch: All hail, MacBeth! Hail to thee Thane of Cawdor

Third Watch: All hail, MacBeth! That shall be king hereafter

When one part of this prophecy happened, MacBeth was convinced that he was to be the next King of Scotland. His wife was overjoyed at the prospect.

When King Duncan of Scotland was informed about how brave MacBeth and his associate Banquo had been, he decided to confer on MacBeth an important title - Thane of Cawdor. It was the king who personally thanked MacBeth for his bravery and then conferred on him the title Thane of Cawdor.

The wife of MacBeth, having received this revelation and its confirmation, was excited about the prospects of becoming Queen. She worried that her husband was too soft to be able to take the throne. When MacBeth arrived home, she encouraged him and insisted on planning the murder of King Duncan.

Not long after, Duncan arrived at MacBeth's castle where he was welcomed by Lady MacBeth. At one point, MacBeth wavered in his resolve to kill his king (pastor). But his wife spurred him on. She encouraged him to be 'a man'. Just like Jezebel, she urged her husband to get into a wrong situation. It may sound obvious, but being a murderer is not the same as being a man.

Lady MacBeth:

When you durst DO IT, then you were A MAN; and, to be more than what you were, you would be so much more the man

Some people are encouraged by others to be disloyal or treacherous. Some people like MacBeth have wives who yearn for position and power. They inadvertently cajole their husbands into doing things they should never do. Some ministers are also encouraged by church members to be rebellious. I know one pastor who was given a beautiful and an expensive car to encourage him on his journey of rebellion. As we stood by this pastor's new car, he said to me, "Can this miracle be of the devil? It only shows God's approval of my actions." He felt that God was approving of his disloyal activities by giving him a car. A few years later, it was quite evident that God had not approved of this man's actions.

Back to our story on MacBeth! After MacBeth murdered the king, he returned to his wife in a distraught and emotional state. He had forgotten to place the murder weapon on the king's drugged guards. Instead, Lady MacBeth had to smear them herself with the blood and guilt. She was a bold woman, initially.

Lady MacBeth:

Infirm of purpose Give me the daggers. The sleeping, and the dead, are but as pictures; It is the eye of childhood that fears a painted devil.

After this, there was a knock at the gate and a gentleman named MacDuff arrived to wake up the king. MacDuff exchanged pleasantries with the porter before MacBeth arrived to escort him to

the king's chambers. It was at this point that MacDuff discovered that the king had been murdered. MacBeth then slew the two guards of the king to cover up his deed. King Duncan's children sensed danger and slipped away to England and Ireland.

As is always the case, rebellion and treachery do not bring the desired results. MacBeth was crowned king and Lady MacBeth became the queen. Yet MacBeth and his wife were not happy. A fearful MacBeth did not feel secure. MacBeth hired murderers to kill his old associate and colleague Banquo. He feared that Banquo might try to become the king in order to fulfil another prophecy. Speaking of Banquo's soul, he mused, "Banquo, if you're going to go to heaven, you're going to have to leave tonight."

MacBeth:

Banquo, thy soul's flight, if it find HEAVEN it must find it out TONIGHT.

When people leave churches, they often say bad things about their former ministries. They do not just leave. They seem to have to add insult to injury. They seem to have a deep need to slander. After all, they must justify their actions. This complicates their original sin, if indeed they committed one. Rarely have I seen people walk out of relationships peacefully. There is often a lot of slime and venom flung around.

MacBeth had a need to continue his acts of treachery. He needed to add to the original crime by killing other people. Imagine thinking about your friend and saying, "Jack, if you're going to go to heaven, you're going to have to go tonight."

During a party, MacBeth saw the ghost of Banquo twice. He knew the rewards of disloyalty were catching up with him. He knew that he would reap what he had sown. That is why he said blood would have blood! Like Judas, he knew he was already condemned.

MacBeth:

It will have blood, they say; blood will have blood.

MacBeth was distressed when he saw the ghost, and only the quick thinking of his wife saved him from blurting out his guilt at the party. She quickly asked the guests to leave.

Although MacBeth had obtained his ultimate dream, he had to keep on acting treacherously against all and sundry. The mood of MacBeth and his wife is summed up in the words of Lady MacBeth when she said,

Lady MacBeth:

Nought's had, alls' spent, Where our desire is got without content: Tis safer to be that which we destroy Than by destruction dwell in doubtful joy

MacBeth then decided to eliminate his next major threat, MacDuff. Once again, MacBeth turned to the witches for direction. Disloyal people are often misdirected. They claim to be led by the Spirit but in fact, they are not. Just as MacBeth was led by witches, many disloyal pastors are actually led by demons and not the Holy Spirit. The witches gave him an ambiguous prophecy

about how he would die. Meanwhile, MacDuff had been able to secure an army from England to fight against MacBeth.

In the latter part of this tragic story, the queen, Lady MacBeth fell ill. She began to walk and talk in her sleep. Her doctor and gentlewoman realized the implications of the guilty things she was saying. You see, she remembered the bloodstains of King Duncan and it drove her crazy.

There is no rebellious person in the Bible who has enjoyed any benefits from disloyalty. Judas could not stand the guilt anymore than Lady MacBeth could. Listen to this woman going mad. Watch her speaking to imaginary spots of blood.

Lady MacBeth:

> Out, damned spot! out, I say! Yet who would have thought the old man to have had so Much blood in him? What! will these hands ne'er be clean? Here's the smell of the blood still: all the perfumes of Arabia will not sweeten this little hand. What's done cannot be undone. To bed, to bed, to bed.[12]

The prodigal son must have spoken to the pigs he fed. He must have told them about his family back home. How he regretted leaving home! Like Lady MacBeth, he may have thought, "What's done cannot be undone." One day MacBeth heard a scream from the castle. He learnt sadly that his wife had just committed suicide. Mind you, it is severely depressed people who usually commit suicide.

The closing chapters of this drama unfold when MacDuff attacks MacBeth's castle. MacBeth goes out fighting and meets MacDuff. Remembering a prophecy from the witches that a man born of woman could not kill him, he believed he could defeat MacDuff. But MacDuff told him that he was born by caesarean section. In other words, MacDuff had not been "born of a woman".

MacBeth was eventually killed. MacDuff then produced the head of MacBeth for Malcolm and hailed him King of Scotland.

Is this not the end of all rebels we have studied? MacBeth was disloyal to his king and even murdered him. The result was death for him and suicide for his wife. The storyline is the same; it never changes!

Like an old minister once said to me, "The devil has no new tricks. He keeps using the same methods, and Christians keep falling for them!"

Causes and Timing of Disloyalty 12

THREE COMMON CAUSES OF DISLOYALTY

In this section, we want to examine three common causes that lead a person to disloyalty. The first thing we will consider is what I call an erratic personality or character.

1. AN ERRATIC PERSONALITY

There are some people who have a disposition to make sudden decisions. They can alter the plan of their lives within minutes. They can change their entire course within seconds. This is a very

dangerous trait. Such people can be with you today but can desert you tomorrow. You will notice this trait in people who enter relationships and break up suddenly. When they speak of their commitment to a cause, you will be impressed by their speech. But don't be fooled! These people are usually gifted speakers and orators. They will change direction without any major provocation, to your surprise!

I am not writing about some theory in the Bible. I am talking about practical things that I have seen. I have seen the most committed and ardent followers change course in midstream. Because I have seen several people do this, I am convinced that it is a character or personality trait which some people have. This is what the Bible speaks of in Proverbs 24:21. "My son, fear thou the Lord and the king: and meddle not with them that are GIVEN TO CHANGE" (Proverbs 24:21).

Do you have a tendency to change course suddenly after you have been extremely committed to something? I would not like to be in a relationship like that! I would not like to have an assistant pastor like that. Such people will write letters to you when you are not expecting them. They will resign at the weekend without notice. They will ask someone to phone you to tell you that they are out of the country. Their word is not worth anything! A Christian must be a person who makes a statement and sticks to his word no matter what it costs. "…He that sweareth to his own hurt, and changeth not" (Psalm 15:4).

God is faithful to us even when we are not faithful to Him. Nothing makes Him change His mind! "If we believe not, yet he abideth faithful: HE CANNOT DENY HIMSELF." (2 Timothy 2:13)

God is trying to build up a breed of Christians who do not change their minds easily about the convictions they have. Thank God that Jesus did not change His mind when He came into this world and experienced such hatred and animosity from the people He loved.

The ministry of the Lord Jesus Christ is not safe in the hands of erratic leaders. Today, they are ministers of the gospel and tomorrow they become social activists. Some switch suddenly from being ministers of religion to becoming politicians. Today, they are faith preachers and tomorrow they are against the faith movement!

You will often notice a trend in the lives of such people. There is a history of changing, altering and switching from one thing to the other. If you have an erratic nature, decide today to be a solid and steadfast believer.

2. FINANCIAL REASONS

The next cause of disloyalty has financial roots. "For the love of money is THE ROOT OF ALL EVIL: which while some coveted after, they have erred from the faith, and pierced themselves through with many sorrows" (1 Timothy 6:10). The love of money is the root of all evil. Certainly, one of the evils that is stirred up by the love of money is disloyalty and rebellion. I have noticed that almost every rebellion is linked to some financial considerations. There is something about money that stirs up disloyalty. There are two categories of problems that arise from financial roots: Financial Misunderstanding and Financial Covetousness.[1]

Financial Misunderstanding

Many of the rebellions in denominations are over issues of salaries, conditions of services, emoluments and benefits. There is often a background of financial need and poverty. I have seen many Christians serve the Lord perfectly, but they seem to change when financial issues come up. There are several reasons why money causes problems and leads to divisions in churches.

a. Firstly, many pastors have not had any working experience in the secular world.

For this reason therefore, they have unfortunate misconceptions about how much they should be paid. They do not know what kinds of salaries and benefits prevail.

One day, I attended a seminar for leaders in another church. At one point in the meeting, there was a general discussion about the conditions of service for ministers. I began asking some questions. I called out three people and asked them, "How long have you been working?" One of them had been working for sixteen years in a bank. The other had worked as a teacher for eight years. The third had been into private business for several years. Then I asked them, "Which of you has a car?" None of them owned a car! You see, in the economy of Ghana you almost need to be a millionaire to own a car. I then pointed out some things to the group. "Look at this man who has worked in the bank for sixteen years. His workplace has not provided him with a car." I continued, "Do you see this teacher who has taught for eight years and yet has no car?" "The businessman who controls his own income has not been able to buy a car." I asked the group, "Why is it that when someone becomes a pastor, he wants to be given a car immediately?"

b. The educational qualifications of many of the pastors are very minimal.

In the secular field, many of these pastors could not rise higher than the position of a security officer or a clerk. Yet, they want to have conditions of service similar to Chief Executives! This is just not realistic. Indeed, this common misunderstanding between junior pastors and senior pastors of the management rank is a common cause for rebellion, discontentment and anarchy in churches.

Anarchism is a political theory that all governments and laws should be abolished. It comes from a French word, 'anarchy'. An anarchist is someone who fights governments. When such a person becomes a pastor, you can imagine the controversy and conflict he will stir up. He will try to dismantle the order and authority structure in the church. He will say things like, "We are all equal! We are all called! We are all anointed! We will not allow ourselves to be cheated by anyone!" Because of this common misunderstanding that arises between the employer and the employed, I am very careful about employing anyone. I have very few employed staff. I believe that people must mature in their understanding of employment issues.

c. If the church is not diligent, it can turn into another forum for strike actions.

If we are not careful, the church can turn into another forum for unions and strikes! Soon there may be industrial action taken against bishops and head pastors.

One thing I do not like, is to work with discontented people. I learnt that from the Lord. Do you remember how the Lord abandoned the Israelites in the desert because they complained so much? There was so much murmuring among the Israelites that Almighty God was fed up. He took a decision to relieve them of their privileged position!

Once I had some full-time pastors working in a church. They began to complain about their conditions of service. Soon I received different reports of various comments they had made. It sounded as though the church was mistreating them. I marvelled because these young men did not appreciate what they had. As the intensity of the complaints mounted, I decided to lay them off. I would rather not have a church than to have a church with a complaining pastor. We called them to the headquarters and gave them a handsome amount of money to settle them. I heard that they even complained about the amount of money that was given in the settlement. I told them, "Look for jobs in the secular world and be lay pastors."

They began to look for jobs in the secular world. After several months one of them returned and said, "I now realize that I had one of the best jobs in Ghana." He pleaded to be reemployed by the church. This is the maturing experience I am referring to.

d. It will be advisable to allow discontented people to find jobs in the secular world.

If you are an overseer of a group of churches, I would advise you to allow discontented people to discover for themselves what conditions prevail out there in the hard world. It is important that you maintain an atmosphere of loyalty at all costs.

Financial Covetousness

When I speak about covetousness I am not talking about people who are in need. In this case, we are dealing with people who want more, more and more! The Bible teaches that people who love money are not satisfied with more money. "He that loveth silver shall not be satisfied with silver…"(Ecclesiastes 5:10). Apostle Peter warned against people who enter the ministry for the love of money.

a. The ministry is the wrong profession if all you want is to acquire wealth.

If you love money, please stay in the secular world and earn all you can. When you come into the ministry, your aim must be to make full proof of your calling. God's ministry is not a business so please do not turn it into one.

b. Jesus threw out people who turned the church into a business centre.

"And they come to Jerusalem: and Jesus went into the temple, and began to cast out them that sold and bought in the temple, and overthrew the tables of the moneychangers, and the seats of them that sold doves; And he would not suffer that any man should carry any vessel through the temple. And he taught, saying unto them, Is it not written, My house shall be called of all nations the house of prayer? but YE HAVE MADE IT A DEN OF THIEVES." (Mark 11:15- 17).

c. The ministry of the Lord Jesus is not the place to make money.

Neither is it the time of your life to gather wealth. I am not saying that God will not make you wealthy! I am not saying that you should be poor! I am not poor and I have not taken a vow of poverty. God will bless you with all you need so that you can serve him, but this will be at the right time!

Examples of Covetous Pastors

I cannot leave this subject without mentioning two classic examples of pastors who suffered from covetousness (Rev. Gehazi and Rev. Judas!).

i. Gehazi

Gehazi was the associate pastor of Elisha could not resist the temptation of using the ministry as a business. He wanted to charge money for the gift of God. He was charging for prophecies and healings. Does that sound familiar?

Naaman the Syrian, the one whom he charged, detected the spirit of covetousness in Rev. Gehazi. Why do I say that Naaman detected the spirit of covetousness in Gehazi? Because, even though Gehazi asked for one talent of silver, Naaman, the unbeliever, said to him, "Be content and TAKE TWO talents." Naaman detected the pastor's spirit of greed! "And Naaman said, BE CONTENT, TAKE TWO TALENTS. And he urged him, and bound two talents of silver in two bags, with two changes of garments, and laid them upon two of his servants; and they bare them before him" (2 Kings 5:23).

It is sad that an unbeliever should have to correct a minister of the gospel in this way. Gehazi was virtually told by a sinner not to be greedy. Dear pastor, did you know that unbelievers can see through our greed and covetousness? They laugh at us in their homes and denigrate the ministry of the Lord Jesus Christ (to denigrate means to blacken the reputation of a thing). It is unfortunate that when you call yourself a minister today, people look at you with suspicion. This is because of Rev. Gehazi and others like him.

Elisha, the senior pastor, asked a very pertinent question. "…IS IT A TIME TO RECEIVE MONEY, and to receive garments, and olive yards and vineyards and sheep and oxen and men servants and maid servants?" (2 Kings 5:26).

ii. Judas

Judas Iscariot sold his master for only thirty pieces of silver. The current value of thirty pieces of silver is $19.20! "And said unto them, What will ye give me, and I will deliver him unto you? And they covenanted with him for thirty pieces of silver" (Matthew 26:15). Incidentally, that was the price of a slave. "If the ox shall push [kill] a manservant or a maidservant; he shall give unto their master thirty shekels of silver, and the ox shall be stoned" (Exodus 21:32).

Rev. Dr. Judas Iscariot lost his life and ministry because of greed and covetousness. Twenty US dollars is all that it took to make him sacrifice his friend, his master and his God. He sold God for twelve pounds sterling, (twenty Euros, thirty Swiss francs, fifty thousand Ghanaian cedis)![2]

If you ever employ a Judas or a Gehazi, you are in for trouble. They will never be satisfied with what you offer them. They will always think you are cheating them. They will try to usurp your authority and take over. Such people can easily be taken away by someone who offers them more money.

3. MISSING GOD'S DIRECTION

The third common cause of disloyalty, is missing God's direction for your life.[3] Many people miss God's direction for their lives. Because of this, they end up in complicated situations.

a. Sometimes people are often forced into disloyalty by their own mistakes.

Every minister must know how to hear the voice of God. The leading of the Spirit is crucial for successful ministry. Many ministers claim that they are being led by the Spirit of God as they breakaway and rebel in the ministry. Are these people really being led by the Spirit of God? Many people are having what I call visions of their own heart. "…The prophets PROPHESY LIES in my name: I sent them not, neither have I commanded them, neither spake unto them: they prophesy unto you a false vision and divination, and a thing of nought, and THE DECEIT OF THEIR HEART." (Jeremiah 14:14). "Thus saith the Lord of hosts, Hearken not unto the words of the prophets that prophesy unto you: they make you vain: they speak A VISION OF THEIR OWN HEART, and not out of the mouth of the Lord" (Jeremiah 23:16).

b. A common trick of people who go their own way is to claim that God has sent them.

The Scripture tells us that we should not listen to the words of such prophets. When someone has a rebellious spirit, he will surely dream about a successful rebellion. God says in His Word; "I sent them not, neither have I commanded them, neither spake unto them: they prophesy unto you a false vision and the deceit of their hearts" (Jeremiah 14:14).

I watched a junior pastor as he rebelled against his senior pastor. His mouth was full of venom. He went about slandering his former church and criticizing his former pastor. Yet this man had Scriptures to back his claim. He claimed that God had called him and asked him to do what he was doing. I said to this rebel, "God does not destroy churches! God is a builder of churches."

He was my friend so I went with him to the new church he had established. When I got there, I realized that all the equipment he was using belonged to his former church. He had taken over the church's seats, pulpit and instruments. He had their members and their building. I said to him, "These things do not belong to you." I continued, "It is stealing." He just smiled and said, "You don't understand." I continued, "You are my friend, but God's blessing will not be with you when you do such things." Within a few years, this anarchist's ministry collapsed! If even an angel appears to you and gives you instructions, we will not accept it if it is contrary to the Word of God! The Bible teaches us not to believe when people speak a vision out of their hearts. How can God in one stroke build a church and in the next stroke destroy it? Anyone who goes around slandering other ministers is a dangerous person. Snakes are not discriminating when they begin to bite. After spreading venom about someone else, they will turn on you.

I know a pastor who abandoned ship because a prophet told him to. Later on, I found out that this same prophet would send scouts to the church in which he was going to minister. These scouts would take car numbers and descriptions and find out who the owners were. The prophet would use this information to conjure up "words of knowledge". These words of knowledge were so spectacular and astonishingly accurate that everyone believed the prophet's word. Finally, he had a prophecy for the associate pastor, "This is not your place. You must begin your own church." You cannot imagine the confusion that broke out in that church. The visit of this prophet changed the course of that ministry. The church broke up into many splinter groups. The pastors ended up fighting in court over church property.

The Bible says that we shall know them by their fruits. I would not criticize anybody for his accurate words of knowledge. I pray for accurate words of knowledge myself and I am happy

when I see them happening. The Bible did not teach me that I would know a thing by its gift. You know them by their fruits.

When I see the fruits of broken churches, destroyed ministries and deceived pastors, I know that the Spirit of God is not at work. The devil and the flesh are on the rampage. “But if ye have bitter envying and strife in your hearts, glory not, and lie not against the truth. THIS WISDOM DESCENDETH NOT FROM ABOVE, BUT IS EARTHLY, SENSUAL, DEVILISH. For where envying and strife is, there is confusion and every evil work” (James 3:14-16).

Dear minister friend, do not yield to pressure from people. You may make the mistake of your lifetime. People will push you into things but they will not support you when you are out there. Somebody once told me, "people sympathize with the underdog, but they follow the top dog".

When I first got married, people often suggested the number of children that we should have. Some said we should have five, others said we should have four children. They would describe the advantages of having large families. "How nice it is when they all grow up and you have children all over the world," they said. "You can have such nice family reunions. The children will have lots of playmates." I would smile to myself and think, "This man is suggesting that I have all these children. Will he look after them when they grow up? Will he pay their school fees and build houses for them? Certainly not!" Those who will not contribute a dime are those who put the most pressure on you!

c. Be careful about yielding to the pressure of the people.

When you have taken the wrong decision, these same people will criticize you for making mistakes. Judas came under pressure to betray Christ. He eventually succumbed to the pressure and temptation to betray his master. Afterwards, he realized that he had made a mistake. He went back to these same people who had pressurized him with money and made a lame attempt to undo everything. He actually took the money back! But the people would have none of it and threw him out to face suicide and eternal damnation on his own. They told Judas, "What is that to us?” That is your problem! See to it yourself!" “Then Judas, which had betrayed him, when he saw that he was condemned, repented himself, and brought again the thirty pieces of silver to the chief priests and elders, Saying, I have sinned in that I have betrayed the innocent blood. And they said, WHAT IS THAT TO US? SEE THOU TO THAT. And he cast down the pieces of silver in the temple, and departed, and went and hanged himself” (Matthew 27:3-5). Please do not yield to the temptation of money or to the pressure of the people. You will have to deal with the consequences of your decisions by yourself!

THE TIMING OF DISLOYALTY

When I write about disloyalty, I am writing about a whole array of things. These range from subtle acts of disloyalty to betrayals, insurgencies and open rebellions. But, when do these things happen? Do they happen all the time? Or do they have specific seasons and timings? A close study of the Bible will reveal that acts of disloyalty are more common at particular times. In this section, we will study what I call the timing of disloyalty. Let us now consider four important times when disloyalty may occur.

1. DISLOYALTY OCCURS WITH THE APPARENT WEAKENING OF A LEADER.

a. All leaders go through different phases of their lives and ministries.

In the prime of their ministry, they often appear very strong, hard, tireless and invincible. Leaders may appear to weaken in the latter part of their ministries. They seem to be vulnerable to things that before were far off. This apparent weakening of a minister is not actually a diminishing of his strength. Sometimes in later years, the maturing minister speaks with a softer tone and is more accommodating. Sometimes it is a result of entering into another phase of ministry.

In the early part of Jesus' ministry, He was very strong on certain things. At one point He spoke about how He was anointed and people tried to kill Him. At that stage of His ministry Jesus just ignored His persecutors and went His way. “And all they in the synagogue, when they heard these things, were filled with wrath, And rose up, and thrust him out of the city, and led him unto the brow of the hill whereon their city was built, that they might cast him down headlong. But he passing through the midst of them went his way” (Luke 4:28-30).

At one point, Jesus preached and called His listeners snakes. He told them to their face that they were vipers. “O generation of vipers, how can ye, being evil, speak good things?” (Matthew 12:34). Jesus was a strong direct preacher. He was a no-nonsense personality. There was a time when people wanted to kill Him. Jesus told them directly, "I know you want to kill me." He continued, "Your father is the devil." These were direct statements which infuriated the crowd. Yet, Jesus persisted in this line of confrontational preaching. “But now ye seek to kill me, A MAN THAT HATH TOLD YOU THE TRUTH, which I have heard of God: this did not Abraham. Ye do the deeds of your father. Then said they to him, We be not born of fornication; we have one Father, even God. YE ARE OF YOUR FATHER THE DEVIL, and the lusts of your father ye will do. He was a murderer from the beginning, and abode not in the truth, because there is no truth in him.

When he speaketh a lie, he speaketh of his own: for he is a liar, and the father of it. Then took they up stones to cast at him: but Jesus hid himself, and went out of the temple, GOING THROUGH THE MIDST OF THEM, AND SO PASSED BY.” (John 8:40,41,44,59).

In those days, Jesus did not seem to be moved by death threats. But later in His life, Jesus began to say things like, "I am going to suffer!" “And he said unto them, With desire I have desired to eat this passover with you BEFORE I SUFFER.” (Luke 22:15). At another point, Jesus was in a reflective mood and said, "This is my last drink." “For I say unto you, I will not drink of the fruit of the vine, until the kingdom of God shall come” (Luke 22:18).

Jesus continued and said, "There is a betrayer amongst us." If He was a good leader, why didn't He do anything about the betrayer. Had He lost His power? Judas must have heard these words and felt that Jesus' power was waning. Jesus' power never diminished. The anointing on His life was stronger than ever. If His power had diminished, how come He was able to heal the boy whose ear was cut off by Peter (John 18:10)? If His power was diminished, how come everyone fell under the power of God when Jesus identified Himself as the one they were looking for? As soon then as he had said unto them, I am he, they went backward, and fell to the ground. (John 18:6).

Jesus' power had in no way diminished, but He had entered a different phase of His ministry. This power would help Him go to the cross and accomplish His sacrifice for the sins of the world. But Judas misinterpreted this to be a weakening of His master's anointing. Judas was encouraged to rise up and rebel against the Lord when he heard him speak of dying. If you eat with someone who speaks of dying and taking his last drink, would you not think there was something wrong?

The High Priest and the Pharisees were afraid of Jesus. There was great mystery and intrigue surrounding Christ! Jesus was a public figure and they could have arrested Him at any time. Jesus did not go around in secret. But they feared the people and were unsure of what sort of powers Jesus would conjure up against them if they tried anything.

b. Judas waited for a sign of the apparent weakening of Christ's ministry.

As soon as he felt his leader was a little weaker, he betrayed Him. Dear pastor, do not be deceived. If God has called somebody, and you betray him, you will pay for it! It may seem easy to rebel at certain times, but that is the devil luring you to your own destruction.

2. DISLOYALTY OCCURS WITH THE AGING OF THE LEADER.

"For it came to pass, when Solomon was old, that his wives turned away his heart after other gods: and his heart was not perfect with the Lord his God, as was the heart of David his father" (1 Kings 11:4). King Solomon turned away from God in his old age. It may sound strange, but it sometimes requires physical strength to keep on doing what is right. King Solomon had married so many different women in his younger days. He wanted to be sure that he did not fall into the mistake of adultery as his father did. So he married all the ladies he met to prevent himself from having an affair with anyone. But in his old age, the resolve to serve Jehovah was weakened. He began to succumb to the pressures of his 'unbeliever' wives.Then did Solomon build an high place for Chemosh, the abomination of Moab, in the hill that is before Jerusalem, and for Molech, the abomination of the children of Ammon. And likewise did he for all his strange wives, which burnt incense and sacrificed unto their gods" (1 Kings 11:7,8).

I am a young man. As I write this textbook it is my prayer that I will be loyal to the Lord as I get older in ministry. In the life of King David, it was when he was very old and stricken in years, that Adonijah rebelled against his father. Adonijah was one of David's sons who had been a loyal member of the family for many years. He did not rebel with Absalom. Nor was he associated with any other rebellion. Yet, he was tempted to be disloyal when he realized that his father was weakened by old age. "Now king DAVID WAS OLD and stricken in years; and they covered him with clothes, but he gat no heat. THEN ADONIJAH THE SON OF HAGGITH EXALTED HIMSELF, saying, I will be king: and he prepared him chariots and horsemen, and fifty men to run before him" (1 Kings 1:1,5).

3. DISLOYALTY OCCURS WHEN THE LEADER SINS.

When Solomon went after many wives and his heart was turned against God, the Lord raised up rebels to fight against him. "And the Lord was angry with Solomon, because his heart was turned from the Lord God of Israel, which had appeared unto him twice, And the Lord stirred up an adversary unto Solomon, Hadad the Edomite: he was of the king's seed in Edom" (1 Kings 11:9,14).

It is the grace of God that keeps a church together.[4] What prevents one person from rising against another? It is the mercy of the Lord. What prevents a bodyguard from shooting his own leader in order to become famous? It is the grace of God. A leader must be aware that God's mercy upholds all things. You will not have a single loyal person with you unless God helps you. Ladies and gentlemen, the power of the presidency and the power of leadership are maintained by a delicate balance of forces. God's grace is what sustains us in all our endeavours. We may give many teachings about disloyalty and loyalty. We may print all the books we can on the subject. Ultimately, it is the grace of God that holds all things together.

Jehoshaphat was a famous king of Judah. He served the Lord and God wrought miracles under his regime. God gave the Israelites more blessings than they could carry under the reign of Jehoshaphat. When Jehoshaphat died his son Jehoram took over. Jehoram was not like his father and became associated with Ahab the evil king of Israel. This is because he married the daughter of Ahab.

It is interesting to note that under the reign of this backslidden king, a group of people who had lived in submission to Judah for many years rebelled. The Bible tells us clearly that the people of Edom became disloyal and traitorous under the rule of Jehoram. But why did they stay submissive under Jehoshaphat? "…JEHORAM the son of Jehoshaphat king of Judah began to reign. And he walked in the way of the kings of Israel, as did the house of Ahab: for the daughter of Ahab was his wife: and he did evil in the sight of the Lord. IN HIS DAYS EDOM REVOLTED from under the hand of Judah, and made a king over themselves" (2 Kings 8:16,18,20). It is clear from this Scripture that the timing of the revolt of Edom was related to the type of king in Judah. The revolt took place under the hand of an evil person. Acts of disloyalty by followers are often related to acts of disobedience by leaders.

4. DISLOYALTY OCCURS UPON THE DEATH OF A LEADER.

I have watched many churches disintegrate after the death of their founders and leaders. Why does this happen? Disloyal people are often looking for an opportunity to break away or revolt against authority. They are opportunists who will grab at any sign of weakness within the system. Often the death of a leader signifies to them the removal of a factor that has long prevented them from rebelling.

Recently in one African country, the dictatorial head of state died. When his assistant took over, he pursued policies completely opposite to what his leader did. He freed all the enemies of his former boss and set about to return the country to a democracy - something his predecessor was opposed to. What does this mean? It showed that the assistant was not loyal to the former head of state's ideologies. He could not say or show it publicly whilst his boss was alive. However, upon the death of his leader, his true feelings were manifested! This is a very common occurrence in life.

I remember when a great founder and leader of a denomination in Ghana died. It was not long before some of the prominent pastors of his denomination separated themselves. I also recall when a founder of a great denomination in Nigeria died. It was but a few months before some of the most prominent ministers disassociated themselves from the church. Rebellious people sense a weakening in the system by the passing away of the leader.

The unexpected death of a head of state can cause instability in a nation where the power is already held in delicate balance. In some countries, the head of state does not even have to die. All he has to do is to travel outside the country. Kwame Nkrumah, the first president of Ghana, was overthrown in a coup d'état when he travelled outside Ghana for a short while. He was in Hanoi for a meeting when he was overthrown. He was never to return to Ghana in his lifetime. Some pastors are afraid to travel away from their churches because of this. Ahab, the king of Israel, was a wicked but strong ruler. He had the Moabites under control. But when he died, Moab rebelled almost immediately. "And Mesha king of Moab was a sheep master, and rendered unto the king of Israel a hundred thousand lambs, and an hundred thousand rams with the wool. But it came to pass, WHEN AHAB WAS DEAD, THAT THE KING OF MOAB REBELLED against the king of Israel" (2 Kings 3:4,5).

This is a common pattern for revolts. You see, there are many people who are rebels at heart but are afraid to make a move. They are watching for a sign, a change, a weakening or an opening. With little provocation they will separate themselves and fight against the authorities. Are you a rebel at heart? Will your loyalty persist even when there is an apparent weakening of the leader? Will age, sin or even death of your leader turn you into a rebel? Time will tell

Tests, Principles and Facts of Loyalty 13

THE THREE TESTS OF LOYALTY

"But he knoweth the way that I take: when he hath tried me, I SHALL COME FORTH AS GOLD" (Job 23:10). There are many yellow metals in the world. Which one of them is real gold? I once asked a jeweler in Malaysia; "How would I know whether my wedding ring is made out of real gold or not?"I will never forget what he said, "There are many tests, but the main test is to pass it through fire." He told me, "All other metals will change color when subjected to fire." He continued, "Gold is the only metal which will come out shining brighter. It will not change color in any way." You can never tell the false from the real until you subject it to a test.

Many things will test the loyalty and faithfulness of a Christian.[1] When I decided to pursue the ministry instead of medicine, my commitment was tested many times. My commitment to the church has been tested on several occasions. There are three main things that will test everyone's loyalty: distance, time and fire. If you pass these tests, then your loyalty is real.

1. THE TEST OF DISTANCE

"But it is good to be zealously affected always in a good thing, AND NOT ONLY WHEN I AM PRESENT WITH YOU" (Galatians 4:18). Paul had to exhort a branch of his church in Galatia to remain faithful even though he was not physically present with them. Many people are not loyal when they are away from the leader. Many companies do not work efficiently unless the manager is physically present. Because of this, many businesses cannot expand.

If you are working under someone, your loyalty will be tested by distance. As they say, "out of sight, out of mind". It is important for you to be faithful even when your leader is away from you. People who have passed this test are the ones who are truly faithful. The ministry of Lighthouse Chapel International now spans five continents: Africa, Asia, Europe, North America and Australia. How on earth could I be present everywhere? The only way for a large network to continue expanding is for people to be faithful whether the leader is present or not.

In some churches, the pastor just has to turn his head and a sarcastic comment will be made. You must not only say nice things when a person is present with you. You must say nice things about him even when he is away. It is good to be zealously affected always in a good thing and especially when your leader is not present with you. I can tell whether people are loyal to me or not by what they say about me when I am not present. “It is good to be zealously affected always in a good thing, AND NOT ONLY WHEN I AM PRESENT WITH YOU” (Galatians 4:18). I remember someone who claimed to be my friend. When I was with him, he would say nice things like, "I am committed to you. I have a relationship with you." He also said things like, "I know you are loyal to me. You and I have a good relationship." However, when I was not with this person he would say terrible things about me. Some of the things were so shocking that it was hard for me to believe!

One day someone said to me, "If you ever heard what this man said about you behind your back, you would not go near him anymore!" What this person was telling me was not strange. You see, I had heard of alarming statements made by this man about me. I had received so many reports of the cruel discussions he had had about me. This "loyal" friend was not loyal after all! When he was with me, he said nice things. As soon as we parted company, he stabbed me in the back and 'weeded out' my legs! A little distance and the ugly head of disloyalty reared itself. He failed the 'distance test' of loyalty repeatedly.

Loyalty is not what you say or do when a person is with you. It is what you do and say when you are apart. “It is good to be zealously affected always in a good thing, AND NOT ONLY WHEN I AM PRESENT WITH YOU” (Galatians 4:18).

2. THE TEST OF TIME

Very few people can imagine the ability of time to test our resolve to stay loyal to our words. “I marvel that ye are SO SOON REMOVED from him that called you into the grace of Christ unto another gospel” (Galatians 1:6). The Apostle Paul was shocked that a group of Christians could so quickly change their minds and commitment.

Early and Late Disloyalty

In some cases people become disloyal very early in the course of events. This is what I call early disloyalty. People suffering from early disloyalty are not able to withstand the test of time. In other cases, people become disloyal after much more time has elapsed - this is late disloyalty. Individuals who experience 'late disloyalty' have a greater ability to withstand the tests of time, but eventually fall away. “And he said, therefore said I unto you, that no man can come unto me, except it were given unto him of my Father. FROM THAT TIME MANY OF HIS DISCIPLES WENT BACK, and walked no more with him. Then said Jesus unto the twelve, Will ye also go away? Then Simon Peter answered him, LORD, TO WHOM SHALL WE GO? thou hast the words of eternal life. And we believe and are sure that thou art Christ, the Son of the living God. Jesus answered them, Have not I chosen you twelve and one of you is a devil? He spake of JUDAS ISCARIOT the son of Simon: for he it was that should betray him, BEING ONE OF THE TWELVE” (John 6:65-71).

You will notice from this passage that after a short while in the ministry, several of the disciples deserted camp. They left the church and refused to be part of Jesus' ministry anymore. From that

time many of his disciples went back, and walked no more with him (John 6:66). This is a good example of 'early disloyalty'. These disciples failed the test of time very quickly indeed.

However, the twelve apostles were not so quick to fall away. Even Judas Iscariot was not moved. But Jesus knew that with the passage of more time, Judas would betray him. That is why he said, "Have I not chosen you twelve and one of you is a devil?" He knew it was just a matter of time before there would be some more manifestations of disloyalty. Can you stand the test of time? Will you be there when everyone is gone? How much longer will you last in the ministry? For how much longer will you preach the things God told you to preach? How much more time has to elapse before you rebel against your leader? Are you going to be an early leaver, a late leaver or will you stay until the end?

Decide to be a survivor! Develop staying power! Be faithful to the very end! Be loyal to God until your very last breath! Be loyal to your pastor and to your church until the end. You will definitely receive your reward from God.

3. THE TEST OF FIRE

Fire represents all kinds of pressures that will be brought to bear against you. These pressures could be in the form of a financial test. When you work in an organization, a transfer or an instruction you do not like could be another test. Fire could be spiritual, social, marital or financial! I want to challenge every leader not to be afraid of the fires that God will allow you to go through. It is those who come out of the fire unscathed who are most valuable to God.

Marital difficulties, financial difficulties, hurts and offences should not make you disloyal to your God. Fire purges unwanted elements from our lives. God refines us through these experiences.[2] "And he shall sit as a refiner and purifier of silver: and he shall purify the sons of Levi, and purge them as gold and silver, that they may offer unto the Lord an offering in righteousness" (Malachi 3:3).

God often puts the heat on His servants in order to bring the best out of them. When you have passed through the tests, you will shine and you will become more attractive. Do you want more people to be attracted to your ministry? Then pass the tests of fire that come your way! "My brethren, count it all joy when ye fall into divers temptations; Knowing this, that the trying of your faith worketh patience" James 1:2,3).

On many occasions, I have been subjected to various tests. I have been subjected to tests from disloyal friends and pastors. I have suffered mistreatment from authorities in high places. I have been through many journeys for the Lord. I have had several near death experiences in cars and planes. I have experienced deep hurts from various unexpected sources. I am not the only one who has been tested in the ministry. God allows all Christians to be offended. He will then observe whether you will obey His Word or not. Will you forgive the one who has offended you? When you walk in forgiveness, you attract God's mercy. Blessed are the merciful because they shall receive God's mercy. If you fail the test of hurts and offences, you exclude yourself from the mercy of God. When bitterness is in your spirit, you will no longer receive from God and He no longer answers your prayers.

Many years ago, a minister said something which I took seriously. He said, "It is important to always maintain a sweet spirit!" We must learn to live without bitterness. When you go through

the fire of financial difficulties, please do not succumb to the pressure. Do not become a murmurer. Do not become a complainer and do not become a thief!

When you come under pressure in your marriage, please do not give up. Do not separate or divorce. Fight to achieve happiness. The world is full of people with failed marriages. Everyone is looking for someone who has been able to stay faithful in spite of the tests. The tests of marriage come to everyone. To survive, you need determination and a whole lot of faith. Be a survivor! I see you making it![3] Someone asked me: "What have you been through? What have you survived?" "What have you suffered?" You see, the things a person has survived speak volumes about him. The credentials of survived tests are greater than the credentials of any educational institution.

When Paul wanted to show who he really was, he told the people what he had been through! He told them what he had survived. He showed them what he had suffered. The tests you pass tell a story about who you really are. Notice how Paul used a long list of experiences he had survived to show that he was a legitimate minister. "ARE THEY MINISTERS OF CHRIST? (I speak as a fool) I AM MORE; in labours more abundant, in stripes above measure, in PRISONS more frequent, in DEATHS oft. Of the Jews five times received I forty STRIPES save one. Thrice was I BEATEN with rods, once was I stoned, thrice I suffered SHIPWRECK, a night and a day I have been in the deep; In JOURNEYINGS often, in perils of waters, in perils of ROBBERS, in perils by mine own countrymen, in perils by the heathen, in perils in the city, in perils in the wilderness, in perils in the sea, in perils among false brethren; In WEARINESS and PAINFULNESS, in WATCHINGS often, in hunger and thirst, in FASTINGS often, in cold and NAKEDNESS. Beside those things that are without, that which cometh upon me daily, the care of all the churches. Who is weak, and I am not weak? Who is offended and I burn not?" (2 Corinthians 11:23-29).

THREE PRINCIPLES OF LOYALTY

1. LOYALTY EXPOSES WRONGDOERS TO THE LEADERSHIP.

"Be ye followers of me, even as I also am of Christ" (1 Corinthians 11:1). "It is reported commonly that there is fornication among you, and such fornication as is not so much as named among the Gentiles, that one should have his father's wife" (1 Corinthians 5:1). Wrongdoers abound in every sphere of life. Wrongdoers abound at business places. When the manager is away there are all sorts of people who do their own thing. They steal, cheat, under-invoice and over-invoice. The list is endless. Human beings have a way of stealing and cheating in almost every sphere of life. People are sent out to buy things and they return with inflated and unreal prices. If such dishonest people are not under direct supervision, you can imagine the numerous evils that they will carry out.[4]

a. A loyal person keeps an eye on everything!

One loyal person will keep an eye on all these people. Once people know that there is someone who is loyal to the boss, they will often change their behavior. They know that that person will not withhold information. Such a person is worth a lot to the manager.

b. Loyal people can incur hatred!

A truly loyal person does not mind what people think about him. He will expose every crooked activity to his superior. He is genuinely loyal to one person - the head. Loyalty is a sign of good character. However, a loyal person will sometimes incur the displeasure and hatred of the people he exposes. Remember the example of Joseph. "These are the generations of Jacob. Joseph, being seventeen years old, was feeding the flock with his brethren; and the lad was with the sons of Bilhah, and with the sons of Zilpah, his father's wives: AND JOSEPH BROUGHT UNTO HIS FATHER THEIR EVIL REPORT." (Genesis 37:2). Joseph, the son of Jacob, was loyal to his father. He did not care what his brothers thought about him. He constantly reported the evil deeds of his brothers to their father.[5] That is loyalty. Loyalty had its price - the hatred of his brothers. Loyalty also had its rewards. Jacob developed a special affinity and love for Joseph in particular. "Now Israel loved Joseph more than all his children" (Genesis 37:3).

Unfortunately, there are many managing directors, leaders, presidents and pastors who do not know the value of a loyal person. They do not reward that loyal person for his loyalty. They treat loyal people as ordinary people. But Jacob valued his loyal son. I believe in placing value on loyalty. "…and he made him a coat of many colors" (Genesis 37:3).

Jacob made a coat of many colors for Joseph. What do you do for people who are loyal to you? We often get the impression that Jacob loved Joseph because he was the son of his old age. That is true! But by studying this story you will see how the loyalty of Joseph and the disloyalty of his brothers led to Jacob's special love for Joseph.

Dear leader, you will only discover your losses after the loyal people have left. As I watch other pastors and general overseers struggle with disloyal branch pastors, I am so grateful to God for the loyal people He has given to me. You will make far more profit when you value a loyal person. Experience is good. Education and qualifications are great, but place a high premium on fidelity. Value someone who brings you true reports of what goes on behind your back. I have been a leader for some time. I know that people put up their best behavior when they see me. Because of my position, I see smiling faces and receive the warmest of greetings all the time. Sometimes these cheerful and supposedly nice people have been saying bad things about me. This happens to every leader. That is why I value my loyal people. They are to me like Joseph was to Jacob. Betrayal is a very common occurrence in this world. It is one of the most popular themes in the writing of books and the making of films.

Dear leader, dear pastor; do not expect people to know how to behave. Many people do not know the implications of their actions. I have realized that many subordinates do not know the implications of withholding information. It is important to teach on the subject of loyalty. It is important to train people to report evil as the family of Chloe did in 1 Corinthians 1:11. Teach your followers that they will be rewarded for loyalty as Joseph was rewarded with a coat of many colours.[6]

2. LOYALTY IS NOT COMPATIBLE WITH MURMURING.

"Do all things without murmurings and disputings" (Philippians 2:16). Murmuring is when a person speaks about issues in undertones. People murmur because they feel that they cannot openly voice their opinions. Someone said, "I am afraid to ask a question because if I do, I will be branded as disloyal." That is not correct! A loyal person is someone who asks a lot of questions. A loyal person is someone who finds out what he needs to know. It is the subtle

scoffing attitude with which questions are sometimes asked that make a person appear disloyal. But in reality, a genuine seeker of information is not a disloyal person. I encourage people to ask questions. In fact, I am more at ease with people who ask questions and make contributions. I feel very uneasy with people who have nothing to say or ask. It is not possible that you have no questions on your mind. God gave you a questioning and reasoning mind. Murmuring is an evil way of speaking. A good leader must encourage questions and openness. Murmurers do not amount to much. They are discontented people with hearts of bitterness. The murmuring is just a manifestation of deep-seated feelings of hatred. I do not trust murmurers and neither does God. "And all the children of Israel MURMURED against Moses and against Aaron: and the whole congregation said unto them, Would God that we had died in the land of Egypt! or would God we had died in this wilderness! And wherefore hath the Lord brought us unto this land, to fall by the sword, that our wives and our children should be a prey? were it not better for us to return into Egypt? And they said one to another, Let us make a captain, and let us return into Egypt. And the Lord said unto Moses, How long will this people provoke me? And how long will it be ere they believe me, for all the signs which I have shewed among them?" (Numbers 14:2- 4,11).

The children of Israel murmured against Moses on several occasions. Murmuring is often a product of fear. Loyalty is not compatible with fear. The Bible says: "fear has torment" and "perfect love casts out fear". It is likely that the children of Israel were afraid of Moses because of the spectacular signs and wonders that were associated with him.

There is no need to fear your leader. Be open and honest with him. Because the children of Israel did not approach Moses openly, they resorted to murmuring and that brought a curse upon them. Murmuring is like an evil spirit. The Bible teaches us not to murmur as the children of Israel murmured. Every disloyal person will be destroyed. Disloyalty manifests itself through murmuring."Neither murmur ye, as some of them also murmured, and were destroyed of the destroyer" (1 Corinthians 10:10). Murmuring is a spirit. If you are a leader, watch closely for people who are always mumbling and whispering to each other. They speak to each other under their breath. When you ask them what they are talking about they say, "Oh, nothing much."

Dear leaders, when people murmur, they are usually talking about you. Murmuring is like a cancer that doesn't go away. You must get rid of all the murmurers in your group. It destroys the person and those around him. Gradually, that spirit pollutes everyone around. I can tell you very plainly that I do not trust people who complain, murmur and speak under their breath. Notice God's reaction to complaining and murmuring people. "And when the people complained, it DISPLEASED the Lord: and the Lord heard it; and his ANGER was kindled and the FIRE of the Lord burnt among them, and CONSUMED THEM" (Numbers 11:1).

3. LOYALTY REQUIRES A STUDY OF HISTORY.

In order to be loyal to a cause you need to be fully persuaded about the vision. Loyalty demands full persuasion. The Apostle Paul wrote to Timothy because certain people were criticising Paul to Timothy. In order to encourage Timothy, Paul asked him to remember nine different things about his (Paul's) life and ministry. Paul made this personal reference because it had become necessary to reassure Timothy. "But thou hast fully known my doctrine, manner of life, purpose, faith, longsuffering, charity, patience, Persecutions, afflictions, which came unto me at Antioch, at Iconium, at Lystra; what persecutions I endured: but out of them all the Lord delivered me" (2 Timothy 3:10,11).

Before you can fully believe in a vision, you must study the doctrine, the lifestyle, the purpose and the faith of the people concerned. Paul reminded Timothy of his longsuffering, charity, patience, persecutions and afflictions. It is important to know about the problems someone has had in the past. Why did the person have those difficulties? Was he at fault? Did he do something wrong? Was he persecuted out of jealousy? Are the stories about him true or false? Some people have had persecutions because of sins and mistakes they have made. Others have had problems because they were doing the right thing. Before you join a new church or ministry, it is important to delve into the historical background of that ministry. Many people follow false religions without studying the history of that group. If they were to study the history of their leaders, they would never support or believe in them. If however you were to study the life of Jesus Christ, you would discover that He was a noble and righteous man. He was truly without blemish. However, the same cannot be said about some other people. Jesus was murdered on the cross not because He had siphoned away a nation's wealth, but because He was paying for the sins of the world.

Even though our Lord Jesus suffered a humiliating death on the cross, it was not because He had done anything wrong. Jesus Christ never raided and looted towns. Jesus Christ did not marry ten different women. Jesus Christ did not marry children. Yet He suffered many things and was murdered by the people of His day.

When Peter preached that famous sermon about the name of Jesus, he told the Pharisees, "I know you. You killed Jesus." He knew the history of the town. He knew why and how Jesus died. “Then Peter, filled with the Holy Ghost, said unto them, Ye rulers of the people, and elders of Israel, If we this day be examined of the good deed done to the impotent man, by what means he is made whole; Be it known unto you all, and to all the people of Israel, that by the name of Jesus Christ of Nazareth, whom ye crucified, whom God raised from the dead, even by him doth this man stand here before you whole” (Acts 4:8-10). Instead of rushing to believe in something without fully understanding it, delve into its historical background.

Elisha’s Knowledge of History

When Elisha began his ministry, he was called upon to minister to the king. Was Elisha supposed to flow with this backslidden king or not? Was he supposed to cooperate with this secular leader? There seemed to be no apparent reason why not! Elisha had had no previous interaction with this king. He was a new prophet and the king was also newly appointed.

But Elisha said something that showed he was fully aware of all that had gone on in the past. He told king Jehoram, "If it was not because I respected King Jehoshaphat I would not even lift up my head in your direction." He went on to say, "If my eyes were even to fall in your direction, I would not see you." This is a very strong statement to make to a king. “And Elisha said unto the king of Israel, What have I to do with thee? GET THEE TO THE PROPHETS OF THY FATHER, AND TO THE PROPHETS OF THY MOTHER. And the king of Israel said unto him, Nay: for the Lord hath called these three kings together, to deliver them into the hand of Moab. And Elisha said, As the Lord of hosts liveth, before whom I stand, surely, were it not that I regard the presence of Jehoshaphat the king of Judah, I would not look toward thee, nor see thee” (2 Kings 3:13,14).

Elisha was being very uncooperative because of the historical background of the king. This king was the person whose father had hunted down his "father", Elijah. He had hunted him down like an animal. Ahab had served other gods and worshipped idols. Because Elisha was a student of church history, he knew that he could not flow with such a person. He told the king to seek help from his father's prophets! Loyalty demands full persuasion in all areas. When I studied the background and the history of Christianity and Jesus Christ, I became more convinced about the faith that I had found. Indeed, a general study of history will help you greatly to develop loyalty in the right direction.

THREE BASIC FACTS ABOUT LOYALTY

1. DISLOYALTY IS OFTEN A FRUIT OF IMMATURITY.

I have realized that many people become disloyal because they are not mature in the things of God. When Absalom broke away from the regular army and attacked his father, many people followed him. But that is not all! The Word of God describes the state of their minds. It says that they were simplistic. It says that they were simple people and they did not know much. "And with Absalom went two hundred men out of Jerusalem, that were called; and they went in their SIMPLICITY, and THEY KNEW NOT ANYTHING" (2 Samuel 15:11).

You see, if you really understand what you are doing you may not go ahead with rebellion. That is why I preach and teach on disloyalty. The more we teach on this subject, the more awareness is created. It is not a good thing to be a Judas, an Absalom or Lucifer. These are bad names you should not be associated with. Who would really like to be a rebel when all rebels end up being executed?

Mild and Serious Disloyalty

In the ministry of Jesus, it was not only Judas who betrayed Christ. Peter also betrayed Christ. He swore and cursed that he did not know Jesus. Was this not a betrayal? If you got into trouble and needed help, would you not be disappointed if your friend said he did not know you? Would you not feel that he had betrayed you in your time of trouble? I know you would! But this is exactly what Peter did.

Yet, it is not only Peter who deserted Christ at the moment when he needed support. The other disciples were nowhere to be found. They all abandoned ship when it was most critical. That is betrayal! Yet, Christ did not put them in the same category as Judas. Judas was manifesting what I call serious disloyalty and the other disciples were manifesting mild disloyalty.

Characteristics of Serious Disloyalty

a. In serious disloyalty the rebel concerned actually engineers an uprising, demonstration or revolt against authority. You will notice that the disciples did not engineer anything; they were victims of the circumstances.

b. In serious disloyalty, the traitor is often disloyal for monetary gains.

c. Seriously disloyal people will sacrifice their friends for any flimsy reason.

d. Seriously disloyal people lie about you with the intention of hurting or destroying you. They spread evil stories about the person in order to destroy him. Notice that the disciples did not spread any bad stories about Christ after they had deserted him.

e. Serious disloyalty, (e.g. Lucifer, Absalom or Judas) is usually untreatable, not correctable and without remedy.

Characteristic of Mild Disloyalty

a. In mild disloyalty, you will notice features of betrayal and desertion and abandonment.

b. Such people are usually caught up by the events of the day. The disciples were caught up by the momentous events of the night.

c. They do not personally engineer or create a rebellion against authority. Neither do they help to destroy the church or business.

d. Mildly disloyal people follow wrong things out of simplicity.

They do not understand the issues at stake. Many people follow things only to find out that they have made a mistake. I have had people leave the church only to return and apologize profusely for their mistake. "And with Absalom went two hundred men out of Jerusalem, that were called; and THEY WENT IN THEIR SIMPLICITY, and THEY KNEW NOT ANY THING" (2 Samuel 15:11).

e. Mildly disloyal people are often confused by events.

They don't know what is right or wrong and they don't understand what is happening. To them, the pastors in the church are in conflict and they wish it would all end happily

f. Mildly disloyal people often act in fear and ignorance.

They are frightened by conflicts. They do not know anything about rebellion or insurgencies.

g. Mild disloyalty can often be remedied with time.

h. Mild disloyalty often manifests itself as confusion and uncertainty.

Whenever there is a shake-up in a church, such people are often caught in the middle of the fight. They don't know who is right and who is wrong. You cannot really blame them as they don't really know what is going on. "And Jesus saith unto them, All ye shall be offended because of me this night: for it is written, I will smite the shepherd, and the sheep shall be scattered. But after that I am risen, I will go before you into Galilee. But Peter said unto him, Although all shall be offended, yet will not I. And Jesus saith unto him, Verily I say unto thee, That this day, even in this night, before the cock crow twice, thou shalt deny me thrice. But he spake the more vehemently, If I should die with thee, I will not deny thee in any wise. Likewise also said they all" (Mark 14:27-31).

Even though Jesus' disciples were not loyal to him when it really mattered, I believe that he considered it to be a result of immaturity. Because of this I often overlook things that people say, knowing that they will come to understand. Often a person is critical because he is

inexperienced. Sometimes assistant pastors are critical of the senior pastor because they have never been head pastors before. If you are a senior pastor, it is important to check this before it grows into a serious rebellion.

One of the best ways to deal with mild disloyalty is to allow the individual to go through certain experiences himself. If your associate pastor feels that you are not a good head pastor, one of the best things to do is to send him to the "school of hard knocks". Allow him to be a senior minister. Let him pioneer a church. He will mature in no time! The 'school of hard knocks' issues certificates of maturity. You will also receive a diploma in understanding from this 'school'.

As he pastors a church himself and has people under him, he will begin to appreciate the responsibilities and pressures that come upon a leader. There are some people who are not able to appreciate these realities without experiencing head-ship themselves. However, some ministers have the grace to assist without going through this 'school'. After the disciples had abandoned Jesus, you will notice that he did not rebuke them for betraying him. Jesus understood them! Jesus knew that it was a stage of development and gave them another chance. He just said to them, "Go into the world and preach the gospel." Jesus was sending the disciples in to the "school of hard knocks". When you read the letters of Peter, you will realize that he met various rebellious people in his ministry. He learnt firsthand about loyalty.

When you give people a chance, they often turn out very well. The disciples became so loyal to Christ that many of them died for their faith. Those who fled in the early days of their ministry had matured into faithful diehard loyalists. To die for someone is the highest form of commitment you can ever have. Many people experiencing mild disloyalty can turn around to become the most loyal people you could ever have.

2. LOYALTY TODAY DOES NOT MEAN LOYALTY TOMORROW.

The fact that you are faithful today does not mean that you will be faithful tomorrow. A Christian needs to be loyal because the devil does not go on vacation. Jesus overcame the devil in the wilderness. The Bible teaches us that the devil went away for a season and not forever. The devil will leave you for a while but not forever. "And when the devil had ended all the temptation, he departed from him for a season" (Luke 4:13).

At different times in the history of King David's reign, he had sons who tried to usurp his authority and take the throne. The first time it happened, a young man named Absalom was involved in the conspiracy. "And there came a messenger to David, saying, The hearts of the men of Israel are after Absalom. And David said unto all his servants that were with him at Jerusalem, Arise, and let us flee; for we shall not else escape from Absalom: make speed to depart, lest he overtake us suddenly, and bring evil upon us, and smite the city with the edge of the sword" (2 Samuel 15:13,14).

In this particular instance, Joab, David's army commander, was loyal and fought against Absalom. He was so zealous that he even killed Absalom when David was crying for mercy for his son. This was a great display of loyalty to the cause of the King. "And Absalom met the servants of David. And Absalom rode upon a mule, and the mule went under the thick boughs of a great oak, and his head caught hold of the oak, and he was taken up between the heaven and the earth; and the mule that was under him went away. And a certain man saw it, and told Joab, and

said, Behold, I saw Absalom hanged in an oak. Then said Joab, I may not tarry thus with thee. And he took three darts in his hand, and thrust them through the heart of Absalom, while he was yet alive in the midst of the oak" (2 Samuel 18:9,10,14).

However, several years later another son of David, named Adonijah, tried to take the throne. This time Joab was not loyal to David. It was exactly the same situation that had happened a few years earlier with Absalom. Another child who had no business on the throne, wanted to become the king. Please read the following Scripture carefully. "Then ADONIJAH the son of Haggith EXALTED HIMSELF, SAYING, I WILL BE KING: and he prepared him chariots and horsemen, and fifty men to run before him… and his mother bare him after Absalom. And HE CONFERRED WITH JOAB the son of Zeruiah, and with Abiathar the priest: and THEY FOLLOWED ADONIJAH AND HELPED HIM." (1 Kings 1:5-7).

Notice how Joab, who had fought against Abasalom a few years earlier was now helping Adonijah. Is it not ironic that someone who was once loyal to David could become disloyal?

I remember a brother who was so loyal to me. He would stand up at meetings and declare his commitment each time. He was noted for his proclamations and utterances about his commitment to me. One day, at a meeting, we were discussing the actions of a rebellious pastor. This gentleman stood up and condemned the behaviour of this rebel. As I listened to him, I was encouraged by his words of commitment and support. I said to myself, "I really have some loyal people with me." Sometime later this brother was appointed a pastor and pioneered a church somewhere. It was not but a few years later when this pastor rebelled against me in a very surprising move.

One afternoon he said to me, "I would like to see you." I said, "Sure, I'm always here. You can see me now." He started, "I have decided to begin a new church." "Which church is this," I asked. "A church," he replied. "Is it part of Lighthouse Chapel?" I asked. "No," he answered. "Oh, I see!"

This was his way of telling me that he was pulling out unexpectedly. Shortly after, in an unanticipated move, he changed the name of the Lighthouse church he was pastoring and retained some of our properties. This person had been very loyal to me for several years. It was a surprise to almost everyone! His loyalty to me was convincing and impressive! But this illustrates the principle. Loyalty today does not mean loyalty tomorrow.

Joab was loyal in the case of Absolam but not in the case of Adonijah. We must therefore be vigilant so that we do not fall prey to the attacks of the enemy in the future.[7]

Nowadays, I take speeches and proclamations of commitment with a pinch of salt. I pray for people who make statements of commitment, that as the years go by they will remember what they have said and live by it.

3. LOYAL PEOPLE CATCH THE ANOINTING.

Loyalty has its rewards. No one can forget that statement. "Well done, good and faithful servant." We will be rewarded for our faithfulness to God.[8] "…Well done, thou good and faithful servant" (Matthew 25:21). You will also be rewarded for your faithfulness to the men you serve. Jesus said, "Whosoever receiveth you, receiveth me." "Verily, verily, I say unto you, He that

receiveth whomsoever I send receiveth me; and he that receiveth me receiveth him that sent me" (John 13:20).

a. When you are loyal to your pastor / boss, God considers it to be faithfulness to Him.

As I have said earlier, loyalty is an integral part of your character. If you are faithful to man, you are likely to be faithful to God. Loyalty pays off! It will cost you to be disloyal![5]

The Example of Elijah

Many people think of Elisha as Elijah's servant. But what you must realize is that Elijah had two servants. No one even knows the name of the first servant. It was the first servant of Elijah who saw most of the great miracles! Do you remember the story of how Elijah prayed for rain? You will remember that Elijah kept sending his servant to see if there were any clouds on the horizon. That was the first servant. "And Elijah said unto Ahab, Get thee up, eat and drink; for there is a sound of abundance of rain. So Ahab went up to eat and to drink. And Elijah went up to the top of Carmel; and he cast himself down upon the earth, and put his face between his knees. AND SAID TO HIS SERVANT, Go up now, look toward the sea. And he went up, and looked, and said, There is nothing. "And he said, GO AGAIN seven times. And it came to pass at the seventh time, that he said, Behold, there ariseth a little cloud out of the sea, like a man's hand. And he said, GO UP, SAY UNTO AHAB, Prepare thy chariot, and get thee down, that the rain stop thee not. And it came to pass in the mean while, that the heaven was black with clouds and wind, and there was a great rain. And Ahab rode, and went to Jezreel. And the hand of the Lord was on Elijah; and he girded up his loins, and ran before Ahab to the entrance of Jezreel" (1 Kings 18:41-46).

This man saw Elijah call down fire from Heaven. This man saw Elijah challenge the false prophets of Ahab. Elisha never saw these things, he just read about them. Later on, Elijah got into trouble with Jezebel because of his powerful ministry against the false prophets. "And Ahab told Jezebel all that Elijah had done, and withal how he had slain all the prophets with the sword. Then Jezebel sent a messenger unto Elijah, saying, So let the gods do to me, and more also, if I make not thy life as the life of one of them by to morrow about this time" (1 Kings 19:1,2).

Elijah was terrified and decided to flee for his very life. It was at this point that his first servant left him. "And when he saw that, he arose and went for his life, and came to Beersheba, which belongeth to Judah, AND LEFT HIS SERVANT THERE" (1 Kings 19:3).

Whether Elijah asked his servant to wait behind or his servant abandoned him for fear of his life, no one knows. Whatever the case, this servant did not stay till the end. This is the last we hear of him. How sad! This man could have been the next anointed prophet of the Lord. Perhaps his name would have filled several chapters of the Bible.

When Elijah got to Mount Horeb the Lord spoke to him about several things. One of the things was about getting a new servant to replace the old guy who had left him. This is how Elisha came to replace the first servant! "…and Elisha the son of Shaphat of Abelmeholah shall thou anoint to be prophet in thy room" (1 Kings 19:16).

I often wonder why people do not stay till the end where they will receive all that God has for them. God has a great calling for many of us. We need an anointing to fulfil that call. It is by

staying to the end that we catch the anointing. Most of the great blessings come at the end of the race. No one gets a medal for starting a race. The medals are for those who finish the race!

In the Christian world, many ministers are like university students who did one or two years of study, but never completed their courses.

b. Many people think that they have arrived after they become familiar with the ministry.

Familiarity with pastors and with the church is not the same as experience in ministry. Some people think that the ministry is as easy as that. Many people do not know that it takes years of faithful following and loyalty!

As I go on in the ministry, I realize that there are many things that I do not know. No one knows it all. It is said that Elisha followed Elijah for twenty years before he received the anointing. It is important to learn from the mistakes of your predecessors. I think that is exactly what Elisha did, and it paid off! In the last days of his ministry, Elijah tried to leave Elisha in the same way he did to the first servant. "And it came to pass, when the Lord would take up Elijah into heaven by a whirlwind, that Elijah went with Elisha from Gilgal. And Elijah said unto Elisha, Tarry here, I pray thee; for the Lord hath sent me to Bethel. And Elisha said unto him, As the Lord liveth, and as thy soul liveth, I WILL NOT LEAVE THEE. So they went down to Bethel" (2 Kings 2:1,2).

Elijah tried four times to get rid of his servant Elisha. He was going to have an experience with God and he didn't want anyone to be around. But Elisha was not to be moved. Elijah looked at Elisha in the face and said, "I have a new vision. I am moving on without you!" I think Elisha remembered what happened to the first servant and he decided to be faithful to the end. Elisha replied, "Your vision is my vision."

Once again, Elijah tried to get rid of Elisha at Bethel. But Elisha would have none of it. He had decided to stay till the very end. He knew that loyal people receive the anointing. Elijah told Elisha, "The Lord has sent me."

Elijah did not say, "The Lord has sent us." He said, "The Lord has sent me." Elisha just looked at Elijah and said blandly, "The Lord has also sent me to that same place!" When they got to Jericho, Elijah said, "God has sent me to Jordan. Please go back home. There is no place for you anymore." "And Elijah said unto him, Tarry, I pray thee, here: for the Lord hath sent me to Jordan. And he said, As the Lord liveth, and as thy soul liveth, I will not leave thee. And they two went on."

In other words, Elijah told Elisha, "I have a new dream. God has spoken to me and I must go on without you. I'm off to Jordan!" But Elisha knew what was at stake and simply replied, "Your dream is my dream. Whatever you want to do is what I want to do!"

In the end, Elisha was an eyewitness to that precious experience of Elijah being caught up into Heaven. Many people think that Elijah was taken into Heaven by a chariot of fire. The chariot and horses of fire were used to separate Elijah and Elisha and not to take Elijah to Heaven. Elijah was taken up to Heaven by a whirlwind and not a chariot. "And it came to pass, as they still went on, and talked, that, behold, there appeared a chariot of fire, and horses of fire, and parted them both asunder; and Elijah went up by a whirlwind into heaven" (2 Kings 2:11).

Elisha was so glued to his mentor and pastor that it took a supernatural force to separate them. This is a lesson to us all. A loyal person catches the anointing. Elisha became doubly anointed after this experience. Elijah did sixteen miracles but Elisha did thirty-two miracles. Elijah promised that a double anointing would be on Elisha if he were loyal to the very end (when he was taken away). "And it came to pass, when they were gone over, that Elijah said unto Elisha, Ask what I shall do for thee, before I be taken away from thee. And Elisha said, I pray thee, let a double portion of thy spirit be upon me. And he said thou hast asked a hard thing: nevertheless, IF THOU SEE ME WHEN I AM TAKEN from thee, it shall be so unto thee; but if not, it shall not be so" (2 Kings 2:9,10). Dear friend, never forget this important fact about loyalty. God will bless you because of your faithfulness, loyalty and fidelity. Your loyalty will earn you the anointing. You may even receive a double portion!!!

The Loyalty of Christ and the Father 14

THE LOYALTY OF CHRIST

Many of us do not realize how loyal Jesus was to His Father in Heaven. He exhibited this many times. He made many statements that teach us great truths about loyalty. I want us to learn the principles of fidelity, loyalty and faithfulness directly from Jesus Christ.

Perhaps all that you know about Jesus are the miracles that He performed. But Jesus is the express image of God and if we want to learn anything about God, all we have to do is to look at Christ. "Who being the brightness of his glory, and the express image of his person" (Hebrews 1:3).

The best teacher of loyalty is Jesus Christ Himself. He was loyal to His father and to His father's vision.[1] He never deviated from His line of duty. He was loyal even when it cost Him His life on the cross. Christ is the person you must emulate. Why do people call us Christians? Because we are supposed to be Christ-like. As you read this section, decide to emulate these characteristics of Christ-like loyalty. Be the person that is described in the next few pages. Be a devoted and loyal person.

ELEVEN CHARACTERISTICS OF CHRIST-LIKE LOYALTY

1. A PERSON WHO OPENLY ACKNOWLEDGES HIS FATHER.

"Therefore the Jews sought to kill him, because he not only broken the sabbath, but SAID ALSO THAT GOD WAS HIS FATHER, making himself equal with God" (John 5:18).

Some people do not want anyone to know about their origins. If you follow me closely, you will know where I came from and how I was trained in the ministry. I am not self-made. I have been influenced greatly by many people.

A loyal person openly speaks of his father. He is not ashamed to say whom he has followed. He is not ashamed to say whose messages have inspired him. Jesus openly spoke about His father. He always explained that He had been sent. His proof that He had been sent lay in the fact that He did the same things that His father did. A loyal person takes pride in the fact that he has a superior.[2] "…the same works that I do, bear witness of me, THAT THE FATHER HATH SENT

ME" (John 5:36). He spoke so much about His father that it annoyed some people. "Therefore the Jews sought the more to kill him" (John 5:18).

I have noticed that certain ministers refuse to speak of their relationship with their seniors. Watch such people because they are not manifesting Christ-like qualities. It is Lucifer who forgot that he was created and appointed. If you have to be reminded about your origins you have a problem. "Thou art the anointed cherub that covereth; and I HAVE SET THEE SO" (Ezekiel 28:14).

Someone who does not acknowledge openly and freely where he is from is usually not a grateful person. Such a person usually has a hidden agenda. Perhaps he is after greatness for himself.

2. A PERSON WHO FOLLOWS HIS SUPERIOR'S EXAMPLE AT WORK.

A loyal subordinate will continue working as long as his superior is working. I have many loyal assistants. Hardly would they go home if I were still around working. Jesus said, "My father is working and because of that I am going to stay around and work." "But Jesus answered them, MY FATHER WORKETH hitherto, AND I WORK" (John 5:17).

Dear assistant, how can you sleep when your father is working? A good leader is often the last one to leave. As they say, "The captain is the last one to leave the ship." A good assistant stays with his captain until the end. Watch out for those who have no time or energy for extra work. Watch out for those who see the leader's hard working attitude as a vexation that makes everyone weary! How can you think that your father is doing unnecessary things? Jesus said, "My father is working and therefore, I must work." Do not think that you are being overworked. Have the attitude of Jesus.

3. A PERSON WHO DOES ONLY WHAT HE SEES HIS LEADER DOING.

"Then answered Jesus and said unto them, Verily verily I say unto you, the son can do nothing of himself BUT WHAT HE SEETH THE FATHER DO" (John 5:19).

When you are assisting your father, there are many things you can do. You can do what you think is right or you can do what you see your father do. Let us choose to learn from Jesus. He only did what He saw His father doing. He was loyal to His father and to His father's ideals. He preached what His father would have preached and He did what His father would have done.

The Case at the Pool of Bethesda

One day, Jesus did something mysterious. He went into a hospital where there was a multitude of sick people, yet He healed only one person and left the others to their fate. "… And Jesus went up to Jerusalem. Now there is a Jerusalem by the sheep market a pool, which is called in the Hebrew tongue Bethesda, having five porches. In these lay A GREAT MULTITUDE OF IMPOTENT FOLK, of blind, halt, withered, waiting for the moving of the water. …And a certain man was there, which had an infirmity thirty and eight years… Jesus saith unto him, rise take up thy bed, and walk… And he that was healed wist not who it was: for JESUS HAD CONVEYED HIMSELF AWAY, a multitude being in that place" (John 5:1-3,5,8,13).

Later when He was questioned about what He had done, He explained; "I only do what my father does." Jesus saw His father healing only one person and that is what He did. He ministered to

only one person! After ministering to one person, He conveyed Himself away. He didn't bother to pray for anyone else. It probably wouldn't have worked anyway!

One day at a programme, I decided to pray for everyone present. As I prayed for the people, I felt the power of God was absent. I prayed quietly to myself and said, "Oh Lord, where are you?" Then the Holy Spirit spoke to my spirit and said, "Who asked you to pray for everyone?" Suddenly, I knew I was doing the wrong thing. I was on my own trying to pray for everyone. God wanted me to pray for some people and not for everyone.

You see, with our natural mind, we would do things in a particular way. But Jesus wanted to do only what his father was doing. With my natural mind, I expected that Jesus would heal every single sick person He came into contact with. I expected that He would empty hospitals and heal everyone. But that is not what He did in John chapter five. Every servant can choose to do his own thing. Are you a loyal minister of Christ? Are you doing what you want to do or are you doing what he is doing? There are many nice things that you can be involved in, but are they the will of God? Perhaps everybody is opening a school, but is that what the Lord is doing? Perhaps everyone is travelling around ministering, is that what the Lord is doing?

Years ago I had several opportunities to minister in different churches in the world. At that time, the Lord was leading me to stay within the Lighthouse network. I did what I saw my father doing. This has resulted in several large Lighthouse churches all over the world. Is everyone breaking away and becoming a rebel? Do not follow the crowd. Do what you see your father doing. Is your father a rebel? Is your father breaking away?

If you want to succeed in ministry, learn to do exactly what your leader is doing. You will grow faster when you emulate your leader exactly. Do you want to progress faster in ministry? Life is too short for you not to learn from your fathers. Jesus did exactly what he had seen his father do and he was a successful minister. Many of my pastors preach what I preach and teach what I teach. They run the programs in their churches in the way they see me do it.

I have noticed something! My “children” in the Lord, who follow me closely and do what they see me do, make greater strides in ministry. Those who experiment and play around with unproven methods often take much longer to advance in ministry. I want to say it again! Don't be a hero! Your life is too short for you to play around with it. Your life is too short to use part of it to discover things that have already been discovered.

It is time for you to move quickly in ministry. The fields are white unto harvest. Do what you see your father in ministry do. Follow him closely. Avoid his mistakes and learn all you can from him. A loyal person takes pride in the fact that he is able to do exactly what his father does.”…THE SAME WORKS THAT I DO, BEAR WITNESS OF ME, that the father hath sent me.” (John 5:36). The loyalty of Christ to his father's methods paid off. Jesus was the ultimate minister. Learn his secrets and you will be great in the ministry.

4. A PERSON WHO DOES NOT SEEK HIS OWN WILL, BUT THE WILL OF HIS LEADER.

“I can of mine own self do nothing: as I hear, I judge: and my judgment is just; because I SEEK NOT MINE OWN WILL, BUT THE WILL OF THE FATHER which hath sent me” (John 5:30). What a blessing it is to have an assistant who is not seeking his own will. I once had a pastor who joined my team with his own vision. He was not seeking to accomplish my vision.

His aim was to accomplish his dream. Jesus said very clearly, "I seek not my own will, but the will of him who sent me." Let me ask you today, "Who sent you? Whose vision are you following?" When there are two or more visions within one team, you have a division. When there is division there is a lot of pain and hurt. Even if your small toe were to separate from your body you would experience a lot of pain and you would not be able to sleep.

I had a pastor who decided to use me as a stepping-stone to his ministry. I had no idea that this young man was using me to accomplish his vision. I thought he was helping me to accomplish my vision. He used me to gain visibility and was introduced as a minister. His secret plan was to leave us after some years. Indeed, some years after he joined, he pushed through with his vision and separated himself in a very painful move. We were taken aback! But this is what happens when there are assistants with their own hidden agenda and programs.

Develop the loyalty of Christ. He said very clearly, "I seek not my own will, but the will of my father which hath sent me." If you have been sent to begin a church in another country or locality, decide to accomplish the will of those who sent you.

5. A PERSON WHO DOES NOT BEAR WITNESS OF HIMSELF.

“IF I BEAR WITNESS OF MYSELF, MY WITNESS IS NOT TRUE. There is another that beareth witness of me; and I know that the witness which he witnesseth of me is true” (John 5:31,32). When you bear witness of yourself, you promote and exalt yourself. Jesus did none of these. He exalted his father and spoke constantly of where he derived his authority. That is the loyalty of Christ. A person who exalts and promotes himself is not sent from God. Are you a loyal person? There is no need to elevate yourself beyond your current position. The Lord who sent you will do that for you.

There are pastors whose best sermons are about themselves and what they have achieved. If you are a prophet, there is no need to exalt yourself. God has a way of exalting people he has called. “How can ye believe, which receive honor one of another, and seek not the honor that cometh from God only?” (John 5:44).

There is no need to be a pushy or forward minister. There is no need to invite yourself everywhere, claiming you want to be a blessing to others. Allow God to lift you up himself.

6. A PERSON WHO DOES NOT ALLOW THE WORDS OF MEN TO INFLUENCE HIM.

“But I receive not testimony from man” (John 5:34). A leader must be very careful about what men say to him. Human beings are fickle and can misdirect you. They will tell you that you are an apostle, prophet or evangelist. They will say to you, "Do not submit yourself to any man. You can do it yourself." Others will say to you, "You can also write books. He is not the only one who is anointed." Assistants, watch out! They will tell you, "I prefer it when you preach. I wish you were given more opportunities to minister."

A senior minister once told my associate, "Do not see yourself as an assistant. You are a great man of God. God has called you to do great things." He continued, "Can you not see that anytime there is trouble in the church, you are the one who is sent to put out the fires?" "You can move out on your own and you will be great in ministry". My associate was taken aback because this advice was coming from a senior minister. Moreover, this 'advisor' happened to be a friend

of mine. My pastor was not taken in by this treacherous suggestion. My associate told me later, "I decided never to interact with this minister again." He had concluded to himself: "this is a very dangerous person."

Many people listen to this kind of advice and embark on a wild goose chase. Understand that your credentials do not come by what men say about you. Men can easily misdirect you in the ministry. "I RECEIVE NOT HONOUR FROM MEN. But I know you, that ye have not the love of God in you." (John 5:41,42). Jesus was careful not to receive direction from human beings. He took inspiration directly from the Father. When people criticize you, remember that it is what God says that matters.

Years ago when some people called me 'Jim Jones', I could not believe my ears. They derided and denigrated me. To denigrate means: to blacken the reputation of someone. I have been blackened many times! I have been blackened by friends! I have been blackened by pastors! I have been blackened by neighbors! However, I am still around! This is because my promotion does not and will not come from these people. It comes from the Lord!

The promotion I have received in the ministry is not from men. Some men have mostly said negative things about me. It must be painful for these same men to watch as the Lord slowly but surely lifts me up."…Thou preparest a table before me in the presence of mine enemies…" (Psalm 23:5). The loyalty of Christ will pay off in the end.

7. A LOYAL PERSON DOES NOT SEEK TO IMPRESS PEOPLE.

"How can ye believe, WHICH RECEIVE HONOUR ONE OF ANOTHER, and seek not the honor that cometh from God only?" (John 5:44). A loyal person does not try to impress others. One dangerous trait for leaders to have is a desire to impress people. Paul said that he had overcome the need to impress or please anybody. "For do I now persuade men, or God? or do I seek to please men? for if I yet pleased men, I should not be the servant of Christ" (Galatians 1:10).

Why is this character trait a dangerous thing? Because you cannot please everyone, you will end up hurting some and pleasing the others. Ministers who cannot take hard decisions because they want to make everybody happy, end up destroying their own churches.

Years ago I had an assistant who was a very nice person. I liked him very much and so did many others. I still like him because he is a nice person. He was nice to be with and he chatted freely with all the members of the church. The members gravitated to him naturally although he was my assistant.

Soon, external ministers who were not part of our church knew him. With the process of time, some of these external ministers began to be inimical towards my ministry. This pleasant brother tried to balance his loyalties between myself and the external ministers. Mind you, he never showed any outward signs of ill will. He was a nice person through and through. However, you cannot please everyone! There comes a time when you must stand up for your conviction. A time came when I realised that his heart was not with me. He could not please those other ministers and me. A time came when we had to go our separate ways. You are not safe with a leader who tries to impress everyone.

8. A LOYAL PERSON SEEKS ONLY THE APPROVAL OF HIS LEADER.

“There is another that BEARETH WITNESS OF ME; and I know that the witness which he witnesseth of me is true” (John 5:32). A loyal person knows that it is what his father says that really matters. Men may disapprove of you, but with God's approval, you are going places. Every minister must realize that it is God who opens certain doors and closes others. Seek the approval of the one who really matters.

Human beings may rant and rave about you. They may say all sorts of evil things, but if you have the approval of your father, man, you are covered.

9. A LOYAL PERSON CONSTANTLY HEARS THE VOICE OF HIS MASTER.

“YE HAVE NEITHER HEARD HIS VOICE at any time, nor seen his shape. And ye have not his word abiding in you” (John 5:37,38). Jesus heard the voice of his father; he was constantly in touch with his father. Loyalty is greatly helped by communication. A person often becomes disloyal when he stays out of touch for a long time.

I encourage my pastors to stay in touch all the time. Those who listen to tapes and hear the voice of their leader are more prone to be faithful. Those who read the books, listen to the tapes and watch the videos are in constant fellowship with their father.

Distance, separation and a lack of communication have a way of breaking up friendships. That is why most denominations have yearly meetings and gatherings of all sorts. If you want to encourage loyalty within a system you are creating, increase the number of gatherings that you have.

10. A LOYAL PERSON LOVES HIS LEADER AND LOVES THE LORD.

“But I know you, that YE HAVE NOT THE LOVE OF GOD in you” (John 5:42). Love never fails. When there is genuine love within an association, church or group, there is a bond which is difficult to break. Things are kept together by bonds and linkages. Do you want a bond that is stronger than super glue? Try love! Love is as strong as death. It is a bond that cannot be easily broken. “ Put on charity (love), which is the BOND OF PERFECTNESS” (Colossians 3:14).

Let me ask you a question, "Do you love your head?" If you do, then it is likely that you will be faithful to him. I would prefer to work with people who love me rather than those who are with me because of what they can get from me. That is why I prefer to have an office which is more of a family than a business.

11. A LOYAL PERSON FLOWS WITH LOYAL PEOPLE.

“For HAD YE BELIEVED MOSES, YE WOULD HAVE BELIEVED ME: for he wrote of me” (John 5:46). Christ “flowed” with Moses. He spoke about Moses. He read Moses' books. Note that Moses was one of God's faithful servants. Jesus told the crowds that they did not believe in Moses or his teachings. A loyal person associates with loyal people. A loyal person believes in the teachings of other faithful people. His friends are good people. As they say, "Birds of the same feather flock together."

Jesus' ministry was in line with the teaching of Moses, one of God's most faithful and loyal servants. Who are your friends? Whose teachings do you flow with? Are you always siding with rebels and wrongdoers? If you want to know if someone is loyal, take a good look at his friends.

THE LOYALTY OF THE FATHER

You must realize that Jesus was sent to the Earth as an emissary of the Father. His duty was to present the views of our heavenly Father to this world. He was supposed to let everyone know what the Father was like.

Many people do not know what God is like. By knowing Jesus they get to know what the Creator of Heaven and Earth is really like. Jesus could have misrepresented the Father, but He did not. The Father (who represents the sending organization) could have failed Jesus when He was on this Earth. But Almighty God was loyal to the one He had sent.

Many senior pastors are not loyal to their followers. As I have observed the behavior of certain senior leaders, bishops, managing directors, etc.; I have often said to myself, "I could never work in such an environment." Some senior pastors are so inconsistent and unconcerned about the welfare and future of their subordinates that it would be unwise to follow such people.

If you want to have a stable following, you must decide to develop a pattern of loyalty towards those who support you.

In this section, I want us to see how our heavenly Father demonstrated His loyalty to Jesus Christ whom he had sent into this world. The loyalty of the Father demonstrates the type of person every manager or senior pastor needs to be.

SIX CHARACTERISTICS OF A LOYAL SENIOR MINISTER

1. A LEADER WHO WORKS

“But Jesus answered them, MY FATHER WORKETH HITHERTO, AND I WORK” (John 5:17). There are some leaders who do not work; they just give orders and go to sleep. Jesus was under the authority of his Father and he spoke of his Father and said, "My Father works and I also work."[3] Do not just enjoy the privileges of leaders. People love to work when they see their leader working. The sight of their leader working gives them much inspiration. Do you want to motivate your workers and followers? Let them know that you work even harder than they do![4]

2. A LEADER WHO IS SEEN

“Then answered Jesus and said unto them, Verily, verily, I say unto you, The Son can do nothing of himself, but WHAT HE SEETH THE FATHER DO: for what things soever he doeth, these also doeth the Son likewise” (John 5:19).

Everybody wants to follow someone they can see. There is a style of leadership in which the boss is more of a Prime Minister than anything else. If the senior pastor is more of a Prime Minister than a pastor, he is seen very occasionally. He comes in with high security and does not talk to the common man. He is whisked in and whisked out! But our heavenly Father is not somebody that Jesus could not see. Jesus could see all that His Father was doing and follow Him easily. When David came on the scene, he won the hearts of the Israelites. He was a young man

and a good warrior. But he won the hearts of the Israelites because he was more visible than Saul. The people could see their leader and they were happy with him. “But all Israel and Judah loved David, because he went out and came in before them” (1 Samuel 18:16).

People are more loyal to people they see than to people they cannot see. That is why members of churches tend to be more loyal to their resident pastor whom they see every day, than to the general overseer whom they rarely see.

3. A LEADER WHO LOVES HIS SUBORDINATES

“For the Father LOVETH the son” (John 5:20a). The Father loved the one he had sent. Be a leader who loves his followers. Many leaders do not care about the people they lead. When the people you lead are sure that you love them, they will be willing to do almost anything for you. Loyalty is deeper than what you see on the outside. It goes beyond giving orders that are obeyed! Loyalty is of the heart. When you can win the hearts of the people and convince them that you care for them, they will be loyal to you. This is exactly what Absalom did.

Absalom, although an evil person, used a principle that works for everyone. He used the principle of showing love to the people in order to gain their loyalties. Love is a seed. If you sow it, you will reap it! I want you to notice how Absalom won the hearts and loyalties of the people of Israel. “And Absalom rose up early, and stood beside the way of the gate: and it was so, that when any man that had a controversy came to the king for judgment, then Absalom called unto him, and said, Of what city art thou? And he said, Thy servant is of one of the tribes of Israel. And Absalom said unto him, See, thy matters are good and right; but there is no man deputed of the king to hear thee. Absalom said moreover, Oh that I were made judge in the land, that every man which hath any suit or cause might come unto me, and I would do him justice!” (2 Samuel 15:2-4).

Absalom asked people about their problems. If you are a good leader, you will be interested in people's personal problems. It helps to win their hearts. People turn their loyalties towards a leader who shows genuine care and concern for their well-being. When Jesus said, "the Father loveth the Son", he was giving us a great revelation about how to treat those who work for us. Absalom came from the outside and won the hearts of the people from David, the king. Absalom showed that he wanted to help the people. “…Oh that I were made judge in the land…” (2 Samuel 15:4). Absalom said he wanted a chance to be judge. His message was simple; "Oh, if only I had a chance to help." Gradually, the hearts of the people were drawn to Absalom. If you are the senior pastor of the church, you must draw the hearts of the people to yourself so that they will be loyal to you. Show them that you care. Show them that you are interested.

You must not allow their hearts to be 'stolen' by any one. You must do this if you want to keep your church in one piece. Do not allow a rebellious assistant to sit at the gate of your church or company. Do not allow a rebellious worker to have access to the sheep that God has given you. If their hearts are with the assistant, you have a dangerous situation on your hands. One day, when the assistant decides to leave, he will move away with a large section of your people. “And on this manner did Absalom unto all Israel that came to the king for judgment: so ABSALOM STOLE THE HEARTS of the men of Israel” (2 Samuel 15:6).

4. A LEADER WHO IS OPEN TO HIS SUBORDINATES

“For the Father loveth the son, and sheweth him all things that himself doeth” (John 5:20). When Jesus was on Earth, He knew that He could trust His heavenly Father absolutely. This was because His Father had shown Him all that He was doing. I have discovered that openness breeds loyalty. I have always endeavored to be open to those I lead so that they can trust me. Some ministers are mysteriously prosperous. When you ask them, "How did you come by this house or car?" They will answer; "It is the blessing of the Lord." They will continue, "God has made a way where there was no way."

We thank God for his blessings and for giving you more than you carry. But in practical terms, how did you come by the things you have? What is the channel or vessel that God used to promote you? When people know the source of your blessings they are more relaxed in your presence. When they feel that you are not cheating anyone, they tend to be more loyal.[5]

That is why the Father showed the Lord Jesus everything He was doing. Jesus knew what His future was. Jesus knew that His present suffering was for a season. He knew that He had a good Father who had His best interests at heart. He was prepared to do anything and to go anywhere to please His Father.

Wouldn't you like to have subordinates with that sort of attitude? How many workers would be prepared to die for their bosses? Yet, Jesus died on the cross because His “boss” wanted Him to! Jesus described His death on the cross as the cup that His 'boss' had given Him to drink. He described His sacrifice as a drink. How many employees describe their hard work as a drink? “Then said Jesus unto Peter… THE CUP WHICH MY FATHER HATH GIVEN ME, SHALL I NOT DRINK IT?” (John 18:11).

Many ordinary African citizens have very little confidence in the leadership of their countries. We all know that many things are hidden. We know that millions of dollars are probably being stashed away by the leaders of African countries.

a. Openness generates trust!

In the history of Ghana you will discover that corruption was revealed only after the leaders were removed. Recently, when a Head of State in Africa died, a billion dollars of petty cash was discovered in his home. I was personally taken aback! I had mistakenly thought that this man could be trusted. Confidence in the leadership is very low when everything is shrouded in secret. We realize that we will only know everything after the removal of dictators. The salary and benefits of the American president for the rest of his life are public knowledge.

Why is this? To generate confidence in the government.

b. Mistrust leads to separation.

When people feel that they are not trusted, they begin to separate themselves. They feel hurt and rejected. "Why should I stay around if I'm not trusted?" They say to themselves.[6]

A good leader must not do things that make his followers or subordinates feel like they are not trusted. It is a sure seed that can lead to disloyalty. Those who are not involved in sensitive areas, such as money, should not feel that they are being excluded because of mistrust. They must be

made to understand that everyone has a schedule and it happens that their schedule does not involve financial things! For the Father loveth him and showeth him all things!

5. A LEADER WHO GIVES PUBLIC COMMENDATION OF HIS FOLLOWERS

"And the Father himself which hath sent me, HATH BORNE WITNESS OF ME" (John 5:37). A good manager is someone who gives public approval of his workers. Praise people in public and correct them in private. A good leader knows that praising his subordinates is not going to weaken his position. It is a good thing to show public approval for your subordinates. It breeds a spirit of confidence and loyalty. Jesus often said that His Father had testified of Him in public. The Father did many public things that demonstrated His approval of Jesus.[7]

Many bishops, head pastors and general overseers do not want to publicly approve of their juniors. It just does not occur to some people to recommend their workers. Some feel that it is unnecessary. Others are insecure and so do not do it. I often wonder why some people who like to be praised and encouraged refuse to praise and encourage others.

One day, Jesus raised Lazarus from the dead. The prayer that the Lord Jesus prayed at the cemetery was very revealing. He did not pray for anointing or power to raise the dead. He had to explain to His Father why he was even praying at the tomb site. He told His father, "I know that you always hear my prayers. It is because of the people around that I am praying. I want them to know how you approve of me."

Then they took away the stone from the place where the dead was laid. "And Jesus lifted up his eyes, and said, Father, I thank thee that thou hast heard me. And I knew that thou hearest me always: but because of the people which stand by I said it, THAT THEY MAY BELIEVE THAT THOU HAS SENT ME" (John 11:41,42).

A leader who constantly disgraces his subordinates in public will not have many loyal followers. No one is perfect! I have corrected many of my subordinates in ministry. But I always do it in private. You would never know about the discussions that have gone on behind closed doors. It does not concern you anyway. How can a leader have confidence if he is constantly rebuked in front of those he leads?

6. A LEADER WHO TRUSTS THE JUDGMENT AND DECISIONS OF HIS SUBORDINATES

"For the Father judgeth no man, but HATH COMMITTED ALL JUDGMENT UNTO THE SON" (John 5:22). The Father, once again exemplifies great leadership as he demonstrates trust in his messenger. Jesus was sent to this Earth as a messenger of the Father. Jesus was given a lot of responsibility. He was trusted with decisions. He was trusted with the judgment of this Earth. He had a large amount of independence committed to him. This is a mystery, because in another breath Jesus said, "I can of my own self do nothing: as I hear, I judge" (John 5:30) Even though Jesus had been given a large amount of latitude in which to operate, He had decided to depend on the decisions and judgments his Father would make. A good leader can generate loyalty in people by giving them a freehand in many of the decisions that affect their own lives. The Lord showed this to me many years ago and I have implemented it with great success. I know that people become more loyal when they are involved in the decision-making process. It gives them power, freedom and independence. These are things that every human being needs!

Long ago, I decentralised the decisions about salaries and benefits for the few employees we have. Almost everybody who is employed in my set-up is involved in determining his or her own conditions of service. I prefer to invite people to the "soup pot" and ask them to dish themselves. If they take out all the meat, there will be none left for all of us and we will all starve.

I often tell the different boards who take these decisions, "Just make sure you don't kill the chicken which lays the eggs." I remind them, "If you kill the chicken which lays our eggs, we will all starve in the future." Once people have a mature mind as they approach the "soup pot", they take sound and rational decisions. Most of the time, I don't even know what people are paid in their different regions. For all you know, they may earn more than I do. I trust them to be sensible. Of course, there are supervisory checks and balances in place. But people know that they have been trusted with the judgment. When people realize that they have been entrusted with high responsibility, they often mature overnight.

Jesus said that the Father had committed all judgment to the Son. Allow people to use their brains. Do not assume that you are the only wise person who can take decisions. After all, as someone said, "You are not always right!" Do not be afraid to trust people. Sow a seed of trust and you will reap more trust. Learn from your heavenly Father today. Be a follower of Almighty God. “Be ye therefore followers of God, as dear children” (Ephesians 5:1).

Dealing with Anarchism 15

SIX MANIFESTATIONS OF DISLOYALTY

To manifest means "to 'demonstrate', to 'display', 'exhibit' or to 'show forth'" something. People show disloyalty in many ways. In this section, I want us to study a few of the common manifestations of disloyalty. Why do we need to look at the manifestations of disloyalty? Because loyalty and disloyalty are things of the heart and things of the heart cannot easily be seen. Like many diseases, it is best detected by watching out for symptoms. Let us now look for these important symptoms and signs of disloyalty.

1. DISOBEDIENCE

The first important manifestation of disloyalty is disobedience. Disobedience is an outward manifestation of a disloyal heart. Watch out for disobedient people, they are probably disloyal at heart. God disposed of Saul after he disobeyed him.[1] “And Samuel said, Hath the Lord as great delight in burnt offerings and sacrifices, as in obeying the voice of the Lord? Behold, to obey is better than sacrifice, and to hearken than the fat of rams. For rebellion is as the sin of witchcraft, and stubbornness is as iniquity and idolatry. Because thou hast rejected the word of the Lord, he hath also rejected thee from being king” (1 Samuel 15:22,23). Disobedient people often have a rebellious streak. It is the spirit of rebellion that gives them the audacity to disobey.[2]

2. SCORNING

“Blessed is the man that walketh not in the counsel of the ungodly, nor standeth in the way of sinners, nor sitteth in the SEAT OF THE SCORNFUL” (Psalm 1:1). Scorners are people who mock at you. They do not believe in you or in what you are doing. The Bible very clearly tells us that we must not associate with scoffers. According to Psalm 1:1, we are not even supposed to sit

in the same chair with the scornful. How can somebody who does not believe in you be your assistant pastor? How can someone who despises you be an associate to you?

Yet, this is a situation existing in many churches today. The scornful are sitting in the same chair with you. Can you understand why your ministry is not blessed? The Bible says; blessed is the man who sitteth not in the seat of the scornful. Blessed is the pastor who does not sit next to a scornful assistant.

What must you do with a scornful person? Should you pray about the scoffers? Should you fast for a week? The answer is NO! There is a biblical remedy for dealing with scornful people. "CAST OUT THE SCORNER, and contention shall go out; yea strife and reproach shall cease" (Proverbs 22:10). According to Proverbs 22:10, the biblical remedy for dealing with scoffers is to cast them out! In modern English, to cast out means: to dismiss, to expel, to eject, to banish, to fire, to sack, to discard, to unseat or to lay off. If you are wiser than God, you can pray about it. If you know more than God, you can handle scornful people in your own way. I prefer to trust the wisdom of God. I will dismiss, expel, eject, banish, fire, sack, discard, unseat and lay off any scoffer in my set-up. That is the biblical way to deal with disloyal people!

3. INFLEXIBILITY

Inflexibility is a manifestation of disloyalty.[3] An inflexible person is stubborn and defiant. Watch out for inflexible people in your set-up. Such people do not want to work overtime. They do not want to go beyond what is stipulated in their contract. They are not prepared to adapt to any new situation. They will always point out to you that work ends at 5.00 p.m.! They are unwilling to do anything extra for the organisation. Woe to the manager if he asks them to do something new! A sulking face is the trademark of such inflexible workers.

Inflexible church members are not prepared to stay on if the church service goes beyond the stipulated time. An inflexible and unyielding person is difficult to work with. He can become disloyal to you when things no longer suit him.

Stubborn people are also not prepared to take correction when they are confronted. You will see this in the life of Saul. When Samuel confronted him about the war with the Amalekites, he argued with Samuel. He was inflexible and unyielding in his discussion with Saul. He insisted that he had obeyed the Lord. The evidence of his disobedience was obvious and yet Saul argued with Samuel. "And Samuel came to Saul: and said Saul unto him, Blessed be thou of the Lord: I HAVE PERFORMED the commandment of the Lord. And Samuel said, WHAT MEANETH THEN THIS BLEATING of the sheep in mine ears" (1 Samuel 15:13,14).

Some years ago, I had a worker who misused some church property. Initially, he denied everything! Because of this, I collected a lot of documentary evidence to prove that he was actually misappropriating the equipment and the church's money. When I had gathered all the documents, I called for a meeting. I presented all the documents that showed unambiguously that this gentleman had disobeyed instructions. Would you believe that in spite of the evidence in black and white, this man argued with us for three hours? I watched as an inflexible and unyielding attitude was flagrantly displayed. I said to myself, "How stubborn can a person be?" Indeed, it was only a matter of time before this stubborn individual became openly rebellious. Truly, stubbornness is a manifestation of disloyalty!

4. LIES

I am convinced that if demons could have twins, then the twin of the spirit of lying would be the spirit of stealing. Lying and stealing always go together. Anybody who lies to you is not loyal to you. His heart cannot be with you.[4] Watch out for liars, they are very dangerous people! Do you know how to catch a liar? Let me share with you a little secret I use. Listen to people as they speak casually. When they jokingly tell you about how they lied to someone and got away with it, take note! Since he is capable of lying effortlessly to other people, he can do the same to you.

I believe that truth is an integral part of your character. If the belt of truth is absent, you are exposed to demons. If God hates a lying tongue, it must be the duty of every Christian, leader or manager to hate the same thing. "These six things doth the Lord hate: yea, seven are an abomination unto him: A proud look, a LYING TONGUE, and hands that shed innocent blood" (Proverbs 6:16,17). Liars are disloyal people![5]

5. TALE-BEARING

"And he that soweth discord among brethren" (Proverbs 6:19). There are people who have the ability to create stories and recreate events to suit themselves. They can spread stories and make things sound interesting. Have you noticed that newspapers often have tragic or scandalous events as their headlines? Bad news is sweeter to the gossips than good news. Watch out for people who have endless tales about others. They know every bad event that has occurred in the church. They are ready to give you a complete rundown on any story you request. They know the details and they have inside information. Watch out for such people. They sow discord and division within the camp.

6. RUDENESS

"And Moses sent to call Dathan and Abiram, the sons of Eliab: which said, WE WILL NOT COME UP..."(Numbers 16:12). Dathan and Abiram were openly rude to Moses. They refused to come when he called for them. Most people express their animosity behind the backs of their superiors. People who lash out at you openly with their tongues can lash out at you in other ways. Rudeness is a manifestation of disloyalty. Watch out for it!

IMPORTANT METHODS FOR DEALINGWITH DISLOYALTY

Every manager, businessperson and pastor must learn seven important methods to deal with all forms of disloyalty.

1. THE TEACHING METHOD

This method involves teaching the Word of God regularly. This method is a preventive process that every wise minister or leader should adopt. There are two ways to manage an organization: crisis management or preventive management.

In crisis management, you move from one crisis to another, solving the issues as they come up. In preventive management you constantly teach and immunize the people against the problem you are trying to avoid.[6]

I would suggest to you that your church or business should adopt the preventive style of management. Those who have a crisis management style are often stressed out and never able to do the things they have to in order to take their business or church forward. Teaching your people constantly is a sure way of preventing a whole array of problems. This is why I hold Shepherds' (leaders) Camps and Congresses. This is why I constantly have meetings with our pastors and leaders.

The main thing that teaching does is to fight against deception. It is only people who are deceived who go in the way of Absalom or Lucifer. Lucifer was deceived and is the father of deception. Lucifer thought that he could replace God. He said, "I will ascend and be like the Most High." There must be a strong deception for a created being to think of displacing the Almighty God.

The Bible calls the devil "that old serpent who deceives the whole world". If someone can deceive the whole world, then believe me he must be very good at it! That is why the teaching method of dealing with disloyalty is very important. “And the great dragon was cast out, THAT OLD SERPENT, CALLED THE DEVIL, and Satan, which DECEIVETH THE WHOLE WORLD: he was cast out into the earth, and his angels were cast out with him” (Revelation 12:9).

Many countries have adopted preventive medicine (primary health care) as the mainstay of their medical programmes. It has become evident that it is easier to prevent diseases than to fight them once they are established. It is easier to prevent disloyalty by teaching than to clean up after an 'Absalom' has passed through the church. The situation created by a 'Judas' is so messy that you would be better off preventing it.

2. THE NICOLAITAN METHOD

“But this thou hast, that thou hateth the deeds of the Nicolaitanes, which I also hate” (Revelation 2:6). In this method, the church together with its leadership develops a hatred and aversion for disloyalty and disloyal people. The Nicolaitanes were hated by the Ephesian Church and God recommended them for that!

When people are taught about Judas, Absalom, Ahitophel and so on, they gradually develop a hatred for any form of disloyalty. They are quick to pick it up and reject it.

One brother told a friend in the church, "I want to tell you something in confidence. You know Pastor is really annoying me." He continued, "I know that the series he his preaching is directed against me." He went on, "I am very angry with him." The brother he was talking to replied, "What is wrong with you? Are you out of your mind? Why are you talking like this? I am going to tell Pastor what you said." The angry brother was taken aback. He said, "This loyalty thing has also affected you." Indeed the loyalty "thing" had affected this brother. He immediately reported these unacceptable comments to the pastor. Soon that fire was quenched. This is the Nicolaitan method - where everyone has a hatred for rebellion and any form of disloyalty.

3. THE ABRAHAMIC METHOD

This is the method of peaceful separation. It happens between mature individuals who want to avoid the deadly effects of conflicts. “And there was a strife between the herdmen of Abram's

cattle and the herdmen of Lot's cattle: and the Canaanite and the Perizzite dwelled then in the land. And Abram said unto Lot, Let there be no strife, I pray thee, between me and thee, and between my herdmen and thy herdmen; for we be brethren. Is not the whole land before thee? SEPARATE THYSELF, I PRAY THEE, FROM ME: if thou wilt take the left hand, then I will go to the right; or if thou depart to the right hand, then I will go to the left. And Lot lifted up his eyes, and beheld all the plain of Jordan, that it was well watered everywhere, before the Lord destroyed Sodom and Gomorrah, even as the garden of the Lord, like the land of Egypt, as thou comest unto Zoar. Then Lot chose him all the plain of Jordan; and Lot journeyed east: and they separated themselves the one from the other" (Genesis 13:7-11). There was strife between Abraham's men and Lot's men. God gave Abraham wisdom to deal with the situation. He called his nephew Lot and suggested a peaceful separation.

There are some people you should not work with. As long as you labour with them on the same field, there will never be peace. Sometimes people simply do not believe in your calling. They cannot accept that God will use you for anything special.

These people must be allowed to separate from you in peace. I once prayed for someone. After the prayer I asked, "Do you believe in my prayer?" The answer was short and simple - "No!" I told this individual to go peacefully to another church. I said, "Over there you will be able to receive."

This is different from a dismissal in which a rebel is thrown out! In this case everyone goes his way and has equal opportunities to do well. With time, the differences will show up. After the separation of Abraham and Lot, there were soon obvious differences between the two parties. These were due to the different relationships that Abraham and Lot had with the Lord. No one can see your spiritual status in the natural. But with time, it becomes clear as to who is really called of God. "And the Lord said unto Abram, after that Lot was separated from him, Lift up now thine eyes, and look from the place where thou art northward, and eastward, and westward: For all the land which thou seest, to thee will I give it, and to thy seed forever" (Genesis 13:14, 15).

4. THE "CASTING OUT" METHOD

"Cast out the scorner, and contention shall go out; yea, strife and reproach shall cease" (Proverbs 22:10). The biblical remedy for dealing with scoffers is to cast them out! In modern English, to cast out means to throw away, to dismiss, to expel, to eject, to banish, to fire, to sack, to discard, to unseat or to lay off. I believe that almost anyone can understand the meaning of "casting out".

The Bible teaches us to cast out scornful people. A mocker is disloyal to your cause. The biblical treatment for such people is expulsion. Whenever you realize that someone is mocking at you, please do not hesitate to expel him from your life. Sometimes, failure to dismiss people is like failing to do a surgery that will save your life. I have used this method for treating disloyalty. It was indeed painful, but a new spirit of loyalty entered the church. What a fresh breath of life we all experienced.[7] When you fail to dismiss someone who must go, you are exhibiting weak leadership. You are allowing a snake to live under your children's bed. Please do not cry if your children are bitten and they die.

5. THE MARKING AND AVOIDING METHOD

“Now I beseech you, brethren, mark them which cause divisions and offences contrary to the doctrine which ye have learned; and avoid them. For they that are such serve not our Lord Jesus Christ, but their own belly; and by good words and fair speeches deceive the hearts of the simple” (Romans 16:17,18). This Scripture teaches that people who cause divisions must be noted and avoided at all costs. What does marking and avoiding mean? To mark means to brand or to label an object so that it will stand out. Some sheep need to be branded so that they can be recognized from afar. It is important to notice a disloyal person from afar.

I once had to apply this method in dealing with a rebel in my church. Since I could not take a tin of red paint and brand this person, the only way I could mark him was to inform some people that this brother was a doubtful person who should be avoided. I called for a meeting and told them that this brother was unsafe and should be avoided at all costs. By holding that meeting and telling the people that the brother was not loyal to the church, I had branded or marked him sufficiently. I did not even have to give the details of this brother's misdemeanors.

After that, sheep that would have innocently played with that brother became wary of him and stayed off. Indeed, the few sheep that he was able to get close to suffered from his poisonous effusions. There are people who have fallen away today because they were exposed to this person. Do not be afraid to mark and avoid anyone. It is a biblical instruction given by the Apostle Paul himself. When a nation is deporting someone, they often attach a letter that says, "Your presence is now undesirable in this nation." There are some people whose presence is undesirable in the church. They must not be allowed to remain in the church any longer. They must be marked and avoided. They must be expelled and prevented from coming back.

6. THE CURSING METHOD

The Apostle Paul used this method when he was trying to prevent charlatans from deceiving the flock. He was powerless to physically prevent anyone from tricking and dividing his flock. Paul was far away in a Roman prison, so he employed the spiritual method of cursing. “But though we, or an angel from heaven, preach any other gospel unto you than that which we have preached unto you, LET HIM BE ACCURSED” (Galatians 1:8). The curse was a spiritual barrier against intruders. When you are powerless in the physical, it is a good method to employ against traitors and mutineers.

Many years ago King David had a disloyal associate called Joab. Joab went against David's commandments and murdered Abner. David realized that it was too risky to fight against Joab. It would have brought more division and destabilized his kingdom. David employed a powerful curse against Joab and his family. He took the matter up spiritually. David knew that he had power through his tongue, to curse traitors and rebels. And he used it! “Let it rest on the head of Joab, and on all his father's house; and let there not fail from the house of Joab one that hath an issue, or that is a leper, or that leaneth on a staff, or that falleth on the sword or that lacketh bread” (2 Samuel 3:29).

Many years ago, I was preaching in our church. At that time, our church was occupying the medical school canteen in Korle-Bu Teaching Hospital of Accra. I was preaching on the subject The New Wave Churches. At a point nearing the end of my sermon, I began to speak prophetically. I spoke many prophetic curses against anyone who would rise up to destroy the New Wave churches that God was building.

You see, the Spirit of the Lord upon me was leading me to cover his church with spiritual protection. I believe that those proclamations are at work today! I believe that they contribute greatly to the divine preservation and growth of the ministry!

SECTION III

Advanced Doctrine of Loyalty

Doubtful Men 16

QUESTIONABLE LOYALTY

A doubtful person is someone whose loyalty comes into question from time to time. At times, the person may seem very loyal and at other times, disloyal. Many people actually have this trait of being both loyal and disloyal. At times, they exhibit much loyalty and faithfulness and at other times, they are disloyal. It is important that you watch out for such people and note them carefully. They may be on your side or they may turn against you depending on the issue at hand.

I have such people around me and so does every leader. It is difficult to diagnose this mixture of loyalty and disloyalty. On more than one occasion, I have had people who named their children after me and hurt me at the same time. They did me the great honor of naming their sons after me. Years ago, I read from Kenneth Hagin about how someone had named her child after him. I thought to myself, "what an honor" but I never imagined that someone would do me such an honor one day. To my amazement several people have named their children after me. I see it as a great and permanent honor done to me. But how could someone bestow on me such honor and hurt my ministry at the same time? One pastor named his son after me and within a few months, he rebelled and took over the branch church he was pastoring. He renamed the church, led the congregation away and virtually stole our church. All this was done shortly after doing me a great honor. I have experienced this kind of mixed loyalty more than once. You may live with such people for years and never realize how they undermine you constantly because they are also loyal to you.

I remember another member of my team who has supported the ministry for many years. I do not think I could find a more loyal person whom I expect to be with me in ministry till the very end. His support is like the support of Joab, long-standing and unflinching. And yet in this same character, I have had a person who stirs up much dissension at meetings. On numerous occasions, his attitude stirred up discord amongst pastors, changed the course of happy fellowship times into sessions of debate, and heated discussions, which left us all with a sour taste when the meeting was over.

Over and over, he stirred up dispute in the name of being objective, frank and not being a “yes” man. He would often say that he was voicing the opinion of many who were simply not bold enough to bring out some of the issues. He did this with a good motive but the fruit of it was the disruption of pastoral meetings until I disliked having meetings with my own pastors. Because of the permanent and unflinching loyalty of this same pastor, I was always confused and could not place my finger on what I was dealing with. It was years after these experiences that I realized that I was dealing with a mixture of both loyalty and disloyalty in the same person. I know that the seeds that were sown at these meetings were not good things because of the fruit they bore. What was the fruit of these “objective” discussions? The fruit of these debates was to turn the

heart of the father away from the sons. Without knowing it, I lost interest in my own pastors and turned away from them. I disliked having meetings with my own pastors and unconsciously avoided them. The Holy Spirit does not flow in an atmosphere of disputes. Disputes and debates stir up differences of opinion that divide the team. Once the unity and oneness is broken, the environment for the anointing is gone. Constant rancorous debate may be good for parliament but it is not good for building an anointed team. We are to preserve the unity of the Spirit in an atmosphere of peace. "Endeavoring to keep the unity of the Spirit in the bond of peace" (Ephesians 4:3)

JOAB: THE MIXTURE OF LOYALTY AND DISLOYALTY

Are there people in the Bible who are both loyal and disloyal? Yes. Joab is a good example of this mixture. His loyalty to David was longstanding. He supported David from the very beginning when David was not yet the king. Yet, Joab was a man who was both loyal and disloyal. Joab is first mentioned when David was still a refugee in the wilderness being chased by Saul. Let us now look at the loyalty of Joab and how it coexisted with disloyalty.

Seven Demonstrations of Joab's Loyalty

1. SOMEONE WHO SUPPORTS YOU WHEN YOU ARE NOT EVEN IN THE MINISTRY

Joab supported David when he was still a refugee. There are friends that God gives you from childhood. Some of these people are faithful as you progress in ministry. Such people are lifelong supporters. "Then answered David and said to Ahimelech the Hittite, and to Abishai the son of Zeruiah, brother to Joab, saying, Who will go down with me to Saul to the camp? And Abishai said, I will go down with thee" (1 Samuel 26:6).

2. SOMEONE WHO SUPPORTS YOU AT THE BEGINNING OF YOUR MINISTRY, WHEN EVERYTHING IS SMALL AND INSIGNIFICANT

Joab supported David when he was a king of only one tribe. Anyone who supports you when you are nothing is real. Never let him go. He is one of the best things that ever happened to you. People who love you when you are already successful must go further to prove that they really love you and not the privileges of the rich and famous. "And Joab the son of Zeruiah, and the servants of David, went out, and met together by the pool of Gibeon: and they sat down, the one on the one side of the pool, and the other on the other side of the pool. And Abner said to Joab, Let the young men now arise, and play before us. And Joab said, Let them arise" (2 Samuel 2:13-14).

3. SOMEONE WHO FIGHTS MANY BATTLES AND QUARRELS MANY QUARRELS FOR YOU

What a blessing it is to have someone who fights for you and takes some nasty blows on your behalf. Joab fought many wars on behalf of David. "And, Behold, the servants of David and Joab came from pursuing a troop, and brought in a great spoil with them" (2 Samuel 3:22).

4. SOMEONE WHO ELIMINATES REBELS AND OTHER DISLOYAL ELEMENTS FROM THE TEAM

Joab killed several people whose loyalties were questionable. He just could not stand people who were not totally committed to his king. He had an eye that saw these disloyal people whom people seemed to accommodate. First of all he killed Abner who had supported Ishboseth, the son of Saul for many years. "And when Abner was returned to Hebron, Joab took him aside in the gate to speak with him quietly, and smote him there under the fifth rib, that he died, for the blood of Asahel his brother" (2 Samuel 3:27).

Secondly, he killed Absalom, the son of David who overthrew his own father. "Then said Joab, I may not tarry thus with thee. And he took three darts in his hand, and thrust them through the heart of Absalom, while he was yet alive in the midst of the oak" (2 Samuel 18:14).

Thirdly, he killed Amasa who was appointed by Absalom as the commander of the armies that faught against King David. "But Amasa took no heed to the sword that was in Joab's hand: so he smote him therewith in the fifth rib, and shed out his bowels to the ground, and struck him not again; and he died" (2 Samuel 20:10).

5. SOMEONE WHO CONSTANTLY RECOGNIZES YOUR POSITION AND REFUSES TO TAKE YOUR HONOR

Joab called for David to come and receive the honor of victories he had won in war. He did not take that honor for himself. Most assistants would like to take some honor for themselves. They want everybody to know that it is really a team effort that is yielding results. A God-given loyal assistant is happy as long as his leader gets the credit. "And, Behold, the servants of David and Joab came from pursuing a troop, and brought in a great spoil with them" (2 Samuel 3:22). In spite of all these acts of loyalty, there are assistants who also have disloyal tendencies lurking within them. They will support you and they will fight you. It is an interesting combination that most leaders are never able to deal with because they simply don't understand that they are dealing with someone who is both loyal and disloyal.

6. SOMEONE WHO STAYS WITH YOU TO THE VERY END

It is not easy to find people who will be with you all your life. That is the kind of person Joab was; he was there until the end. "Now the days of David drew nigh that he should die; and … Joab" (1 Kings 2:1-5).

7. SOMEONE WHO WILL OBEY VIRTUALLY EVERY COMMAND.

Joab's intense loyalty to David is shown by the way he killed Uriah, one of his own men, upon David's instructions. All he needed was a note from David and he would act on it. Joab obeyed the instructions in David's letter. He needed no explanation in the note. David did not have to see Joab personally to explain how he had mistakenly impregnated Bathsheba. If David said to kill one of the commanders, then it would be done. There are few people a leader can find who have such unconditional and excessive loyalty. "And it came to pass in the morning, that David wrote a letter to Joab And he wrote in the letter, saying, SET YE URIAH IN THE FOREFRONT OF THE HOTTEST BATTLE, and retire ye from him, that he may be smitten, and die. And … Joab … assigned Uriah unto a place where he knew that valiant men were" (2 Samuel 11:14-16).

Three Demonstrations of Joab's Disloyalty

1. SOMEONE WHO DISOBEYS CLEAR INSTRUCTIONS WHEN IT SUITS HIM

Joab killed people he did not like even though it was against David's wishes. Abner had killed Joab's brother, Asahel and Joab therefore had a personal score to settle with Abner.

Joab killed Abner in spite of King David's clear instruction on this matter.

Joab also killed Absalom even though David had clearly asked that Absalom should not be killed. These actions clearly demonstrate the disobedience and disloyalty that was lurking within Joab.

David never forgot the disloyalty of Joab, and on his deathbed, he instructed Solomon to execute Joab for these acts. Perhaps David did not execute Joab himself because Joab had also been very loyal to him and fought many battles for him. "Moreover thou knowest also what Joab the son of Zeruiah did to me, and what he did to the two captains of the hosts of Israel, unto Abner the son of Ner, and unto Amasa the son of Jether, whom he slew, and shed the blood of war in peace, … Do therefore according to thy wisdom, and let not his hoar head go down to the grave in peace" (1 Kings 2:5-6).

2. SOMEONE WHO FIGHTS PEOPLE YOU HAVE APPOINTED

David appointed Amasa to be the commander of the army in place of Joab. "And king David sent to Zadok …say ye to Amasa, Art thou not of my bone, and of my flesh? God do so to me, and more also, if thou be not captain of the host before me continually in the room of Joab" (2 Samuel 19:11-13). But Joab tricked Amasa and killed him when he was not expecting it. "But Amasa took no heed to the sword that was in Joab's hand: so he smote him therewith in the fifth rib, and shed out his bowels to the ground, and struck him not again; and he died" (2 Samuel 20:10).

One of the things you must look out for is how people relate with those you have appointed. When you have a large church, this is perhaps the most revealing sign of disloyalty. Because people always have to deal with you through your representatives, you get to learn about their real feelings towards you by observing how they relate with those you have appointed. Somebody who does not accept your wife does not accept you.

I always note people who are in constant dispute with my administrators, General Overseers, personal assistants and secretaries. To me, it is one of the clearest signs of disregard, disrespect and dislike for me personally. It has made me understand how God feels when we criticize and reject the men he has called and anointed. To criticize someone God has called and appointed is to say that God lacks intelligence and has foolishly appointed the wrong people. When people habitually fight and oppose those I have appointed, it sends a clear message to me!

3. SOMEONE WHO DOES NOT SUPPORT YOUR WISHES

David chose Solomon to be the king but Joab supported Adonijah's attempt to be the king in place of Solomon. "Then Adonijah the son of Haggith exalted himself, saying, I will be king: and he prepared him chariots and horsemen, and fifty men to run before him. And he conferred with Joab the son of Zeruiah, and with Abiathar the priest: and they following Adonijah helped him" (1 Kings 1: 5,7).

If you give somebody a name and people refuse to address the person by his new name, it is a demonstration of the people's rejection of your wishes, goodwill and authority. It is surely a sign that reveals the heart of people. Also, if you give somebody a name and the person does not insist on being called by the new name, it reveals the extent to which your wishes and desires are accepted and supported by the person himself.

Dear leader, people will not tell you what is in their hearts because they cannot. Sometimes they do not even know what is in their own hearts. Watch out for people who do not support your wishes, desires and authority. Opposition exposes the hearts of people!

Dangerous Sons 17

THE TWELVE SIGNS OF DANGEROUS SONS

There are some people who come out of your spiritual loins and are in reality your sons. Even though they are your sons, they can cause you great pain. As a leader, you must not be surprised if the people you bring up and train turn on you like wild tigers.

There are sons who carry the spirit of Absalom and such people are truly dangerous sons. I call them dangerous because they are a part of you and yet they fight you. They claim your heritage! They even look like you but the spirit of Absalom upon them changes everything. How can you identify a son who will rise up against you to kill you? As usual, the bible is the best guide for everything.

1. ADANGEROUS SON IS FULL OF UNFORGIVENESS AND BITTERNESS.

"And Absalom spake unto his brother Amnon neither good nor bad: for ABSALOM HATED AMNON, because he had forced his sister Tamar" (2 Samuel 13:22). "And Jonadab, the son of Shimeah David's brother, answered and said, Let not my lord suppose that they have slain all the young men the king's sons; for Amnon only is dead: for by the appointment of Absalom THIS HATH BEEN DETERMINED FROM THE DAY THAT HE FORCED HIS SISTER TAMAR" (2 Samuel 13:32).

Absalom was someone who did not forgive his brother for raping Tamar. He nursed the hatred in his heart for two years. He planned his revenge and eventually carried it out. This world is a place of much offence. Many things will offend you in the church. Harboring bitterness is the last thing that a minister should do.

I believe that the greatest temptation for a minister is the temptation to be unforgiving. This one sin will cut you away from God's love. In the Old Testament, there were some basic requirements for being a priest. A priest was not supposed to have unhealed wounds and sores. Unhealed wounds become infected and pollute the whole body. "A priest or a pastor is not allowed to carry around unhealed wounds. No man with a crippled foot or hand or who is hunchbacked or dwarfed, or who has any eye defect, or who has festering or running sores or damaged testicles. No descendant of Aaron the priest who has any defect is to come near to present the offerings made to the LORD by fire. He has a defect; he must not come near to offer the food of his God. He may eat the most holy food of his God, as well as the holy food; yet because of his defect, he must not go near the curtain or approach the altar, and so desecrate my sanctuary. I am the LORD, who makes them holy" (Leviticus 21:19-23 NIV).

A true minister working in the vineyard will be wounded over and over. Jesus was wounded many times but he forgave. That is the example we must follow.

There are two common wounds experienced by pastors: the wounds inflicted by ungrateful and disloyal people. It is unbelievable how people forget the extent to which you have been a blessing to them. They turn on you. Many ministers cannot handle the ingratitude and disloyalty of people. The inability to handle ingratitude often becomes the turning point of their lives and ministries.

In the last interview of his life, Derek Prince was asked whether he had any regrets. Amazingly, he said that he regretted not forgiving the people who had hurt him as quickly as he should have. To have become a minister is to have received extra mercy from God. This mercy is over and above the grace that is shown the average person. "It is God himself, in his mercy, who has given us this wonderful work [of telling his Good News to others], and so we never give up" (2 Corinthians 4:1, Living Bible). We are therefore expected to show mercy and forgiveness to those who offend us.

One day, I went for a walk with a pastor who had been betrayed by his assistant. As he spoke about this fellow, I noticed that he was virtually trembling. He could not believe what this disloyal associate had done to him. He had repaid all the goodness he had shown him with a slap in the face. I could virtually see the running sores and the open wounds on my brother. I felt sympathy for him because he was genuinely hurt. But I also worried for him because I knew it could be the end of his ministry. You see, Absalom's unforgiveness was the beginning of his journey to desolation. Perhaps, Absalom would have been the King after David. But Amnon's wound turned Absalom into something else.

Pastors are turned into bitter personalities by wounds that are inflicted on them from outside. Your reaction to something can kill you. Asthma is a disease that reminds me of unforgiveness. Asthma is simply an overreaction to substances that irritate the lungs. In an attempt to keep out further irritants, the airways constrict and breathing becomes difficult. Death happens when this reaction goes too far. Absalom overreacted to his brother's crime. As Absalom persisted on the road of unforgiveness, bitterness and revenge, he destroyed his life and ministry.

Somehow, God expects us to be even more forgiving. Perhaps the highest form of offence comes from spouses. Because marriage involves a physical and natural union, ministers are prone to multiple carnal wounds. Every minister must be resolute and unflinching in his or her resolve to be permanently married.

Never change your mind about your spouse. Do not allow your wounds and hurts to lead you into deception. All other options you may have on your mind will hurt you just as much as this marriage has. You do not have an option. Stay with what God has given you to the very end.

John Wesley was a good example of this. He had a difficult marriage but he stayed married to the same woman to the end of his life. Even though it was impossible to live with his wife, he remained married to her. He was separated from her but never divorced. Marriage is for life. Good or bad, God expects you to forgive and walk in love. Watch out for people who do not forgive and forget.

2. DANGEROUS SONS ATTACK THEIR BROTHERS.

“Now Absalom had commanded his servants, saying, Mark ye now when Amnon's heart is merry with wine, and when I say unto you, Smite Amnon; then kill him, fear not: have not I commanded you? be courageous and be valiant” (2 Samuel 13:28).

Dangerous sons exhibit features, which are worrying to the experienced eye. Attacking and killing your own brother is a very bad sign and a cause for concern. You must recognize the danger signs of ministers who attack other colleagues. Many pastors do not realize that most of their discussions center on others and not on the word of God. Constant analysis, criticism and mockery of fellow ministers are most common in the conversation of some pastors.

Many times, it is not even possible to share Scripture and revelations with one another. The discussion of jealous pastors seems to center on criticizing what someone else is doing. I have noticed myself drawing away from the company of such ministers.

3. DANGEROUS SONSARE NOT CHANGED BYYEARS OF HARDSHIPAND DIFFICULTY.

“So Absalom dwelt two full years in Jerusalem, and saw not the king's face” (2 Samuel 14:28). Absalom suffered the hardship of living in exile for two years. One would have thought that he would undergo a change of heart. Watch out for pastors you have had to discipline and correct. The fact that they have been through punishment does not mean that they have repented. The spirit of unforgiveness and rebellion is simmering within.

I remember an employee whom we disciplined. He wrote an apology letter in which he said, “I was wrong and I apologize for what I did.” After writing his letter, he was suspended from his work for some months. Somehow, after months of suspension, this dangerous son of mine rose up in rebellion against me. He attacked me and the church to which he had belonged.

At one point, he sent a message to me saying, "I will drive you out of this city.” Perhaps, his intention was to spread enough bad stories about me until I was too embarrassed to stay in town. Do these threats not sound familiar to you? Did Absalom not attempt to drive David out of Jerusalem? Actually, Absalom succeeded in driving David out of Jerusalem for some days.

The point is this: the spirit of Absalom is not corrected through punishment and even years of hard discipline. Do not be deceived into thinking that Absalom has changed just because he has been through a period of discipline, hardships or even poverty.

This explains why some people never apologize no matter what they go through. They may suffer so much but will not humble themselves and repent. Such people are simply Absalom reborn! Two years of exile and difficulty did not change the heart of Absalom. He became hardened and even more dangerous! A true “Absalom” is not humbled by his difficult experiences nor do they change him in any way!

4. DANGEROUS SONS FEEL THAT THEY CANNOT BE DISMISSED.

"And Absalom answered Joab, Behold, I sent unto thee, saying, Come hither, that I may send thee to the king, to say, Wherefore am I come from Geshur? it had been good for me to have been there still: now therefore let me see the king's face; and if there be any iniquity in me, LET HIM KILL ME” (2 Samuel 14:32). Whenever a person feels indispensable he is a dangerous

person to have around. Some people feel that they are untouchable and can never be dispensed with.

Absalom was someone who felt that he could not be sacked. He felt that he could not be transferred away. We read about how Absalom told Joab that if King David found something wrong with him he should simply execute him. Absalom felt that his father could not execute him. Absalom was sure that David could not punish or deal with him in a certain way. These words of Absalom reveal the mindset of a dangerous person.”My father cannot sack me”, “My father cannot discipline me”, ”’My father cannot deal with me.” In other words, “I am untouchable and I know it!”

Anyone who feels he is untouchable has developed the wrong attitude.

One day, I stood chatting with the most senior associate of a very large church. This man was seething because he had been transferred to another city. The senior pastor had recognized the rebellion that was building up and had moved him quickly out of the church. But this fellow had thought that he was untouchable. He had also thought that it was an insult to be moved away from the church headquarters. We continued talking about his new position in a branch church. He said, "I am a senior associate and I have worked here for many years. The concept of being transferred should not be applied to someone of my rank. I am above such things as being transferred." He continued, "Even the word 'transfer' should never have been applied to me.” This fellow had thought that he was untouchable. He thought he was secure in his position forever. Unfortunately, as soon as you begin to think of yourself as indispensable, you are becoming proud and deceived. Just like Absalom, your delusions will lead to your destruction. Pride always comes before a fall.

Sometimes, people sense that they are special and loved and they take advantage of this special place that they have. That is also a mistake. There is always a Joab that will do the job that the father doesn't want to do.

There are circumstances that will eliminate a deluded and proud child from every good position he has. Try your luck and discover for yourself that no one is indispensable.

One time, a special son of mine behaved himself disrespectfully against the authority that was over him. There were several acts of insubordination. I tried to call him to reason with him but this person would not even answer the telephone. He would hear my voice on his answer machine and realize that I was desperately trying to get in touch with him. But he would not bother to answer.

Over a period of several weeks, we all tried to get in touch with him and to talk with him. He rudely ignored us until one day, his supervisor managed to get him on the phone. A short conversation ensued and I always remember a chilling message that this young man sent to all of us.

The overseer asked him, "Do you understand what you are doing? Do you know how badly you are behaving? Do you know how serious the situation is? Do you understand the implications of what you are doing?" He answered, "I do. I know what I am doing. I know the implications of everything." His overseer said to him, "Then why are you doing what you are doing?" He was insolently silent. Then he said, "Maybe you should sack me." His overseer stuttered, "Did I hear

you right? What did you say?" He continued, "Any good organization would dismiss someone like me. It's up to you to dismiss me." The conversation ended and the supervisor put down the phone in disbelief.

When the overseer told me about his conversation with this son of mine, I understood what was happening. You see this fellow felt that I could not sack him. He knew that he was special and he was pushing things to the limit. It is an "Absalom son" who knows that his father cannot kill him even when he deserves to die.

It was true that I could not easily dismiss him. Even after I received the invitation to sack this fellow, I decided to make one more maneuver to avoid dismissing him. I called his wife and told her to advise her husband to resign decently to prevent me from having to dismiss him. As a father, I was making a move to prevent a son from destroying himself completely! Absalom knew how much his father, David, loved him and he took advantage of it and said, "let him kill me if he can."

Even when Joab executed Absalom, David lamented sorely over him. "And the king was much moved, and went up to the chamber over the gate, and wept: and as he went, thus he said, O my son Absalom, my son, my son Absalom! would God I had died for thee, O Absalom, my son, my son! And it was told Joab, Behold, the king weepeth and mourneth for Absalom. And the victory that day was turned into mourning unto all the people: for the people heard say that day how the king was grieved for his son" (2 Samuel 18:33-19:2).

Wives who feel they cannot be divorced equally fall into this category. Some wives become mean and rebellious as they misuse the power of the marriage covenant, which opposes divorce. They feel they cannot be dismissed, divorced or replaced! They sense their husbands' commitment to the Word of God and exploit their untouchable status to the maximum. They hide behind the curtain and manifest some of the ugliest behavior possible on their powerless husbands.

A married minister is like a toothless bulldog that can bark but cannot bite. He can warn, rant and rave, but he cannot dismiss! And the wives know it! Several ministers suffer silently at the hands of insane and wicked women who take full advantage of the "you can't divorce" clause. For- For-Forgive!

5. DANGEROUS SONS THINK THEY CAN REPLACE THEIR FATHERS.

"Absalom said moreover, Oh that I were made judge in the land, that every man which hath any suit or cause might come unto me, and I would do him justice" (2 Samuel 15:3-4). "Absalom" has a desire to take over and replace his father. Absalom thought himself to be as good as his father David. This is the spirit of Absalom. "I can and will replace my father now." This is different from a son who wishes to emulate his father in the spirit of humility. This is a "take over" and "replacement" spirit.

A bishop friend of mine could feel the spirit of Absalom all around him. He sensed these dangerous sons with takeover spirits hovering all around him in the ministry. These were hawks who felt their spiritual father was not relevant anymore. He blurted out, "some people are trying to retire me, but I cannot be retired!" He could sense that some people wanted him to leave the scene.

He continued, "What they don't know is that when I am gone, the 'thing' that was fighting me will begin to fight them"

Three Signs of the Replacement Spirit

Whenever such people start churches, they are unable to hide their desire to quickly become what their father is. An "Absalom" cannot hide the desire he has had for many years; the desire to take over and to replace his father. "Absalom said moreover, Oh that I were made judge in the land" (2 Samuel 15:3-4). This cry of the first Absalom is the same cry of all the present day Absaloms. It is the unspoken wish of these dangerous sons!

It is interesting to watch these dangerous people operate. Their actions only reveal the bloodline from which they come. New and rebellious ministries founded by 'Absaloms' have certain features. I want to show you three common features that I have noticed of churches and ministries that are started by dangerous sons with an Absalom spirit.

a. They love to locate their new church near the church that they broke away from.

These churches are often in the same area of the city as their father's church. I remember when a church I used to attend had a very popular associate pastor breaking away. This man published leaflets with damaging information against our senior pastor. One Sunday morning he distributed these leaflets as we all came to church. However, an army of ushers eventually rose up and threw him out of the front door.

This fellow was bewildered and stood outside the church building amazed that people could be loyal to someone he thought was unqualified. He felt he had enough damaging information to make the entire flock follow him. Instead he had been thrown out by loyal ushers.

Amazingly, he went a hundred meters down the same road and rented a hall thinking that the whole church would follow him there. Within a few months, his new church collapsed. Absaloms are sometimes very predictable. God does not bless the work of Absalom.

b. Another characteristic of these dangerous sons is that they use names similar to ones which their fathers use.

For instance, if the father's church was called "Losers International", Absalom's church is usually called "Defeat International". On the other hand, if the father's church is called, "Heaven Chapel International". the Absalom's church is usually called something like "Paradise Chapel International". Even within the church, they usually give similar names to things. For instance if the father's church choir was called "the Roses", Absalom's church choir would be called "the Lilies". If cell groups were called "home fellowships", Absalom's cell groups would also be called "house fellowships" etc. The reason for these similarities is that they are actually sons and a son has similar characteristics to his father. As I said, these Absaloms cannot hide their identity of being associated with their father.

In some cases, an Absalom would even keep the name of his father's ministry and fight over the name with him. I have seen three amazing examples of this; where a breakaway church insists on using the name of the original ministry, which it broke away from as its name. Amazing, isn't it?

6. DANGEROUS SONS PRACTISE THINGS SIMILAR TO THEIR FATHERS.

Because Absalom learnt all that he knows from his father, he usually has similar practices in his church. For instance if the father's church had a midweek service on Thursday, Absalom would have his midweek service on Thursday as well. If his father's church had buses picking up members, Absalom usually does the same.

These are just a few similarities that prove that Absalom is truly a son, but a dangerous son indeed!

7. DANGEROUS SONS CRITICIZE THEIR FATHER.

"And Absalom said unto him, See, thy matters are good and right; but there is no man deputed of the king to hear thee. Absalom said moreover, Oh that I were made judge in the land, that every man which hath any suit or cause might come unto me, and I would do him justice!" (2 Samuel 15:3-4). Absalom criticized his father's way of governing the country. Criticism is born of an evil spirit. There is simply nothing that justifies criticism. All of Scripture condemns this practice.

The Vision

I once had a vision in which I found myself walking down a long lonely path in the midst of some mountains. Visibility was good and I could see for miles all around me. In the vision, I was chatting and walking with two other pastors. At a point, I made a comment about a great man of God. My remark was not one of praise neither was it neutral: it was criticizing this man for something he had done.

As soon as the words came out of my mouth, I noticed a creature that I can best describe as a hog begin to walk in my direction. It was miles away and somewhere behind us but I noticed that it began to make its way towards me as soon as I made the remark. The creature seemed to have heard my critical remark. Somehow, the complaint was the signal for it to start moving towards me. Initially, I thought the movement of that animal had nothing to do with me, but I felt uneasy and kept turning to see where it was.

To my dismay, it kept coming towards me. I realized that I was in danger and I turned round with my friends to face the creature as it walked rapidly and determinedly toward us. Finally, the creature caught up with us. To my surprise, the hog ignored my friends and leapt towards me heading straight for my chest. I screamed as it entered my chest and then I woke up.

The Lord said to me, "Any time you criticize my servants, you attract evil spirits to your life." These evil spirits bring sickness, disease and other plagues into your life. I realized that it was a very dangerous thing to speak against any of God's servants. I was truly terrified by that vision.

Any spiritual person will be hesitant to speak against God's anointed, no matter the reason. Miriam felt she had a good reason to speak against Moses. When she criticized him she was struck with leprosy and God asked her "Wherefore then were ye not afraid to speak against my servant Moses?" (Numbers 12:8).

The Joshua Generation

The people that followed Moses never entered the Promised Land. They could not enter the Promised Land because of one thing: the spirit of complaining, murmuring, doubting and criticism. "So we see that they could not enter in because of unbelief" (Hebrews 3:19).

How was this unbelief manifested? Unbelief is demonstrated by murmuring and complaining. The Israelites complained about everything. In the end, they did not enter the Promised Land. The Moses generation did not enter The Promised Land but the Joshua generation did.

The Joshua generation are the generation who put away complaining and grumbling. The Promised Land will be inherited by the generation that stops murmuring. If you can stop all forms of murmuring and grumbling in your church, you will see God's promise for your ministry.

The Joshua generation knew all about the devastating effects of murmuring. The followers of Joshua promised to eliminate anyone who manifested even the faintest signs of grumbling. "And they answered Joshua, saying, All that thou commandest us we will do, and whithersoever thou sendest us, we will go. According as we hearkened unto Moses in all things, so will we hearken unto thee: only the LORD thy God be with thee, as he was with Moses. Whosoever he be that doth rebel against thy commandment, and will not hearken unto thy words in all that thou commandest him, he shall be put to death: only be strong and of a good courage" (Joshua 1:16-18).

Ham, The Dangerous Son

A son who grows up in your house and benefits from all that you have but still does not believe in you is a dangerous son. Such dangerous sons forget that they would not exist if their father had not been there. Such people forget that they would not be in the ministry if someone had not made it possible for them.

Ham found out that his father was drunk and decided to tell others about it. He scoffed at his own father! What Ham forgot was that if Noah had not built an ark, he would not even exist! If Ham had not been alive, how would he have been able to criticize his father Noah? That is why the curse of Ham is so severe.

Do not criticize your father even if he is drunk. Pray for yourself that you will never have the same drinking problem.

The Cult Document

Once, I had some sons whom I raised and trained in the ministry. When I met them, they were ordinary Christians and very far from becoming ministers. I trained them and appointed them as pastors, set them in churches, encouraged them and protected them from things that destroy young ministers. There were times they made obvious mistakes that could have turned their congregations against them but I covered them and did not allow people to rebel against them. On one occasion, when someone heard I had been able to make a pastor of one of them, he exclaimed, "You are doing wonders!"

On another occasion, I defended this young pastor so much that I was accused of having ulterior motives. Sometimes, young ministers exhibit indefensible and unacceptable behavior. However, as a father, it is my duty to protect my sons until they are able to stand on their own two feet.

Eventually, these fellows departed from my ministry and no longer belonged to our church. Relating with them became an unpleasant experience for me because I realized that I was dealing

with dangerous sons. These were sons, but like Absalom, became an unpleasant experience to their father. I longed for them and thought about them often. I wished to have an input in their lives. However, it was not to be so.

My greatest shock came when I received a document from them which was a teaching about cults. In this document, the characteristics of cults were outlined. How to identify cults, and stay away from them!

Unfortunately, these two sons of mine had discovered through this teaching that Lighthouse Chapel, the church which had raised them, had some characteristics of a cult. They had shared these "truths" amongst themselves and were now sending me a copy to learn from it. I received my copy of the cult document. They wanted me to identify for myself the characteristics of my ministry that made what I was doing cultlike.

Of course, I do not believe that I am the pastor of a cult. I pray for grace and mercy to be delivered from such a thing. However, I consider it a privilege to be derided for Christ. These young men had forgotten, that the church in which they now saw the features of a cult, had ordained them into the ministry. Is it not amazing that someone I raised would even think of me and my ministry in the light of a cult! I don't even know of outsiders who can say such things. But such is life. Sons and daughters should be careful when making comments about someone who has been their father!

When Jesus cast out devils, someone made a comment about his using the spirit of Beelzebub. Jesus issued the most solemn warning ever: "Wherefore I say unto you, All manner of sin and blasphemy shall be forgiven unto men: but the blasphemy against the Holy Ghost shall not be forgiven unto men. And whosoever speaketh a word against the Son of man, it shall be forgiven him: but whosoever speaketh against the Holy Ghost, it shall not be forgiven him, neither in this world, neither in the world to come" (Matthew 12:31-32).

8. DANGEROUS SONS INFLUENCE OTHERS AGAINST THEIR FATHER.

"And with Absalom went two hundred men out of Jerusalem, that were called; and they went in their simplicity, and they knew not anything" (2 Samuel 15:11).

False leaders thrive on the ignorance of their followers. Some people utterly dislike my book "Loyalty and Disloyalty". The reason they do not like it is that it exposes the disloyalty in them. Books on loyalty educate ordinary people in the church about the consequences of disloyalty. After such teachings, the ordinary church member easily identifies disloyal leaders. A grumbling, rebellious leader will stick out like a sore thumb and will not flourish where loyalty and disloyalty have been taught.

Once, I was invited to preach at a church. There were several pastors who sat on the front row of that church. I preached about loyalty and disloyalty. They all smiled with me after the service and gave neutral and pleasant comments about the sermon. They said things like: "I was blessed", "good preaching" etc. Unfortunately, some of them actually hated the message. Later, one of them made a remark. He said, "That book "Loyalty and Disloyalty" is rubbish." One of the pastors asked, "Does he not have anything else to preach about?" Yet another said, "Is it only loyalty and disloyalty that he knows about?"

Not surprisingly, those who disliked the message were the disloyal pastors on the board. Within a few years, those disloyal pastors had left that church.

It is a clever strategy to discredit a helpful book to your ignorant followers so that they will never find out what is in it. An Absalom thrives on the ignorance and naivety of the people. Watch out for people who campaign against their fathers, trying to make you turn against your own father.

9. A DANGEROUS SON STEALS THE HEART OF THE PEOPLE FROM HIS FATHER.

"And on this manner did Absalom to all Israel that came to the king for judgment: so ABSALOM STOLE THE HEARTS of the men of Israel" (2 Samuel 15:6). "And there came a messenger to David, saying, THE HEARTS OF THE MEN OF ISRAEL ARE AFTER ABSALOM" (2 Samuel 15:13).

Absalom needed to gain a following and he knew what to do. He had to win the hearts of the people. Unfortunately, Absalom had no right to the hearts of the people. That is why the bible uses the phrase "he stole the hearts" of the people. Dangerous sons want what does not belong to them. The most valuable thing a leader possesses is the heart of his followers. If their hearts are with you, then you are in control.

Leadership is all about winning the hearts of those you lead. David was a leader and he built the nation of Israel virtually from scratch. When he realized that the hearts of the people were with Absalom, he knew that he had to flee.

Absaloms are usually handsome or gifted individuals. Unfortunately, it is gifted, anointed and successful ministers who are tempted to become Absaloms. Absalom had long flowing hair and must have been attractive. Every senior pastor must watch the "gifted" ones closely. It is a real temptation to become a dangerous son when you are gifted.

Mysteriously, the very gift that God gives can become a snare to you. As someone said, "Can you stand to be blessed?" Can you carry an anointing? Can you carry an anointing for long? Can you be gifted without become disloyal? Can you be a blessed son without becoming an Absalom? Can you be rich without becoming proud? Can you have access to the people without stealing their hearts? Can anyone leave you in charge of his church without your taking over? Can someone found a church and leave it in your care for a year without your stealing the hearts of the people?

Do not let your gift become your snare. Eventually Absalom was captured and killed because of his long, flowing hair. The blessing that God gave you will become what destroys you. How common this is. "And Absalom met the servants of David. And Absalom rode upon a mule, and the mule went under the thick boughs of a great oak, and his head caught hold of the oak, and he was taken up between the heaven and the earth; and the mule that was under him went away" (2 Samuel 18:9).

10. A DANGEROUS SON WANTS THE PLEASURES AND PRIVILEGES OF HIS FATHER.

"So they spread Absalom a tent upon the top of the house; and Absalom went in unto his father's concubines in the sight of all Israel"(2 Samuel 16:22). The privileges of a father are special. It is important to respect the privilege that God has given to fathers. A son who desires the privileges

of his father is truly an Absalom. Many ministers claim that God led them to begin their ministries. Actually, some of these men are Absaloms who want to enjoy the privileges of their father. They are not content with what they have and see no reason why they should slave away and let someone else get all the big benefits.

If God has called you to start your own ministry, please make sure that you are not just another Absalom desiring the pleasure and privileges of senior pastors. The spirit of Gehazi and the spirit of Absalom merge at this point.

Gehazi desired more privileges and Absalom took ten of his fathers concubines. Absaloms want more cars, houses and money. They want to be great and they want it quickly. It is the fight for privileges that is often called the fight for "truth". In the name of fighting for the truth or fighting for God's will to be done, people are actually fighting for more privileges and pleasure spots. Forgive!

11. DANGEROUS SONS HAVE DESTRUCTIVE TENDENCIES.

"Therefore Absalom sent for Joab, to have sent him to the king; but he would not come to him: and when he sent again the second time, he would not come. Therefore he said unto his servants, SEE, JOAB'S FIELD is near mine, and he hath barley there; go and SET IT ON FIRE. And Absalom's servants set the field on fire" (2 Samuel 14:29-30). Absalom burnt down Joab's farm in order to get his attention. He would stop at nothing in order to have his way. Watch out for people who would stop at nothing to have their way. They spend money recklessly and drive over people to have their way. You can see the ruthlessness in Absalom by this act of burning Joab's farm. A ruthless person is a dangerous person. In their quest for power, they will do anything. They do not mind burning down the entire ministry or the reputation of their fathers in order to get their way.

12. DANGEROUS SONS ARE MEN OF CONSPIRACIES, SECRET MEETINGS AND SIDE DISCUSSIONS.

"And Absalom sent for Ahithophel the Gilonite, David's counseller, from his city, even from Giloh, while he offered sacrifices. AND THE CONSPIRACY WAS STRONG; for the people increased continually with Absalom" (2 Samuel 15:12). Absalom had several secret meetings with Ahithophel and other dissenters. These quiet meetings were necessary to develop a strong conspiracy There are people who love to whisper among themselves even in your presence. Whatever they say never seems to concern you! It is time to discern and to detect conspiracies among so-called loyal followers. The success of any mission depends on the absolute loyalty of those with you. Fight for loyalty. Keep your eyes open and notice people who have meetings after the official meeting, discussions on the side and private jokes, which no one else understands. These are all signs that there is hidden information which is being kept from you.

13. DANGEROUS SONS LACK THE ABILITY TO INDUCE LOYALTY IN THEIR FOLLOWERS.

Dangerous sons are doomed to failure in ministry because they have been castrated of the power to induce loyalty. The testicles of loyalty have been removed and therefore there are no more seeds that generate loyal followers.

After leading armies of people to kill your own father, how will you be established as a father? The very foundation of loyalty and commitment is destroyed. The people you led have watched you destroy your own father. They have learnt by example about how to overthrow established and God-ordained leaders.

REAPING THE HARVEST OF DISLOYALTY

Removing Foundations

I remember visiting a pastor friend of mine who had just taken over a branch church of a certain denomination. He had painted over the original name of the church and renamed it. He, together with the associates had conspired to rebel against the denominational headquarters and seize the entire church, including its assets, properties and members.

I challenged my friend, "How could you do something like this?" Standing in the auditorium with him, I pointed out, "That is not your pulpit, and these are not your chairs." I continued, "It is wrong to take over a church in this way." But he was adamant, arguing that it was the will of God.

He explained, "Our General Overseer is backslidden and does not read the Bible any more. He just reads strange books like 'Attila the Hun'." "What is Attila the Hun?", I asked. He answered, "I don't even know what 'Attila the Hun' is about because I refuse to read such things instead of the Bible" Then he said, "Come, let me show you something." He took me outside and there was a brand new, gleaming, black German executive car. He said, "A man who heard of my takeover, bought this brand new car and sent it to me as a gift to encourage me. He did this to say 'thank you' to me for a good work done."

As we stood by this beautiful car, the pastor turned and looked into my face and said, "Can this be the devil? Is this not God at work? Would the devil give me such a beautiful and expensive car?" To him, this surprise gift of a brand new car was a confirmation that he had done the right thing. Then I asked, "How are you going to lead this new church?" He said, "I am the pastor, but the others around me are going to have a share of the leadership. I don't want to run a one-man show as my former General Overseer did. I will be a different kind of leader," he continued.

As we parted company, I knew that this brother had removed the foundations for stability, leadership and loyalty. A few months later, his new associate pastors asked him to leave them. They leveled various accusations against him and showed him the door. He had no control over his associates because there was no foundation to that church. He was now powerless to control the raging storms of rebellion that he had unleashed. Can you believe that within a few years, the other pastors who assisted him threw him out of the church? You cannot build on foundations that you have destroyed.

Doomed to Reap a Harvest

Even if the people around you do not rebel, you are doomed to reap what you have sown. Galatians 6:7 will work against your good preaching, good principles, handsome appearance and clever strategies. It is just a matter of time. It may take ten years but the Scripture cannot be broken.

In the case of Absalom, he reaped what he had sown almost immediately. In his very first cabinet meeting, he was mistakenly led to choose a disloyal person as his chief counselor. God had determined to destroy Absalom and the Lord worked it out by making Absalom choose a disloyal person's advice.

Ahitophel had been part of the conspiracy for months and maybe even years. Hushai, the Archite, was actually a loyal friend of David who had been planted in Absalom's camp to mislead him. Absalom knew that the two wisest men whose advice his father had trusted were Hushai the Archite and Ahitophel the Gilonite. Can you believe that Absalom chose to reject his long-standing and loyal conspirator, Ahitophel, on that fateful night? This is the only thing that made Absalom lose the battle. He chose a disloyal person as his right-hand man.

The Harvest of Absalom's Disloyalty

"For they have sown the wind, and they shall REAP THE WHIRLWIND" (Hosea 8:7). If you are an 'Absalom', God will make you choose evil because you have been evil to someone. You will unknowingly select wicked and unfaithful people. Liars and thieves will dance in circles around you. Your money will never be enough because the people that count and manage it will steal from you constantly.

Treacherous women, more bitter than death, will be sent to destroy your life. Mercy! This is one of the punishments of God: "And I find more bitter than death the woman, whose heart is snares and nets, and her hands as bands: whoso pleaseth God shall escape from her; but the sinner shall be taken by her" (Ecclesiastes 7:26).

Wizards will be your accountants. You will unwittingly employ witches to assist you in the ministry. This is because when you were employed, you were a witch and a wizard to your employer. Anytime there is a choice between a good person and a bad person, you will choose the bad person. You will choose the wrong husband and the wrong wife. It will be a punishment and a snare to you for the rest of your days because you are not a loyal person. If there is a good car and a defective car, you will always choose the defective one because when you were chosen you were evil to the one who chose you. If there is a good man and a bad man, you will always prefer the bad one. You will desire evil things and choose snares and traps for yourself because you were a snare to someone who loved you. You will reap a hundredfold of your disloyalty and treachery! He that sows the wind will reap the whirlwind!

Many people do not realize that even the people you work with and lean on are gifts from God. Absalom had the best options but he was doomed to choose the wrong thing. Because he himself was a "wrong" child to his father.

I always pray that God will lead me to choose good people who will not harm me. Reaping and sowing are eternal principles of God's Word. Anyone who claims to be working for God must respect that law.

Bad Counselors 18

THE IMPORTANCE OF GOOD COUNSELIN MINISTRY

“Every purpose is established by counsel: and with good advice make war” (Proverbs 20:18). Every leader must surround himself with loyal people. Some of these people will become counselors. The counsel of the people around you will make a lot of difference. The Scripture shows us that purposes are established through good counsel. What God has decided to do with your life will only be accomplished with wise counsel.

Ministers who depend solely on supernatural things usually do not do well. This is because we operate both in natural and spiritual dimensions. Large aspects of what we will do in the ministry will involve the natural and the physical.

Legal advice, medical advice and technical advice in various fields are crucial to success in ministry. We need the anointing but we also need natural wisdom. We need both the power and the wisdom of God. I dare say much of the failure in ministry comes about through the absence of good advice.

Things Work Together

The Bible teaches that all things work together for good. This means that several things work in tandem to produce a certain result. In the New Testament, people were chosen because they had several gifts and abilities which worked together to make them who they were. Stephen was a man full of the Spirit and full of faith.

“And they chose Stephen, a man full of faith and of the Holy Spirit” (Acts 6:5). Barnabas was also described as a man full of the Spirit and full of faith. “For he was a good man, and full of the Holy Spirit and of faith” (Acts 11:24).

They did not just have the Holy Spirit. They also had faith. The seven helpers who were chosen to assist the apostles had a good reputation, the Holy Spirit and wisdom. These three things worked together to make them successful helps ministers. “Select from among you seven men of good reputation, full of the Spirit and of wisdom, whom we may put in charge of this task” (Acts 6:3 NASB). Let's get back to our discussion on advisors who make a difference for the ministry.

The Search For Loyal Advisors

"The counsel of Hushai the Archite is better than the counsel of Ahithophel." (2 Samuel 17:14). Many times you cannot tell whether the advice of one person is better than the other. Most ministers do not have the ability to understand and relate with different subjects and fields of learning. Some ministers have no idea about legal things and so have to depend on the input of others.

Think of the legal, architectural, accounting, engineering, financial, human resource, computer and even medical aspects of life which affect your life. How can you be successful if you did not have the right advice in any of these fields?

I always remember the story of the prophet Branham who was the most humble and simple of the healing evangelists, having and owning very little. However, he was the one who was taken to court for tax issues and owed the state until he died. Obviously, the people who surrounded him and advised him in these areas did not protect and help him. “Then Absalom and all the men of Israel said, "THE COUNSEL OF HUSHAI THE ARCHITE IS BETTER THAN THE

COUNSEL OF AHITHOPHEL." For the LORD had ordained to thwart the good counsel of Ahithophel, so that the LORD might bring calamity on Absalom" (2 Samuel 17:14).

Absalom set out to become the king of Israel. He almost succeeded in this quest but failed because he followed wrong advice. In the Scripture above, Absalom declared that the advice of Hushai was better than the advice of Ahithophel. But was it really better?

Absalom's plan had taken years to develop. His plan worked beautifully until he followed wrong advice. In this section, I want to give you a few ideas on how to identify loyal men and good counselors. May God save you from disloyal men! God will bless you with good advice through loyal men who love you.

SEVEN KEYS TO OBTAINING GOOD COUNSEL

1. CHOOSE SOMEONE WHO HAS BEEN WITH YOU FOR A LONG TIME.

Absalom had two options: he had to choose between the advice of Ahitophel the Gillonite and the advice of Hushai the Archite. He made the crucial mistake of choosing Hushai as his advisor even though Ahithophel's advice was the best advice he could have had. "And the counsel of Ahithophel, which he counseled in those days, was as if a man had inquired at the oracle of God: so was all the counsel of Ahithophel both with David and with Absalom" (2 Samuel 16:23). Indeed, the advice of Ahithophel to Absalom was like the superior wisdom of God. But why was Absalom confused? Why did he make the mistake of choosing the advice of Hushai the Archite instead of taking the advice of Ahithophel the Gilonite?

The truth about counsel is that there are many ways to do the same thing. Each method and each suggestion has pros and cons. It is not always easy to know which way is better. Sometimes, it does seem impossible to distinguish between good and bad advice.

Ahithophel's Plan

Ahithophel presented Absalom with a good plan that promised to wipe out his father, David, forever. "Furthermore, Ahithophel said to Absalom, 'Please let me choose 12,000 men that I may arise and pursue David tonight.

'I will come upon him while he is weary and exhausted and terrify him, so that all the people who are with him will flee. Then I will strike down the king alone, and I will bring back all the people to you. The return of everyone depends on the man you seek; then all the people will be at peace.' So the plan pleased Absalom and all the elders of Israel" (2 Samuel 17:1-4 NASB).

Hushai's Plan

Hushai also presented Absalom with an equally good plan, which had great promise of victory. "So Hushai said to Absalom, 'This time the advice that Ahithophel has given is not good.' Moreover, Hushai said, 'You know your father and his men, that they are mighty men and they are fierce, like a bear robbed of her cubs in the field. And your father is an expert in warfare, and will not spend the night with the people. Behold, he has now hidden himself in one of the caves or in another place; and it will be when he falls on them at the first attack, that whoever hears it will say, 'There has been a slaughter among the people who follow Absalom.' 'And even the one who is valiant, whose heart is like the heart of a lion, will completely lose heart; for all Israel

knows that your father is a mighty man and those who are with him are valiant men. But I counsel that all Israel be surely gathered to you, from Dan even to Beersheba, as the sand that is by the sea in abundance, and that you personally go into battle.

So we shall come to him in one of the places where he can be found, and we will fall on him as the dew falls on the ground; and of him and of all the men who are with him, not even one will be left. And if he withdraws into a city, then all Israel shall bring ropes to that city, and we will drag it into the valley until not even a small stone is found there." (2 Samuel 17:7-13 NASB).

As you can see both plans sound good and few people would have been able to distinguish the good from the bad. However, one principle could have saved Absalom; the principle of preferring a loyal person's input to the advice of someone of unproven loyalties. Absalom should have chosen to listen to the advice of someone whose loyalty was guaranteed.

Ahithophel was a long-standing supporter of the conspiracy to overthrow King David. Absalom actually sent for Ahithophel when it was time to overthrow King David. He was the person Absalom should have listened to. Absalom would have been safer with anything that Ahithophel proposed because he had already proved that he was on his side. "And Absalom sent for Ahithophel the Gilonite, David's counselor, from his city Giloh, while he was offering the sacrifices. And the conspiracy was strong, for the people increased continually with Absalom" (2Samuel 15:12).

The advice of Hushai was lengthier and more impressive. It involved more options and counter proposals in case anything went wrong. Ahithophel's advice was brief and not as impressive as Hushai's. Unfortunately, many people listen to new and flashy counselors rather than depending on old faithful people whose loyalties have been proven over the years. This is a fatal mistake and it is on this very point that many ministries and even businesses begin a downward spiral. I prefer to listen to old faithful people who have demonstrated that they love me and believe in me.

2. FOLLOW THE ADVICE OF SOMEONE WHO IS PREPARED TO IMPLEMENT IT HIMSELF.

Follow the advice of someone who is prepared to implement what he is suggesting. Absalom failed to recognize this. If he had known this, he would have chosen to listen to Ahithophel rather than to Hushai. There are people who give advice but will not help to carry it out. In fact, they have no idea about how to carry out their own instructions.

Ahithophel made a suggestion and offered to carry it out himself. That was significant. "Moreover Ahithophel said unto Absalom, LET ME now choose out twelve thousand men, and I WILL ARISE and pursue after David this night: And I WILL COME upon him while he is weary and weak handed, and will make him afraid: and all the people that are with him shall flee; and I WILL SMITE the king only: And I WILL BRING back all the people unto thee: the man whom thou seekest is as if all returned: so all the people shall be in peace. And the saying pleased Absalom well, and all the elders of Israel" (2 Samuel 17:1-4).

But notice that the advice that Hushai the Archite gave. First of all, he never offered to help Absalom carry out the plan. He rather advised Absalom to endanger himself by going out into battle himself. Unfortunately, Absalom could not see that he was being sent to his own death. "But I counsel that all Israel be surely gathered to you, from Dan even to Beersheba, as the sand

that is by the sea in abundance, and that YOU PERSONALLY GO INTO BATTLE" (2 Samuel 17:11 NASB).

Anytime I receive a suggestion, I often ask the person suggesting it to carry it out himself. That is how to determine if advice is usable or not. Unfortunately, many people are not practical and cannot build anything. They may have certificates from school, but they cannot translate what they have learnt in school into reality.

Many churches are run by priests with theological certificates. However, these certificates do not help the church to grow. Likewise, many nations are run by theoreticians with university degrees. Unfortunately, a degree from school means very little when it comes to real nation building.

You must learn to distinguish between people who talk a lot with high-sounding ideas and people who bring practical solutions. Surround yourself with people who solve problems and make things happen practically.

3. DO NOT FOLLOW ADVICE THAT IS BASED ON FEAR.

Hushai was a wise man and he knew he had to frighten Absalom away from the path of success. Hushai's advice incited much fear. Hushai spoke of several things that frightened Absalom and his followers. He reminded Absalom and the other rebellious elders that David was a very experienced soldier - a winner of many battles.

He asked Absalom to remember the kind of person his father was. He described David as a bear. And not an ordinary bear, but a female bear robbed of her cubs! That is not an animal anyone would like to meet! "Moreover, Hushai said, "You know your father and his men, that they are mighty men and they are fierce, like a bear robbed of her cubs in the field. And your father is an expert in warfare" (2 Samuel 17:8 NASB).

He also reminded them of the kind of mighty men that were with David. A list of these mighty men in 2 Samuel 23 would send chills down the spine of any brave warrior. Hushai told Absalom to watch out for terrible fighters like Joab the commander and Abishai, his brother, who killed three hundred men in one go. Hushai reminded Absalom of Adino the Eznite, who killed eight hundred people at one time. Then he told him not to forget about Benaiah the son of Jehoiada, who killed a lion in the middle of a pit on a snowy day. What about Abishai, who killed Goliath's brother?

After listening to an unsettling account of these mighty men, Absalom was frightened. This same thing happened to the children of Israel just before they entered the Promised Land. They heard of the giants and were frightened away from the Promised Land.

They backed off from their God-given heritage because of the frightening details they heard. You will never do well as long as you listen to advice that inspires fear. Ahithophel's advice was "can-do" advice! It was positive! It was practical! It was possibility thinking. It was advice that could be followed immediately. Most things that can be done can be done now!

Years ago, when I met my wife, I told her that I wanted to marry her immediately. I really desired to marry her as soon as practical. I felt that I had made up my mind and there was no

more reason to delay. "Lets get on with it and get married!" I thought she would be unsettled by my insistence on us marrying soon. But she wasn't. One day, she told me something that surprised me. She said, "my father says, “If a man will really marry you, he will want to marry you right now.”

Through experience, her father would identify good young suitors by their desire to marry at once. Now, in my own experience, I have noticed that men who say, “I will marry you in the next four years”, “I will marry you when I come back from my five year post graduate program,” do not usually get married as promised. Always remember that advice that can be implemented immediately is usually good advice.

4. FOLLOW ADVICE THAT BRINGS PEACE AND STRENGTH.

Ahithophel's advice was based on his understanding of human behavior. He wanted Absalom to do things that would encourage the troops. He knew that the psychological strength of the people on the mission would make or break them.

Ahithophel wanted Absalom to sleep with his father's wives so that his rebellious troops would sense the determination of a resolute leader and be strengthened by it. “Then Absalom said to Ahithophel, ‘Give your advice. What shall we do?” Ahithophel said to Absalom, ‘Go in to your father's concubines, whom he has left to keep the house; then all Israel will hear that you have made yourself odious to your father. THE HANDS OF ALL WHO ARE WITH YOU WILL ALSO BE STRENGTHENED.’ So they pitched a tent for Absalom on the roof, and Absalom went in to his father's concubines in the sight of all Israel” (2 Samuel 16:20-22 NASB).

When Ahithophel suggested that Absalom sleep with his father's wives, it was not because he wanted Absalom to taste King David's exclusive and exquisite sexual delights. This was certainly not the time for relaxation or sexual pleasure. It was time for boosting the morale of the troops. It was time to win the confidence of the troops and to succeed in their mission. It was time to let the troops know that they were following a strong, determined and fearless leader!

The next bit of Ahithophel's advice was also based on the concept of strengthening and stabilizing his followers.”And I will bring back all the people to you. The return of everyone depends on the man you seek; THEN ALL THE PEOPLE WILL BE AT PEACE." (2 Samuel 17:3 NASB).

You cannot build a church unless the people following you have peace and a sense of wellbeing. You must do things that make them feel strengthened in their mission. If the people who follow you have no sense of security, they will soon give up. Years ago, I was the leader of a small group of students, which was developing into a church. When it became apparent that I did not intend to leave the country or the church, the people who followed me were strengthened and became more committed. The church grew and became established. We grew out of our little classroom and became a megachurch.

Building a team of full-time workers and missionaries will require much of Ahithophel's kind of wisdom. Without peace and a sense of well-being, people will constantly abandon ship.

There is something that I call “a feel well item”. I have learned over the years that the administration of these “feel well items” dramatically boosts the morale of the troops. Every

leader should learn to do things that bring encouragement, peace and well-being to his followers. The "feel well" environment is not created by splashing money around. The Holy Spirit will have to guide you into this kind of wisdom.

People have remarked about the number of medical doctors, engineers, lawyers, gold miners and highly qualified people who have abandoned their jobs to follow me into ministry. These people work for me willingly for a small fraction of what they would have earned in the world. I have watched as highly paid professionals in the USA and Europe abandoned what they were doing, come to Africa and work for virtually nothing.

I do not have much money to offer them but they seem to be eager and blessed to work in the ministry. This is not my doing because I did not plan or engineer it. Looking back however, I realize how God's grace has brought about the Ahithophel kind of wisdom to make his will possible.

5. FOLLOW ADVICE THAT ACCOMPLISHES ONE THING AT A TIME.

Ahithophel's plan hinged on targeting one person, King David. This is an eternal principle that guarantees success in almost any endeavor. Ahithophel tried to explain that the outcome of the entire operation depended on taking on one person.

Pastors will accomplish more if they target the right people. Ministering to large numbers and targeting multitudes is great. However, if you want real growth you will have to focus on a few individuals who can fulfill the vision. "And I will bring back all the people to you. The return of everyone DEPENDS ON THE MAN YOU SEEK; then all the people will be at peace" (2 Samuel 17:3 NASB).

Many people feel that strength comes from targeting large numbers. Ahithophel targeted only one man, King David. Hushai suggested that they eliminate David and all the men that were with him. Ahithophel targeted one person and Hushai targeted the multitude of mighty men. This grandiose idea sounded more promising as it would get rid of all the mighty men who were loyal to David. "So we shall come to him in one of the places where he can be found, and we will fall on him as the dew falls on the ground; and OF HIM AND OF ALL THE MEN WHO ARE WITH HIM, NOT EVEN ONE WILL BE LEFT" (2 Samuel 17:12 NASB). How impressive! Not even one of David's mighty men would be left after this plan had been executed.

When King David fought back at Absalom, this principle was taken into account and David was not allowed to go into the battle. They told him, "If they even kill half of us, it will not matter, but if you die, that will be the end of all of us." "And the king said to the people, 'I myself will surely go out with you also.' But the people said, 'You should not go out; for if we indeed flee, they will not care about us; even if half of us die, they will not care about us. But you are worth ten thousand of us; therefore now it is better that you be ready to help us from the city" (2 Samuel 18:2-3 NASB). Now, this was a war between David's army and Absalom's army.

Absalom followed the bad advice of Hushai to go out himself whilst David followed good advice and stayed at home. Simply put, this became a war between the wise and the foolish.

Just as Ahithophel predicted, the war ended when one man was killed. And Absalom was the one man whose death ended the war! Ahithophel knew that everything hinged on what happened to

one person. “And ten young men who carried Joab's armor gathered around and struck Absalom and killed him. Then Joab blew the trumpet, and the people returned from pursuing Israel, for Joab restrained the people” (2 Samuel 18:15-16 NASB). As soon as Absalom was dead, the conflict was over.

Perhaps, it is this principle that most of us fail to see. If we were able to reach the one person that God has called us to, we would accomplish much more. Because we love the pomp and fame that come with doing programs with groups, we do not spend time on the individuals who can make all the difference.

Every leader should do what it takes to build his ministry. Do what you have to do! Spend time with the few you need to spend time with. Many people's lives depend on your ability to choose a few key people and invest in them. Make some people special because that is the reality. They are special to your life and to your survival!

The devil seems to know the wisdom of Ahithophel better than most Christians. That is why he attacks believers one at a time. He is not so worried about the church you belong to. He will take you up when you are alone. “Be sober, be vigilant; because your adversary the devil, as a roaring lion, walketh about, seeking whom he may devour” (1 Peter 5:8).

Lions hunt down their prey one at a time. You will never find a lion targeting seventeen antelopes at the same time.

Satan Targets Individuals

Satan is seeking to destroy key leaders on whom much depends. You may look weak when you don't do certain things. A leader may look wasteful when certain amounts of money are spent on him. I am sure that some accused Absalom of being a coward for not going into battle himself. Nevertheless, he was a fool to go and it cost him his life when he went. Sometimes, the difficulties you go through as a person are because of the position of leadership you are in. If you were not occupying that all-important chair, you would not experience one tenth of your current problems. There are financial problems that will beset you because you are in that special position. The media will harass you because of your position in the ministry. There are serious marital problems that may plague you just because of your role in the ministry.

I have watched pastors who have had beautiful marriages begin to have serious problems when they became senior pastors. Higher levels usually attract higher devils. Kings and “immortal” leaders have died because they were the sole target of almost every attack.

Ahab, the famous husband of Jezebel, fought a battle in which he was the sole target. That is the battle that ended his life! “And the king of Israel said unto Jehoshaphat, I will disguise myself, and enter into the battle; but put thou on thy robes. And the king of Israel disguised himself, and went into the battle. But the king of Syria commanded his thirty and two captains that had rule over his chariots, saying, FIGHT NEITHER WITH SMALL NOR GREAT, SAVE ONLY WITH THE KING of Israel. And it came to pass, when the captains of the chariots saw Jehoshaphat, that they said, Surely it is the king of Israel. And they turned aside to fight against him: and Jehoshaphat cried out. And it came to pass, when the captains of the chariots perceived that it was not the king of Israel, that they turned back from pursuing him. And a certain man drew a bow at a venture, and smote the king of Israel between the joints of the harness” (1 Kings

22:30-34). “Ahab was the sole target of that war. The king or leader is the light of the group he leads. David was called the light of Israel and that was why he was treated specially. “But Abishai the son of Zeruiah succoured him, and smote the Philistine, and killed him. Then the men of David sware unto him, saying, Thou shalt go no more out with us to battle, that thou quench not the light of Israel” (2 Samuel 21:17).

Never forget that the leader is the light of the group he leads. If the light is quenched, darkness will descend on everyone that follows him.

6. FOLLOW ADVICE THAT IS IMPLEMENTED THROUGH ONE PERSON.

I believe that many things can be accomplished through one key person. Achieving goals through groups, committees and large numbers of people is an attractive option to some people. But I have experienced much success by working with one key person on every project. God's Word shows us that he searches for one person and works through one person. “And I sought for A MAN among them, that should make up the hedge, and stand in the gap before me for the land, that I should not destroy it: but I found none” (Ezekiel 22:30).

Absalom wanted to know what both Ahithophel and Hushai thought on the matter. Both advisors spoke and once again, Absalom had two options to choose from.

Hushai, who was intentionally giving bad advice told Absalom to work through thousands of people. “But I COUNSEL THAT ALL ISRAEL BE SURELY GATHERED TO YOU, from Dan even to Beersheba, as the sand that is by the sea in abundance, and that you personally go into battle” (2 Samuel 17:11 NASB). Ahithophel however offered to seek out the king and eliminate him personally. “Ahithophel said to Absalom, ‘Please let me choose 12,000 men that I MAY arise and pursue David tonight. I WILL come upon him while he is weary and exhausted and terrify him, so that all the people who are with him will flee. Then I WILL strike down the king alone”. (2 Samuel 17:1-2 NASB).

Can you see why Absalom would prefer Hushai's advice? Hushai's plan was to fight a war with thousands and thousands of people who numbered like the sand of the sea. Ahithophel's plan involved only twelve thousand men and him personally assassinating King David.

Unfortunately, Absalom opted to accomplish his purpose through large numbers of people. I can see how working with larger groups is more attractive. Preaching to big congregations gives you the feeling that you are doing more.

Somehow, Jesus seemed to think otherwise that is why he spent more time with his disciples than with the large crowds. He knew that everything depended on one person. That is why He said; “It is written, I will smite the shepherd, and the sheep of the flock shall be scattered abroad” (Matthew 26:31).

Most of the teachings that we read from the Book of John were given to the small group of disciples. From the fifth chapter of John, Jesus' focused his ministry on the twelve disciples and not on the multitudes.

God has blessed me with individuals through whom I work. I am engaged in different unrelated areas of ministry. However, I tackle each area through the help of just one person. Whatever I

build, I do through one person. I do not attempt to build a church unless I have one man - the pastor. If I want to have a mission to a foreign nation, all I need is one person - the missionary. I do not depend on getting the commitment and approval of several people.

I need only one person to establish a new department. I do not depend on teams or groups. This has worked best for me. That is the Ahithophel kind of wisdom which is also the oracle of God for you!

Years ago, I established a music group called the BeeDees. I wanted to build a wonderful team of musicians who would sing and play together. After a while, everyone went in different directions and the group disintegrated. I was very disappointed to say the least. However, I realized that I could never accomplish my vision for music through a group. Now, I work with individuals and that is working better.

7. FOLLOW ADVICE THAT IS BASED ON GOOD TIMING.

A crucial aspect of Ahithophel's plan was to attack David at the right time. King David was a strong fighter but he was not invincible neither was he immortal. Naturally, given the right conditions, King David could be defeated. Ahithophel knew exactly when and how David could be defeated and he said so. "Ahithophel said to Absalom, 'Please let me choose 12,000 men that I may arise and pursue David TONIGHT." (2 Samuel 17:1 NASB).

The key word here is "tonight". It was important that Absalom pursue David at that particular time. Ahithophel knew that conditions were favorable only for that night.

What conditions made that night favorable for Absalom?

David was weary and exhausted and Ahithophel wanted the attack to come on during David's lowest moment "I will come upon him WHILE HE IS WEARY AND EXHAUSTED and terrify him, so that all the people who are with him will flee. Then I will strike down the king alone" (2Samuel 17:2)NASB).

Hushai also knew that David was weary and exhausted and he wanted to buy some time for David. That is why he asked him to wait until thousands and thousands of troops could gather. Can you imagine how long it took to assemble all these troops?

The Right Timing

Dear friend, there is a time to every purpose. If you miss the timing, you are not likely to succeed. Whilst you are on this earth, everything you do will depend on doing it at the right time.

God may have chosen you to have the largest church in your country. But perhaps, the right time to begin this great ministry is when you are twenty-five years old. If you delay and begin when you are forty-five years old, the vision will be greatly affected. Wrong timing makes things look as though it is not God's will. Many times it is the will of God but the wrong time.

Ahithophel advised Absalom to attack when David was tired. He knew that Absalom's only chance was when his father was physically exhausted.

Why was Ahithophel's advice better than Hushai's? Because Ahithophel's advice took into account the right time for accomplishing the vision.

Strength through Camps

There are battles that every strong leader will lose just because he is exhausted. That is why God wants us to have retreats and camps to strengthen ourselves. Your ministry will be transformed when you have camps. David had a camp at a place called Mahanaim and the camp director was Barzillai, the Gileadite.

"And Israel and Absalom camped in the land of Gilead. Now when David had come to Mahanaim, Shobi the son of Nahash from Rabbah of the sons of Ammon, Machir the son of Ammiel from Lo-debar, and Barzillai the Gileadite from Rogelim, brought beds, basins, pottery, wheat, barley, flour, parched grain, beans, lentils, parched seeds, honey, curds, sheep, and cheese of the herd, for David and for the people who were with him, to eat; for they said, "The people are hungry and weary and thirsty in the wilderness." (2 Samuel 17:26-29 NASB). "Now Barzillai was very old, being eighty years old; and he had sustained the king while he stayed at Mahanaim, for he was a very great man" (2 Samuel 19:32 NASB). Later on, King David rewarded Barzillai the Gileadite for his help in refreshing them.

Absalom gave David enough time to rest and to eat bread, beans, meat, honey etc. By the time Absalom got his act together, Barzillai, the Gileadite had brought him all the food, basins and beds that he needed.

Don't try fighting David after he has eaten bread, cheese, beans, parched grain and beef. It was a fatal mistake to take on David's mighty men after they had eaten. It was simply the wrong time to fight someone like David and his mighty men. Absalom should have fought them when they were tired and hungry. He missed the right time and lost everything.

Can you imagine the strength that Adino the Eznite, a killer of eight hundred people would have after eating a whole sheep? Can you imagine how strong Abishai, the killer of Goliath's brother would have felt after eating a whole goat?

It is important that you understand that success and failure depend greatly on timing. May the Holy Spirit guide you into knowing the time for his purposes. Absalom failed because he attacked David at the wrong time.

Which part of your ministry is failing because of poor timing? Do not set yourself up for discouragement by embarking on things that you are not ready for. Do not launch out into fields that are not ripened for harvest.

Devastatingly Disloyal People 19

THE PAIN OF BETRAYAL

"My heart is sore pained within me" (Psalm 55:4). King David lamented over Ahithophel in the fifty-fifth psalm. It is believed that he wrote this psalm about Ahithophel, his special friend and counselor. Ahithophel turned against David and caused him much pain. Ahithophel was David's special friend and counselor, but one fateful night he turned against his friend and offered to be

the leader who would kill the king. “Furthermore, Ahithophel said to Absalom, ‘Please let me choose 12,000 men that I may arise and pursue David tonight” (2 Samuel 17:1 NASB).

In this Psalm, he pours out his heart and tells us the pain he experienced through betrayal. It is a very painful thing to experience betrayal. Many ministers do not recover from their experiences with treachery. Disloyalty can break your heart and your ministry. It can sow the seeds of bitterness in the heart of someone who had a sweet spirit.

In his last interview, Derek Prince was asked if he had any regrets. He spoke about one regret. He wished he had been more forgiving. He mentioned a painful experience with painful people, which he had found difficult to forget.

You will notice how older ministers tend to be hardened and not so trusting. A certain sweetness is found in younger people who have never experienced betrayal. Those who have never been betrayed do not understand all this talk about loyalty. Initially, I was upset when ministers criticized my book on “Loyalty and Disloyalty”. But after a while, I realized that most of these ministers were not experienced in certain things. They had never had certain types of crises before. Like many things, it is difficult to imagine something you have never experienced.

One Pastor said to me, "Why should you bother to teach about loyalty?" He continued, "Loyalty is not something that is taught. It is something you earn." He went further, "You command respect, you don't teach it." He made light of my book and dismissed it.

However, a few years later, this person became a chief proponent of the loyalty doctrine. He taught from my book and recommended it to other ministers. He even jokingly offered to become a salesman for my book on loyalty and disloyalty. What brought about the change? What had happened to make my friend turn around so drastically? Experience! Experience with treacherous people like Ahithophel!

Another minister dismissed my teaching on Loyalty and Disloyalty as being frivolous and unnecessary. He said many bad things about my work. But one day, his right-hand man did to him what Ahithophel did to David. He could not believe what happened to him. Several of his pastors turned against him and resigned. Just like David, his heart was broken and he could not bear to stay in his own church anymore. He did not love his people anymore and wanted to be away from them as much as possible.

EXPERIENCES WITH DISLOYALTY

1. A FEELING OF ABANDONMENT

“Give ear to my prayer, O God; and hide not thyself from my supplication. Attend unto me, and hear me: I mourn in my complaint, and make a noise” (Psalm 55:1-2). Experiences with disloyal people will make you pray harder. There is a sense of being forgotten by God. You will feel like praying because the experience of betrayal is very sobering. That is why David said, "...don't hide yourself from my prayer."

A Bad Dream

Years ago, one of my trusted pastors turned against me in a very painful way. I prayed, prayed, and wondered where God was. It was my first experience and probably the nastiest so far. The

only thing I could compare it to was a bad dream. Actually, I remember making a particular comment repeatedly. I said, "If I had had a bad dream, I would never have dreamt that this could happen. My mind would have rejected the dream." You know how it is when in a dream, you are being chased and you somehow wake up before you actually die or are eaten by the lion. Somehow, your mind refuses bad things, even in a dream! My experience with painfully disloyal people was so terrible that I realized that even my dreamy head would reject the experience.

2. INTOLERABLE ACCUSATIONS

"Because of the voice of the enemy, because of the oppression of the wicked: for THEY CAST INIQUITY UPON ME, and in wrath they hate me. My heart is sore pained within me: and the terrors of death are fallen upon me" (Psalm 55:3-4).

One of the terrible aspects of disloyalty is the intolerable accusations that are brought against you by treacherous and disloyal men. David said, "they cast iniquity upon me." Disloyal people attribute all kinds of sins to you.

When you hear what is said about you, you would wonder whether you are Satan or his representative. Somehow, these accusations work on you and are extremely painful. Intolerable accusers re-describe events and fabricate half-truths that make you look terrible. All these accusations come from people you have known, loved and trusted.

I remember the intolerable accusations of a pastor whom I sent on a mission. At a meeting before he left, he was given a briefing and some instructions. As part of his briefing, he was told about the different people he would be dealing with so that he would know how to conduct himself. With the passage of time, this brother left our ministry in anger and moved on to do other things.

One day, he had the chance to interact again with some of the people he had been briefed about earlier. He recounted to some of them a distorted version of what he had been told. He told a particular woman that she was a topic for discussion amongst pastors and that we considered her to be very immoral. This lady was aghast. "Is that what they said?" She asked. He smiled and told her, "They told me you are a 'wild' fornicator. You have no idea what they say about you." He then told them how I was a thief, stealing the church's money and enriching myself. He gave them evidence and showed them exactly how I went about my stealing.

The next time I interacted with that community, I received a hostile response. An intolerable accuser had walked through the church, spreading his poison, re-presenting and re-describing everything he knew. From then on, it was very difficult to function in that church. Many of the people this fellow spoke with left the ministry in disgust. Perhaps, their souls will be lost through the hard work of this accusing friend. King David said, "...they cast iniquity upon me." That is exactly what a disloyal person does. He throws sins at you that you have not committed. Sadly, a whole lot of negative stuff will be attributed to you.

3. FEARS OF DESOLATION

"My heart is sore pained within me: and the terrors of death are fallen upon me. FEARFULNESS AND TREMBLING ARE COME UPON ME, and horror hath overwhelmed me (Psalm 55:4-5). One of the things that happened to me was the fear of failure and desolation. When someone spreads bad stories about you, it is difficult to believe that God can still use you.

It is difficult to believe that your ministry will work in spite of bad impressions that people have about you. How can anyone ever believe in a thief? How can anyone believe in someone so evil? Somehow, you think that your church will never grow again. One individual threatened me and said, "I will run you out of town." I truly felt that I could be run out of town. Will you survive the desperate accusations that are hurled against you? My heart missed a beat when he said, "I will publish a book about you."

This is how David felt when Ahithophel and the men of Israel turned on him. He said, "Fearfulness and trembling are come upon me." King David thought his reign was over. He felt all his successes had ended. His blessed reign as king had crumbled and everything was over. But it is not over until God says it is over!

4. THE DESIRE TO BE FAR FROM DISLOYAL PEOPLE

"And I said, OH THAT I HAD WINGS LIKE A DOVE! FOR THEN WOULD I FLY AWAY, AND BE AT REST. Lo, then would I wander far off, and remain in the wilderness. Selah. I would hasten my escape from the windy storm and tempest" (Psalm 55:6-8). One of the strange things that happen after experiencing disloyalty is a desire to be very far from treacherous people.

Years ago, a pastor resigned from my ministry and visited some of our church members. He visited various families he had known whilst in the ministry. Amongst other things, he told them that it was only the crocodile who could tell what was going on under the river. He explained how he had lived under the river for a long time and knew all the goings-on there. He was also well acquainted with the other 'creatures' that dwelled under the river. He explained, "I have worked at the highest level of the ministry and so I know what is really going on up there." When I heard the details of how evil I was, I felt awful and almost ashamed of myself.

There is something about accusations that makes you want to fly away. As King David said in Psalm 55, "Oh that I had wings like a dove! for then would I fly away, and be at rest." This dear brother pointed to a new car that I had just acquired and explained to the unsuspecting members how I had looted the church's coffers to greedily acquire it.

By the time this brother had finished spreading his stories, I did not feel like visiting that church anymore. Like a dove, I wanted to fly away and be at rest. I wanted to be as far as possible from the disloyal brother and the people he had poisoned. One time when I did visit this group, I could not think of what to preach about. I was so uncomfortable in the church because I did not feel welcome.

As I sat in the front row, I wondered, "What should I preach about?" I opened my Bible at random and my eyes fell on a strange verse that I had not seen before. "The righteous also shall hold on his way, and he that hath clean hands shall be stronger and stronger" (Job 17:9). "What a strange verse," I thought, but I decided to use it as my text. The eyes of the congregation were fixed on me. They had heard all the bad stories about me and were waiting to hear from me. There was silence in the church as I preached that Sunday morning. I told the church that I would hold onto my course of preaching the gospel and planting churches. Then I explained that if I had clean hands, I would only get stronger and stronger in the ministry. "Time will tell everything," I concluded. Before I took my seat, I had one more thing to do.

This church had attempted to put together some money to buy me a present. Somehow, they had not yet been able to obtain the targeted amount. I announced to them that the gift they wanted to purchase for me was well-appreciated but not necessary anymore. I pointed out that their money was not enough to pay for even half of the cost of the intended gift.

That morning, I returned their money to them asking them to either donate it to the church or take it back. Some of them took their money back and others donated it to the church. Then I knelt down before the congregation, and asked them to forgive me for any wrong I had done against them and to receive back their gifts.

I honestly did not enjoy preaching in that church and never really have, since then. Somehow, there was a feeling, which David described in the Scripture above "LO THEN WOULD I WANDER FAR OFF, AND REMAIN IN THE WILDERNESS."

Years went by and my busy schedule gave me more reasons to avoid such a group of suspicious church members. One day, I had a vision. In the vision, I found myself flying in a helicopter. After a while, I noticed that the helicopter was landing somewhere. I looked out of the window to see where we were landing. To my surprise, we were landing in one of these church members' house. I was so surprised because it was the last place I would have landed my helicopter. Then the Lord said to me, "It's time to go back and visit these people again." It took a supernatural revelation to make me go back there.

After experiencing a rebellion from an assistant pastor, one senior pastor said to us, "I cannot stay in my church for more than two weeks in a row." He explained, "I am very sensitive and everything I do, I do from my heart." He continued, "It is a very difficult thing for me to pour out my heart and to love people, only for them to turn on me. "I can't take such ingratitude."

You see, he was experiencing what David experienced! He had joined David in saying "Lo then would I wander far off, and remain in the wilderness." Pastors, you will have to learn to swallow ingratitude and disloyalty with the love of God. It is part of real life and ministry.

5. THE CONTRADICTION OF SINNERS

“DESTROY, O LORD, AND DIVIDE THEIR TONGUES: for I have seen violence and strife in the city. Day and night, they go about it upon the walls thereof: mischief also and sorrow are in the midst of it. Wickedness is in the midst thereof: deceit and guile depart not from her streets” (Psalm 55:9-11).

King David prayed about the things that his friend Ahithophel was saying and doing. He asked God to confound and contradict everything about Ahithophel. And David said, "O LORD, I pray, make the counsel of Ahithophel foolishness" (2 Samuel 15:31 NASB). “Confuse, O Lord, divide their tongues” (Psalm 55:11). I have watched as this Scripture has been literally fulfilled. God can make people that criticize you look foolish. God can confound the tongues of your enemies and that is what David prayed for.

I remember a young, rebellious pastor who went around trying to get some key church members to leave my ministry and join him. He gave this particular brother several reasons why I was not fit to be in the ministry and why he should leave my ministry. I asked, "What exactly did he say about me?" Apparently, he had told the brother many damaging stories about me. He gave me

some details and remarked that the pastor had been very passionate and convincing. However, before I could even react he said, "But I didn't believe a word of what he said." He continued, "I could see right through him." He added, "The hatred and the venom were so evident."

I was surprised at the way this brother was not taken in by my rebellious friend. After all, he had heard enough to make him want to leave. But, somehow, God turns the hearts of some people against rebellious people. He exposes the hypocrisy for what it truly is.

It is amazing that in spite of the numerous slanderous stories about God's men they continue to flourish and preach the gospel. This is what David prayed for. "Let the wisdom and the words of Ahithophel look foolish!" This was King David's prayer, "Destroy, O Lord, and divide their tongues."

6. FEELINGS OF VENGEANCE

"Let death seize upon them, and let them go down quick into hell: for wickedness is in their dwellings, and among them" (Psalm 55:15). Betrayal provokes hateful feelings against the traitor. King David wanted the disloyal people around him to die and go to hell immediately. In the army, traitors are quickly executed.

Anyone who tries to overthrow a government is immediately dealt with and often pays the highest penalty for being a traitor. Jesus said something about Judas, which he said about no one else.

He said, it would have been better that Judas had not been born. Jesus did not say it would have been better that Herod or Pilate had not been born. He did not even comment on the soldiers who beat and killed him. But he made this comment about his own disciple-turned traitor. You see, an ungrateful traitor is a despicable human being. It is clear that Jesus considered disloyal people to be in a different class altogether. Once, I was with a pastor who had been betrayed by his assistant. I talked with him for an hour. He trembled as he spoke about this disloyal minister. He recounted the help he had given to this associate. How he had helped him in school, in marriage and in life. I could almost feel the hatred exuding from this man. At a point, I was even afraid for his health.

If you have not personally experienced disloyalty, you will probably not understand what I am writing about, and I do not blame you. In the world, disloyalty is dealt with ruthlessly and conclusively. Execution is always what to expect.

Hitler and Disloyalty

Hitler, who led Germany into the Second World War, experienced forty-two assassination attempts on his life. During his reign, numerous conspiracies abounded, as is the case with many prominent leaders. However, Hitler did not fail to respond to the disloyal elements around him. He unleashed an unbridled response to any known conspirators. In one instance, at least five thousand people paid for apparently being disloyal to him!

The landing of the British and the Americans in France and the advance of Soviet troops towards Berlin prompted a group of Germans to conspire, for the last time, against Hitler. Aware that he was leading Germany to utter destruction, they believed that if they continued to accommodate

Hitler, the Allies would no longer agree to negotiate with a new post-war German government. The anti-Hitler conspirators were not well organized, but they managed to recruit Lt.Col. Count Klaus Von Stauffenberg, a courageous soldier who had lost an eye, a hand, and two fingers in war for his homeland. Stauffenberg plotted a coup and undertook to eliminate Hitler personally. When he was invited to a meeting with Hitler at an eastern Prussian outpost, he took along a suitcase containing a time bomb. His intention was to place the suitcase in the bunker where meetings with Hitler were usually held, and then to leave. The meeting was relocated to a retreat house made of wood, but Stauffenberg continued to seek an opportunity to implement his plan. After Stauffenberg placed the briefcase under the conference hall table, a short distance from Hitler's legs, he left the room. At 12:37, a loud explosion was heard. Stauffenberg assumed that Hitler was dead.

He flew to Berlin to join Von Witzleben and Von Beck to take over Germany using the German Home Army. But Hitler was only slightly injured, though three other people were killed. In all about 20 people were wounded in the attack. The reason for the small number of casualties was lucky circumstances, including the fact that somebody moved the briefcase. Hitler emerged from this attack and was able to keep an appointment with the Italian leader Benito Musolini. He thanked “fate” for allowing him to continue his “work” saying, "I am immortal." The next day Hitler made a radio announcement asking every German to redouble their war efforts.

The Fate of the Disloyal

Von Stauffenberg was arrested the same day and shot. The rest of the conspirators were tried and hanged or offered the chance to commit suicide and spare their families. Eight of those executed were hanged with piano strings from meat hooks and their executions filmed and shown to senior members of the Nazi Party and the armed forces. Field Marshal Rommel, wrongly suspected of direct involvement in the conspiracy, was among the suicides; the Germans' official communiqué reported his death as the result of a traffic accident.

In the aftermath, 15,000 people were arrested and 5,000 executed. Several of the most famous conspirators were subjected to abuse and then strangled in an especially slow and brutal manner. By order of Hitler, their executions were filmed and shown to selected audiences as a warning.

Vengeance

When ministers experience disloyalty, they often feel like revenging. Like Hitler, they want to lash out at anyone they suspect. But Christian pastors must not behave like Hitler! We are expected to forgive and love those that hurt us. Many times people do not even know what they are doing to you.

After years of experience with disloyalty, I consider disloyal men to be “painful people” sent to trick you into the sin of unforgiveness. They are agents of the devil sent to pollute your heart with vengeance and wicked ideas. Leave everything in the hands of God! God is capable of more wickedness than any of us when it comes to vengeance and rewarding of evildoers. Failing to love will wipe out all your fruits in the ministry.

Ministers will lose their rewards if they do not have love. "If I have the gift of prophecy, and know all mysteries and all knowledge; and if I have all faith, so as to remove mountains, but do not have love, I am nothing. All the fruits that should have profited us in heaven will be canceled

because we do not have love. And if I give all my possessions to feed the poor, and if I surrender my body to be burned, but do not have love, it profits me nothing" (1Corinthians 13:2-3 NASB).

Why should I allow an accuser to poison me and lead me down the wrong road? That is the real test we face when betrayed. Can you forgive? Can you love? Can you stay the course and continue to do the right thing? Forget about what people think and serve God. No man can reward you. The Lord judges all things. Walk in love. The ultimate trap is to get you out of love.

7. BROKEN FRIENDSHIPS

"For IT WAS NOT AN ENEMY THAT REPROACHED ME; THEN I COULD HAVE BORNE IT: neither was it he that hated me that did magnify himself against me; then I would have hid myself from him: But it was thou, a man mine equal, MY GUIDE, and mine acquaintance. WE TOOK SWEET COUNSEL TOGETHER and walked unto the house of God in company"(Psalm 55:12-13).

The experience of disloyalty is often heightened by the closeness of the betrayer. King David received much counsel from Ahithophel. As a king could not have many friends, Ahithophel must have been special to David. It was a great privilege for Ahithophel the Gilonite to be counted as a friend of the king. David lamented about Ahithophel's betrayal and said, "We went to church together" The rebellion of all the armies of Israel did not mean as much as the betrayal of his friend, Ahithophel.

Six Things That Should Prevent Disloyalty

Psalm 55 reveals David's anguish over Ahithophel's betrayal. This is what he said about Ahithophel. But it was thou, a man mine equal, my guide, and mine acquaintance. We took sweet counsel together, and walked unto the house of God in company. (Psalm 55:13-14).

a. A man mine equal… (Being treated as an equal)

b. My guide… (Giving guidance)

c. Mine acquaintance… (Friendship)

d. Mine acquaintance… (knowing someone very well)

e. We walked unto the house of God in company… (Going to Church Together)

f. We took sweet counsel together… (Discussing issues and enjoying sweet counsel together)

Ideally, this extent of relationship should have prevented anyone from turning against his friend. And yet, Ahithophel, who had these privileges, turned against his friend. Ahithophel knew that he had done David the maximum evil. That is why he killed himself. Being a wise man, he knew what the end of all traitors was.

He did not want to be around to harvest the fruits of his disloyalty. "Now when Ahithophel saw that his counsel was not followed, he saddled his donkey and arose and went to his home, to his city, and set his house in order, and strangled himself; thus he died and was buried in the grave of his father". (2 Samuel 17:23 NASB)

Powerful Betrayers

The effects of betrayal depend on the rank of the disloyal person. I once knew a minister who had several disloyal associates. Time and time again pastors would break off and start churches round the corner. Numerous accusations and rumors were bandied about. Somehow, none of these rebellions affected the church until one day the pastor's wife decided to "rebel" against her husband. The effect of his wife's leaving (just as several pastors had left) was much greater. The departure of the wife shook the church to its foundation. The closer the person the greater the effect of disloyalty!

8. THE PRETENSE

"The words of his mouth were smoother than butter, but war was in his heart: his words were softer than oil, yet were they drawn swords" (Psalm 55:21). Ahithophel's words were softer than oil and yet harder and sharper than drawn swords. How could this be? How could the words of his mouth be smoother than butter and war be found in his heart? Ahithophel was at war with David, but the words of his mouth did not reveal it. There are people who are perfect pretenders. Their ability to flow equally with all sides is a mystery. I find it difficult to pretend and I love to do things, which are real. We all have to accept the reality of bi-polar people - those who operate comfortably at the two poles or extremes. One pastor told me about the bipolar nature of his wife. He told me how she would come to church and be the epitome of pleasantness. He remarked about how she would speak gently and sweetly to everyone. He recounted "One day she was making some announcements from the pulpit and said, 'I love my husband and my family so much." The pastor told me, "I felt like shouting, 'You liar. You pretender!"

He told about a terrible experience he had had one night and how he wanted his wife to be near him. "She refused to come to me. I had to get a guard to be with me."

This man was suffering at home from a woman who did not love him anymore. Yet she was able to outwardly pretend that she enjoyed a sweet and happy marriage. Unfortunately, when these bi-polar people reveal the hidden side it is often unbelievable.

There are people who blow both hot and cold air. They produce bitter and sweet waters at the same time. The words of his mouth were smoother than butter. "From the same mouth come both blessing and cursing. My brethren, these things ought not to be this way. Does a fountain send out from the same opening both fresh and bitter water?" (James 3:10-11 NASB).

"He hath delivered my soul in peace from the battle that was against me: FOR THERE WERE MANY WITH ME" (Psalm 55:18). You will also discover that many people truly love their leader and pastor. In spite of attempts to disrupt the ministry, many people remain loyal.

King David had thousands of troops that fought for him. Even though Absalom seemed to have won the hearts of many, many more seemed to still love David. "Then David numbered the people who were with him and set over them commanders of thousands and commanders of hundreds" (2 Samuel 18:1 NASB). So many people were ready to fight for David that he had to appoint commanders of thousands and commanders of hundreds.

Though there are always people who grumble and murmur, you will discover that those that are with you are more than those that are against you. You will succeed if you do not magnify the

words and the works of disloyal people. As Elisha said to Gehazi, "...those that are with us are more than those that are against us."

Underdog or Top Dog

I discussed this phenomenon with a friend. The phenomenon of many people staying loyal to the leader in spite of rumors, discontentment, etc. He simply explained this phenomenon with the statement "People sympathize with the underdog but they follow the top dog."

9. PRAY HARD.

"As for me, I will call upon God; and the LORD shall save me" (Psalm 55:16). Sadam Hussein was captured not because of the might of the US military. He was captured when someone betrayed him.

Betrayal can cause the tide of the battle to turn against you. Dear friend, when you experience wicked and disloyal people it is a signal to pray. Join David in his prayer: "Evening and morning and at noon, I will complain and murmur, And He will hear my voice. He will redeem my soul in peace from the battle which is against me, For they are many who strive with me. God will hear and answer them -- Even the one who sits enthroned from of old -- Selah. With whom there is no change, And who do not fear God. He has put forth his hands against those who were at peace with him; He has violated his covenant. Cast your burden upon the LORD and He will sustain you; He will never allow the righteous to be shaken" (Psalm 55:17-20 NASB).

10. CURSES

"But You, O God, will bring them down to the pit of destruction; Men of bloodshed and deceit will not live out half their days. But I will trust in You" (Psalm 55:23 NASB). It is easy to curse someone like Ahithophel. David cursed Ahithophel, Absalom and all those that betrayed him. A short life was their portion. Do not take the curses of authority figures lightly! An authority figure can be someone like a king, a pastor, a father, a mother or even a teacher. David's curse covered his disloyal son, Absalom.

Cursed without a Pronouncement

Even if the pastor does not curse you, you are cursed when you do things that attract curses. If you break a principle, the principle will break you. Certain actions set eternal forces in motion against you. "The curse of the Lord is in the house of the wicked" (Proverbs 3:33). As you can see, there is an automatic curse on all wicked people.

One day, a pastor of a church took over the branch he pastored. He changed the name of the church and set himself up as the sole and final authority of the ministry. It was a sore evil to watch this man illegally possess what was not his. This event also caused much pain to the Body of Christ. In the intense exchange of words that ensued between the Bishop and his breakaway leader, the Bishop declared, "If you ever stand in the pulpit of my church which you have illegally stolen, you will die on the same day."

This breakaway branch pastor replied, "I shall not die but live." The next Sunday he went to church and he preached as usual. A week later he bragged, "So and so cursed me and said that if I preached from that pulpit again I would die, but I am still alive. I did not die as he said." He felt

he had overcome the curse of his father. Nevertheless, it is not as simple as that. God warned Adam and Eve that they would die in the day that they ate the fruit. Did they physically die on that day? Certainly not. But death entered their lives on that very day. From that day, they were a living dead couple!

David prayed that his betrayers should not live for even half of their days. "Men of bloodshed and deceit will not live out half their days" (Psalm 55:23 NASB). It is not easy to notice when someone has lived for only half of his days. Should leaders curse their disloyal sons? Should senior pastors curse those who rebel against them? The fact that King David cursed his disloyal friends does not mean we should. Jesus said something very different. "But I say to you who hear, love your enemies, do good to those who hate you, bless those who curse you, pray for those who mistreat you" (Luke 6:27-28). "Bless them which persecute you: bless, and curse not" (Romans 12:14NASB).

One day, I was speaking to a rebellious son. I realized that he was scared that I would curse him. He blurted out, "Do you want to curse me?" But I re-assured him and said, "I have not cursed you and I will not curse you." Why should I curse my own son? There are so many problems to deal with without an additional curse. Because of the laws they have broken, disloyal people will have enough trouble anyway. Uncontrollable forces unleashed by sin will fight against the sinner. There is no need for any extra input from me. Moreover, when I make a mistake I would not like anybody to curse me!

The Scoffers 20

THE SPIRITOFTHE SCOFFER

"Blessed is the man that walketh not in the counsel of the ungodly, nor standeth in the way of sinners, nor sitteth in the seat of the scornful" (Psalm 1:1). When I remember the people who have been disloyal to me, all I can think of is that these are men who actually despise me. Disloyal men look down on you and don't think much of what you are and what you can do. Blessed is the man who does not experience the mocking eyes of disloyal men! Mockers and scoffers will always be a part of the world that we live in. Mockery is a spirit that tries to shut you up and intimidate you. Do not let intimidation stop your ministry.

The Mockers

Sanballat and Tobiah made fun of Nehemiah's attempt to rebuild the wall. They said that if even a fox climbed on the wall they were building it would break it down. "But it came to pass, that when Sanballat heard that we builded the wall, he was wroth, and took great indignation, and mocked the Jews. And he spake before his brethren and the army of Samaria, and said, What do these feeble Jews? will they fortify themselves? will they sacrifice? will they make an end in a day? will they revive the stones out of the heaps of the rubbish which are burned? Now Tobiah the Ammonite was by him, and he said, Even that which they build, if a fox go up, he shall even break down their stone wall" (Nehemiah 4:1-3).

1. WHEN SOMEBODY HAS THE SPIRIT OF A SCOFFER, HE SEES ALL YOUR WEAKNESSES AND FAULTS.

You do not need disloyal men around you when you begin your ministry. In the beginning of the ministry, you are at the weakest point you will ever be. Your church is at an infantile stage. It is easy to laugh at a six-member church. When there are only twelve people in your church, it is easy for someone to make fun of you.

2. THE SPIRIT OF THE SCOFFER TRIES TO STOP YOU IN YOUR TRACKS.

It comes to prevent you from going ahead with the vision that God has for you. Through a combination of ridicule and mockery there will be no more spirit left in you to carry on in the ministry. That is why the Scripture blesses the man who does not encounter mockers and scoffers.

The Cells

I remember a pastor who asked about the progress of our ministry. We told him we were doing well and that we then had twelve churches. Then he asked how many people were in each church. We explained that some of them had ten members and others had twenty. Then he laughed and said, 'You don't have twelve churches. You have twelve cell groups.' I felt so embarrassed when this man of God made fun of our churches.

BOLDNESS

1. SATAN KEEPS YOU AWAY FROM BOLD NEW THINGS THROUGH THE FEAR OF RIDICULE.

I remember the first time I baptized somebody. I fumbled with the first person to be baptized and before I realized, my assistant, was laughing at me. I felt so embarrassed I have never forgotten that laugh! But I carried on baptizing and it got better. Satan knows that feeling and he capitalizes on it anytime there is something bold and new to do.

2. RIDICULE IS A BARRIER YOU MUST CROSS.

The devil is a bully and he knows your weak areas. Anytime you attempt to go into an area of ministry, he reminds you of your inexperience and lack of power. When it is time for you to become a pastor, he'll remind you about all your deficiencies and why you do not qualify.

I always remember the first wedding I officiated. The parents of the groom were born again Christians and they asked who was officiating the wedding. When they found out that it was yours truly, they just asked one question; “Is he powerful?” When I heard that they were asking if I was a powerful minister, I was intimidated and I felt like running away.

I remember a young man who despised me and left our church. He told everyone, "That guy doesn't have any miracles. There is no power in the church." I felt embarrassed about it. I felt impotent and useless. The critics continued, "He is just an administrator. He is a white man without power who uses administrative techniques to help the church."

A couple of years later, God blessed me and I began having miracle services. Every time there were miracles, I would remember this person and how he said I didn't have miracles.

A brother full of hatred and rebellion said to me, "You are not always right." And he was right. I am not always right! But the spirit with which he told me the truth was that of a scorner. He knew that I was just a man who made mistakes like everyone else. I felt demeaned and I felt like someone was looking down on my humanity. The reality cannot be denied. I am a human being with frailties and obvious weaknesses. However, to have someone so close to see it all and deride me is a completely different experience. We unconsciously keep away from anything that demeans us. The devil loves to ridicule us. If I had allowed the devil to intimidate me, I would not be in the ministry today.

SILENT MOCKERS

There is also a group of mockers who say little or nothing to you. You must understand that their silence may mean that they despise you and would not even bother to relate or communicate with you. You will notice how uneasy you become in their presence. Do not allow the devil to intimidate you. Do not permit anyone into your close circle who despises what you are and what you do.

Get rid of the despising and silent mocking eyes! They are silent but disloyal men. No one can flourish in the midst of these silent scoffers and mockers!

SECTION IV

The Doctrine of Remembrance

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SEVEN VALUABLE FACTS OF REMEMBRANCE

"And THOU SHALT REMEMBER all the way which the LORD thy God led thee these forty years in the wilderness, to humble thee, and to prove thee, to know what was in thine heart, whether thou wouldest keep his commandments, or no" (Deuteronomy 8:2). "But THOU SHALT REMEMBER the LORD thy God: for it is he that giveth thee power to get wealth, that he may establish his covenant which he sware unto thy fathers, as it is this day" (Deuteronomy 8:18). "And THOU SHALT REMEMBER that thou wast a bondman in the land of Egypt, and the LORD thy God redeemed thee: therefore I command thee this thing to day" (Deuteronomy 15:15). " And THOU SHALT REMEMBER that thou wast a bondman in Egypt: and thou shalt observe and do these statutes" (Deuteronomy 16:12).

Amongst the people you will work with are men who do not have the ability to remember. Men without remembrance are a most deadly group. They are the brewing conspirators of your ministry. They are the up and coming traitors of your team. The ability to remember things is probably the single most important quality for a minister. If I discover that I am walking with someone who has the ability to remember things, I relax. Almost every disloyal person lacks the ability to remember! When I think of some of the strange sons that I have had, I wonder if they cannot remember the times I had with them.

When the children of Israel were coming out of Egypt, remembrance was one thing God wanted them to have. He wanted them to remember how He had brought them out of Egypt. He wanted them to remember how bad things had been. In their prosperity, He wanted them to remember

the Lord God. God knew what would happen if they forgot these important things. I will share with you seven important facts about remembrance.

1. REMEMBRANCE MAKES YOU GRATEFUL TO GOD.

Men without remembrance sing songs that show their short memory. Most Christians are not grateful to God for their salvation. Sadly, many Christians do not remember what Christ has done for them. The songs composed and sang by Christians today reflect this forgetful and unfaithful attitude. My heart jumps when I hear songs about salvation. Perhaps, this is why I love songs that speak of our salvation. I love those songs by Andrae Crouch that speak of salvation:

I Don't Know Why

I don't know why Jesus loved me
I don't know why He cared
I don't know why He sacrificed His life
Oh, but I'm glad, I'm glad He did
Where would I be if Jesus didn't love me
Where would I be if Jesus didn't care
Where would I be if He hadn't sacrificed His life
Oh, but I glad, I'm glad He did
Chorus
He left His mighty throne in glory
To bring to us redemption story
Then He died but He rose again
Just for you and me
Oh, but I'm glad, so glad He did

We Are Not Ashamed

We are not ashamed of the gospel of Jesus Christ
For it is God's power of salvation
To everyone; everyone that believes it
To everyone; everyone that receives it
He shall have everlasting life
God's word; is a light onto my pathway
His word; is a lamp onto my feet God's word;
Will take you all the way to glory
Set the captives free
Made the blind to see
God's word; is the power of salvation
His word is healing to every nation
God's word will set you free Sets the captives free
Lives eternally
Chorus
We are not ashamed, we are not ashamed of
the Gospel of Jesus Christ
For we have everlasting life

Jesus Is the Answer

If you have some questions, in the corners of your mind
And traces of discouragement, and peace you cannot find
Reflections of your past seem to haunt you everyday
But there's one thing I do know Jesus is the way
I know you have mountains, and hills you cannot climb
I know your skies are dark, you think the sun won't shine
In case you don't know, every word of God is true
And everything He promised, He will do it for you

Chorus

Jesus is the answer, for the world today
Above Him there's no other, Jesus is the way
Jesus is the answer, for the world today
Above Him there's no other
Jesus is the way.

I also love songs by Tommy Walker that speak of our amazing salvation:

Thank You for Loving Me

What love, the father has lavished on us
That we should be called His sons and daughters
Precious in his sight
Greater love, this world has ever seen
When He died on a tree,
Oh why would He do such a thing
For dirty sinners like you and me
Oh God, thank you for loving me
When on the cross you made history
Lord, you died for me
Forever my praise will go to thee
Oh God, thank you for choosing me,
To be your child and bear your name
Oh Jesus I will never cease to sing your praise
How high, how long, how wide, how deep
How endless is your love for me
How high, how long, how wide, how deep
How endless is your love for me

Why Did He Save Me

Why did He save me
So I could be a soul set free
Why did He save me
So I could be His child forgiven
Why did He save me
So I could show His grace and mercy

Why did He save me
To take His glory to the nations
Set apart, to declare His glorious praise
Chosen to radiate,
His glory and His grace
Once without hope,
His mercies we've received
Let's show the world
What it means to be redeemed
Saved us to show His glory,
Saved us to show His love
Saved us to show His glory and His love[2]

Men without remembrance do not evangelize. They have forgotten how salvation came to them. They have even forgotten how salvation gets to anyone. Pastors who have forgotten about their salvation preach without doing altar calls. Men without remembrance have substituted the message of salvation for the popular motivational sermons on finance, management and "prosperity". These messages may be good but they cannot be substituted for the message of salvation.

It is Christians without remembrance who go round the world giving out food and water to sinners without ever preaching to them. Perhaps they have forgotten that no one will go to Heaven unless he is born again.

Churches are filled with happy-go-lucky Christians who want to celebrate their prosperity without a thought about how they were saved. What about others? Would I have been saved if no one had remembered?

2. REMEMBRANCE MAKES YOU ACCOMMODATE OTHERS.

Remembrance is important because it is supposed to govern your current behavior. "And thou shalt remember that thou wast a bondman in Egypt: and thou shalt observe and do these statutes"(Deuteronomy 16:12). The Israelites were supposed to remember their past and allow this memory to influence their current behavior. In the Scripture I just quoted, remembering their past state of being bondmen would propel them to obey the Lord and include fatherless, widows and strangers in their feasts of rejoicing. "And thou shalt rejoice before the LORD thy God, thou, and thy son, and thy daughter, and thy manservant, and thy maidservant, and the Levite that is within thy gates, and the stranger, and the fatherless, and the widow, that are among you, in the place which the LORD thy God hath chosen to place his name there. And thou shalt remember that thou wast a bondman in Egypt: and thou shalt observe and do these statutes." (Deuteronomy 16:11-12)

When you do not remember where you came from, you behave wrongly. One day, I noticed a lady who was constantly irritated by a stream of cousins, nieces and nephews who were living with her. She did not want to have all these relations living in her house. She wanted her privacy. She wanted to enjoy her husband, her home and her children without interruption. But her husband insisted on having all these cousins, nieces, nephews and miscellaneous relations in the

house. It was because of the conflict this situation was bringing that I became aware of the problem.

One day I asked my wife, "What type of home did this lady grow up in? Did she live with her Daddy, her Mummy and other brothers and sisters?" (You see my wife knows everything). My wife smiled and answered, "No, not at all, she didn't." "So what kind of home did she grow up in?" I asked. "Oh, she lived with her aunty for most of her early days. Her mother was far away for most of her childhood and she grew up living in other people's homes." Then I thought to myself, "Has this lady forgotten that she was a guest and maybe a bother to someone for many years? Can she not accommodate relatives as she was once accommodated?" The problem is that people forget where they came from.

3. REMEMBRANCE MAKES YOU HELP OTHERS.

I remember that it was not easy to break out in ministry. I felt so intimidated by senior "big shot" ministers. They commanded crowds and crowds of people and seemed so powerful. How would my ministry ever be like this? I wondered.

One afternoon, I met the pastor of a large church at a social function. He looked me up and down and said, "Pastor' Dag." When he addressed me as "Pastor", I felt as though the rain of mockery was showering down on me. I withered under his mocking smile. You see, I had about twenty people in my church and he had thousands! I felt like an idiot. His voice reeked of contempt. I almost blurted out, "Are you mocking me?" I felt no help from this great man of God - only mockery.

When I began my church, I made several efforts to be accepted and to gain help. I went to see the pastor of a large church in my city. I had to travel to the upscale part of the city to see this pastor. He graciously received me and sat with me in his garden. I told him how I had begun a church. When he began to talk, however, I wished I had never gone there.

He said, "There are many young boys who are starting churches without attending Bible schools. They do not know what they are doing. They will all amount to nothing." Every time I read the comment that Nabal made about David, I remember that day because the remarks Nabal made about David were very similar to what this man of God said to me. "And Nabal answered David's servants, and said, Who is David? and who is the son of Jesse? there be many servants now a days that break away every man from his master" (1 Samuel 25:10). Instead of helping me, he sent his associate pastor to organize a large crusade right where I had started the church. During the programme, they showed a documentary of this pastor's ministry and I felt foolish for even trying to begin a church. I did not give up. I was still looking for recognition and help for my fledgling church. I invited another well-known pastor to minister in my baby church. This fellow had ministered in my fellowship many times. This time he told my assistant who was sent to invite him that he would not come. "Why not," I asked. My pastor was hesitant to answer my question. Finally, he did. He said, "The "big minister" had said "I have stopped sowing amongst thorns." "Thorns?" I asked. "Who are the thorns? When did we become thorns? He doesn't want to preach to us anymore?" I questioned. "Yes," the messenger answered. "He will not come to this new church and he has given the reason. He does not sow among thorns anymore."

Nobody helped us when we were small. And I remember each encounter. That is why I try to help others in ministry. I love to encourage up and coming ministers and to tell them that they are going to make it. Nobody ever told me that. Even up till now, nobody tells me that I am going to make it. It is a great thing to have encouragement.

4. REMEMBRANCE MAKES YOU WALK IN YOUR CALLING.

"And THOU SHALT REMEMBER that thou wast a bondman in the land of Egypt, and the LORD thy God redeemed thee: therefore I command thee this thing to day." (Deuteronomy 15:15).

The Memory of Salvation in School

I remember that I got saved in secondary school. I was about fifteen years old when I found the Lord. The memory of how I found Christ stays with me. I feel so blessed and favored to be chosen and saved. The memory of it guides me in my current ministry. I find myself preaching in schools and universities. I have great hope when I see young boys and girls walking forward to receive Jesus Christ. I remember that I too gave my heart to the Lord in school. Some people seem to remember nothing. Perhaps salvation means nothing to them.

Some men who were raised in orphanages remember how they were shown the love of God. Some of them have built orphanages and cared for other children because they remember everything. Others walk away and rewrite their history by deleting every memory of the orphanage.

The Memory of the Missionaries

The memory of what God has brought you through is supposed to guide your present-day ministry. When I see the cemeteries of white missionaries, I remember how they shed their blood on Ghanaian soil for the salvation of an entire nation. Then I think of other remote nations which are waiting for similar missionaries to come. "Will anyone go?" I ask myself. "Will an entire nation perish because there is no missionary?" I remember the sacrifice of these Swiss missionaries with gratitude. It is because Ghanaian churches are led by pastors who have forgotten about how missionaries came to die in Ghana, that they do not send missionaries to other similarly deprived areas.

5. REMEMBRANCE MAKES YOU KIND.

God told the Israelites to be kind to strangers just because they were once foreigners in Egypt. "You shall not oppress a stranger, since you yourselves know the feelings of a stranger, for you also were strangers in the land of Egypt." (Exodus 23:9 NASB)

I remember how I suffered under the repression of some lecturers in medical school. Many lecturers only had threats and warnings for their students. I thought to myself, "If I was ever a lecturer I would be kind to the students and help them to pass their exams."

One day however, I was chatting with one of my classmates and he said, "When I become a lecturer I will ensure that students suffer as much as I did." I was amazed at this declaration. Could he not see what he was going through? Would he not remember the anguish that we

experienced in this place? Unfortunately, many wicked people simply cannot remember what it was like to be on the other side.

God warns us in His word to remember how we felt and to help others who are in a similar situation. Perhaps you come from a very poor background. God expects you to reach out and help such poor people because you know what it feels like to be poor!

6. REMEMBRANCE KEEPS YOU HUMBLE.

When you remember where you came from, you always recognize that the grace of God has been at work. When you clearly remember where God picked you up from, you will not attribute your current success to any personal strengths or wisdom. Unfortunately, people tend to black out their past. They refer to no one and they seem to remember nothing bad or difficult from their background.

Listening to them, you get the impression that they are self-made. They do not mention their beginnings, their struggles or their failings. You almost get the impression that you are reading about superman when you read about them! But Paul said that he took pleasure in his infirmities and distressing situations. Paul told us that he had been beaten, and whipped by unbelievers. This does not sound like superman. Talking plainly about things God has brought you through will only make you thankful and humble. It will save you from self deception and unnecessary pride. "Most gladly, therefore, I will rather boast about my weaknesses, so that the power of Christ may dwell in me." (2 Corinthians 12:9 NASB)

A man of remembrance stays humble through the memories of his different trials and sufferings. It is wiser to share these difficulties than to share your victories. I have noticed how the Lord has helped me to share my uselessness with others. Sometimes I end my sermons on a note of weakness and defeat. I take pleasure in the weakness that is real so that the power of Christ will rest on me.

I have seen the dead raised in my ministry but I have also seen many people die after I prayed for them. There are times I share the powerlessness and uselessness of my life and ministry. I am learning to choose this way so that the power of Christ will rest on me. There is no need to protect an image which needs no protection. Be real! Remember the realities of your life. Share them and help yourself to be humble.

7. REMEMBRANCE MAKES YOU A GRATEFUL PERSON.

The sin of ungratefulness is as the sin of forgetfulness. They are almost synonymous. Sadly, people forget how they have been loved. Because people forget exactly how they were helped, they are indifferent to the source of help. Some parents virtually have to beg their children to remember them in their old age. Some pastors virtually have to beg their congregations to honor them for their labors.

This world has six billion ungrateful and forgetful people! This is what creates the discontentment, conflict and wars. There are people we must be grateful to. God wants us to be thankful and grateful for all His blessings. We must be grateful for the channels that God uses. We must be grateful for their faithfulness with what God gave to them.

Failures of Forgetfulness 22

TWELVE EFFECTS OF FORGETFULNESS

People fail exams because they do not remember important things. Many of the evils that befall Christians come about because they fail to remember certain things. Stories from the Bible demonstrate this principle repeatedly. There are many evils that befall men but few people ever attribute their calamities to forgetting.

Forgetting leads to grumblings, murmuring, discontentment, unforgiveness, pride and a host of other evils. I want to share some of the things that people do not often link to forgetfulness.

1. FORGETTING LEADS TO MURMURING.

The children of Israel are the starkest example of ungrateful and forgetful people. This example is there because we are all like that. We need deliverance from the sin of forgetfulness. Do not think that anything in the Bible is farfetched and does not apply to you. That is the best way to make the Bible impractical and irrelevant. If you are a pastor, see all the kings in the Bible as pastors and put yourself in their shoes. See yourself as capable of making all their mistakes. This will help you to learn about yourself. It will help to minister things to you that no one can tell you.

The children of Israel murmured against God continually. Yet, they had been delivered from being slaves. They had been delivered from being second-rate citizens in the land of Egypt. They had been delivered from the whips of the Egyptian taskmasters. All this did not seem to register in their minds. Have the things that God has done in your life registered on your mind and heart?

After this the Lord took them through the Red Sea. Who had ever walked through the sea? Who has ever walked through the sea since then? He gave them a pillar of fire by night and a pillar of cloud by day. Yet all these did not register on the hearts of the Israelites. They turned against Moses at every opportunity. They murmured against the most High and provoked Him to the uttermost.

Through this forgetful outlook, the children of Israel generated a frenzied crowd of fearful people. Panic whipped through the congregation and no one believed in Moses any longer. Forgetting the great things God had done, led to the historic failure of God's people entering the Promised Land.

The children of Israel complained about many different things. Nothing seemed to satisfy them. They turned against God who had blessed them and given them precious things. Because murmuring emanates from an evil spirit, there is a point at which it does not even make sense. It is a repeated act of rebellion against a person. It is anointed from Hell and fully controlled by an evil being. Avoid people who murmur like you are avoiding the plague!

Notice the complaints of the children of Israel. The complaints, if analyzed, look almost like the senseless gibberish of a crazed monkey. “We remember the fish, which we did eat in Egypt freely; the cucumbers, and the melons, and the leeks, and the onions, and the garlick: But our soul is dried away: there is nothing at all, beside this manna, before our eyes” (Numbers 11:5-6). What else would a slave desire more than freedom from slavery? And yet this benefit seemed not

to register on their minds. They seemed to suffer from amnesia of a sort. Notice how irrational and ridiculous these grumblings were: they complained about not having garlic, onions and leeks! Don't you think any normal present-day prisoner would exchange some garlic for his freedom? Every prisoner in the world would buy his freedom with a deal to never eat garlic again! Do not let forgetfulness lead you to madness.

2. FORGETTING LEADS TO REJECTION.

Forgetting led to murmuring and murmuring led to God's rejection. God will reject you when you complain. It is important to be thankful all the time. Giving thanks is one of the things that helps you to be filled with the Holy Spirit. "BE FILLED WITH THE SPIRIT; Speaking to yourselves in psalms and hymns and spiritual songs, singing and making melody in your heart to the Lord; GIVING THANKS always for all things unto God and the Father in the name of our Lord Jesus Christ" (Ephesians 5:18-20).

Just as giving thanks makes you filled with the Holy Spirit, complaining and murmuring leads to being filled with demons. The children of Israel were possessed with devils as they complained against Almighty God. The spirit of death killed them in the wilderness. If the Israelites had remembered all the great things the Lord had done, they would have stayed in the grace of God.

Jesus taught this principle to His disciples. He wanted them to remember what had happened in the past. He wanted them to remember previous miracles and breakthroughs. He wanted them to remember the whole picture. When He spoke of the leaven of the Pharisees, the disciples thought He meant real bread. They did not remember the miracle of the five thousand loaves. If they had remembered this miracle, they would not have thought that his comment was referring to real bread. "And the disciples came to the other side of the sea, but they had forgotten to bring any bread. And Jesus said to them, "Watch out and beware of the leaven of the Pharisees and Sadducees." They began to discuss this among themselves, saying, "He said that because we did not bring any bread." But Jesus, aware of this, said, "You men of little faith, why do you discuss among yourselves that you have no bread? Do you not yet understand or remember the five loaves of the five thousand, and how many baskets full you picked up? Or the seven loaves of the four thousand, and how many large baskets full you picked up?" (Matthew 16:5-10 NASB).

A Case of Forgetfulness

Without realizing, I have often rejected people who complained and murmured about their work. I prefer to keep an employee who is incompetent but has a good attitude. As soon as people complain, they become unattractive. It is actually repulsive to have a complaining and discontent person around you. I remember a brother who rebelled against me and said many unpleasant things. He became a most repulsive individual to my ministry. As I heard of the various things that he said about me, I could only liken him to a bad dream! He used to love me and look up to me but, he had turned around a hundred and eighty degrees and now called me the devil. He hurled insults against those who led him to Christ.

He felt he was not being treated fairly and complained about his conditions of service. He spoke about how little money he was earning, and complained that he would have been earning millions if he had stayed in his former job. Doesn't that sound familiar? Doesn't it sound like the children of Israel claiming they would have been better off in the old place? "And the children of

Israel said unto them, Would to God we had died by the hand of the LORD in the land of Egypt, when we sat by the flesh pots, and when we did eat bread to the full; for ye have brought us forth into this wilderness, to kill this whole assembly with hunger" (Exodus 16:3).

This fellow had forgotten how I had welcomed him into full-time ministry. He had forgotten how he had said. "I will work for God, even if I am not paid."

He had forgotten the times of fellowship we enjoyed together and how we were like brothers from the same family.

He had forgotten how he loved listening to my tapes.

He had forgotten how he would lie down for hours soaking in messages from different camp meetings I had preached at.

It seemed he had forgotten how I had appointed him as a pastor.

He probably could not remember how I ordained him into the ministry.

He had forgotten how he had never been able to travel outside the country until I arranged for his first visa.

I do not think that I am harming someone when he comes to work in full-time ministry. I believe that full-time ministry is the greatest opportunity of a lifetime. If however the person feels it is a punishment, I would not like to continue inflicting hardships on the person.

After this fellow began his complaints and grumblings, our relationship was at the beginning of the end! It was only a matter of time before he was incompatible with what God was doing in my ministry. When the children of Israel began to complain against Moses, they became incompatible with the Promised Land vision. When you complain you will be rejected. This is what happened to God's people as they marched to the Promised Land. Only little children who did not understand and could not complain entered the Promised Land.

The Discontented Missionaries

Some years ago, some missionaries I had sent to the mission field began complaining about various things. They would call one another and gossip to each other about how they were not being treated fairly. Through no fault of the Missions Office, one of them was separated from his wife and felt that his wife's trip to join him was being unduly delayed. Another missionary complained about the routing of his wife's flight. Other missionaries joined in and became equally discontent about other issues. Different little issues became mountains of fodder for discussion. After a while, the spirit of discontentment, murmuring and grumbling was rife amongst this team of missionaries.

I remember a meeting I had with them. They all seemed different from the people I had known. I wondered how they had become so forgetful so soon.

These young men had forgotten how I had helped them to come into ministry. They had forgotten how I had flown them into international cities and set them up to start churches.

They had forgotten that they had never had to rent a house since they finished school.

They had forgotten that their daily bread was guaranteed, whether the church they pastored made enough money or not.

They had forgotten that cars were handed over to them on a silver platter. They never needed to know the price of a car.

They had forgotten the times of fellowship and love I had had with them.

They had forgotten how I had visited them in their homes and become close to them.

They had forgotten my involvement in their personal lives.

They had forgotten how I had helped them to choose marriage partners.

They had forgotten how I had encouraged and guided them in the ministry when they were in university.

They had forgotten how I helped them to have their weddings.

They had forgotten how I sent them on honeymoons and paid for everything.

They had forgotten that they did not need to know the price of a plane ticket - it was just bought for them.

They had forgotten how privileged they were to have been sent to countries of the world they had never known.

As I sat at the meeting, I realized that my young missionaries had forgotten too many things too soon. They had become grumpy, disgruntled and discontent with the ministry and me. It was as though another spirit had taken over their lives. I held on for as long as I could but I had to dismiss them from the mission field and from full-time ministry.

It was a painful and very difficult decision but there was no way out. I had no choice but to take the decision to dismiss them. These were beloved sons of mine and I knew that what I was doing would change their lives drastically. Suddenly, these soldiers would not be a part of what I was doing and I would march on without them.

Forgetting had cost them too much. May you not forget what the Lord has done in your life!

3. FORGETTING LEADS TO DISLOYALTY.

"Judas Iscariot, which also betrayed him" (Mark 3:19). Judas was the all time traitor of traitors. How did he become the most treacherous and disloyal follower of all time? The answer may lie in this important subject of remembrance. Forgetting important things makes you fail school exams as well as the tests of life. Perhaps, Judas forgot many of the miracles that Jesus did.

He forgot how he was chosen from among hundreds of awe-stricken followers.

He forgot how he was privileged to sit with the Lord in private and fellowship with deity.

He forgot how he had heard many things that no one had ever heard.

He forgot how he had listened to teachings that had never ever been recorded.

He forgot the breakfasts and lunches he had had with the Lord.

He forgot how he was chosen from among the twelve to handle money.

He forgot how Jesus had trusted him especially with a unique job given to no one else.

It seemed he had forgotten about the mansions promised in Heaven.

The fact that he was to have rewards in Heaven meant nothing to him.

Judas forgot about the frightening messages of Heaven and Hell.

Judas forgot about the rich man and Lazarus (people they actually knew and remembered) and how they were in Hell and Heaven.

Judas had forgotten the powerful messages that Jesus had preached.

Judas had forgotten about the amazing miracles Jesus had performed when he healed blind, deaf and dumb people.

You see, if you remember certain things they will restrain you when you are going the wrong way. If Judas had remembered the supernatural nature of Christ, he would have been hesitant to betray God. Judas did not remember how Jesus had raised people from the dead.

Perhaps if he had remembered how Jesus had raised Lazarus from the dead after four days, he would have dropped the whole idea of betraying the Son of God. Perhaps a chill would have gone down his spine when he remembered that Jesus had actually predicted that he would die and rise again after three days. Sadly, Judas' mind was fixated on the thirty pieces of silver he had been promised. Somehow, this fixation blacked out the memory of how supernatural and powerful Jesus really was.

What is your mind fixated on? Which memories have you blacked out? Have you forgotten something important? Could this lack of remembrance lead to your annihilation? Will you become like Judas and forget all that has happened? Can it be that you will forget all your experiences and not remember anything that was said?

What did Jesus say about Judas? He said, "It would have been better if he had never been born." He did not say this about anyone, including the murderers and thieves He encountered. He said to the thief on the cross, "Today you will be with me in paradise." But He said about Judas, "It would have been better that you had not been born!" For-… for-… for-… forgive!

4. FORGETTING MAKES YOU REPEAT MISTAKES.

The Bible story of the deposition of Belshazzar is an example of how a son repeats the sins of his father because he forgets. God does not tell us the stories of our fathers in order to disgrace or discredit them. Actually, none of us would like the stories of our low moments to be repeated publicly. However, God has allowed the mistakes of His servants to be written for our

admonishing that we may not repeat them. Unfortunately, history shows that people simply repeat the same mistakes over and over again. When will we stay away from the sins that He warns us about through the examples of our fathers? When Daniel rebuked King Belshazzar (son of Nebuchadnezzar), he told him that he had not learnt humility even though his father had fallen through pride.

“Then Daniel answered and said before the king, Let thy gifts be to thyself, and give thy rewards to another; yet I will read the writing unto the king, and make known to him the interpretation. O thou king, the most high God gave Nebuchadnezzar thy father a kingdom, and majesty, and glory, and honor: And for the majesty that he gave him, all people, nations, and languages, trembled and feared before him: whom he would he slew; and whom he would he kept alive; and whom he would he set up; and whom he would he put down. But when his heart was lifted up, and his mind hardened in pride, he was deposed from his kingly throne, and they took his glory from him: And he was driven from the sons of men; and his heart was made like the beasts, and his dwelling was with the wild asses: they fed him with grass like oxen, and his body was wet with the dew of heaven; till he knew that the most high God ruled in the kingdom of men, and that he appointeth over it whomsoever he will. AND THOU HIS SON, O BELSHAZZAR, HAST NOT HUMBLED THINE HEART, THOUGH THOU KNEWEST ALL THIS; But hast lifted up thyself against the LORD of heaven”(Daniel 5:17-23).

The Pastors' Meeting

One day I had a meeting with some pastors on the third floor of our church building. We discussed at length, several issues that related to loyalty and church government. There were many contributions to the discussion and the pastors felt free to share what they felt. At a point, we discussed a particular situation in which a pastor had taken over and renamed a branch church. We discussed and condemned how he had painted over the old name and replaced it with a new name. Everyone agreed that this was unacceptable behavior.

A particular pastor stood up and gave a speech. He condemned such treacherous acts and pledged his unflinching support for the ministry. He virtually promised to give up anything that would hinder his lifelong commitment.

A few months later, this same speech-giving brother came up to me and said, "I have decided to start a church." I was taken aback because he was already pastoring a church. So I asked, 'Which church are you going to start. I thought you were already pastoring a church." Then he said, "God has led me to start a church." I continued, "Is it a Lighthouse church or another church." He answered, "Another church." I asked him, "What happens to the Lighthouse church you are pastoring?" But he did not answer.

The answer came several days later when he painted over the name, “Lighthouse Chapel International” and replace it with a new name. The surprising aspect of this individual's story was his very vocal support for the ministry combined with his presence at the meeting at which this particular behavior was discussed and condemned. Just like Belshazzar, he repeated exactly what someone ahead of him had done.

Let us all pray that God's grace will keep us from repeating the sins and mistakes of our fathers. God allows us to know the mistakes of seniors so that we would stay away from them. We are

not better than people ahead of us. Neither do we have any better motives nor prayer lives than anyone in front of us. It is the grace of God that will keep us from evil. Pray that your Daddy's devil will not be your devil!

5. FORGETTING MAKES YOU DISHONOUR FOUNDERS AND FATHERS.

“And Ham, the father of Canaan, saw the nakedness of his father, and told his two brethren without” (Genesis 9:22). One of the commonest occurrences is the forgetting of the contribution of fathers and founders. Our Lord Jesus knew that He would be forgotten by the church so he instituted the ritual of Holy Communion so that we would remember Him.

Recently, I was preaching to the leaders of student-churches at the university. I called for the leader of a particular church. The leader stepped forward and I asked, "Do you know that I am the founder of the church you are pastoring?" This pastor looked surprised and answered, "No, I never knew." So I informed him that I spent two and a half years of my university life praying, fasting and preaching till this church was established. This Christian leader had no idea how I had been maligned and criticized for establishing his church. Such is the lot of fathers and founders. Their contribution is often dismissed to the background and forgotten. Unfortunately, in so doing, many set aside the ideals and vision that the founders had.

One day, a brother who had set up an intellectual mass choir festival returned to campus to pay a visit. He was greeted at the door by an usher who, obviously, did not know that he was talking to one of the founders of what he was enjoying and managing. He was treated as a common stranger and ushered hurriedly to the very back of the hall. Such is the lot of the founder!

Many churches do not remember their founders. The memory of the founder dims as the years go by. His name is pushed away and anything that reminds them of the past is obliterated. The current pastor loves to be seen as the luminary who achieved the glory that is seen today. Such people have forgotten the work that the founder did for the church to come into existence.

The work of a founder is the most difficult of the ministry. It is buried in the ground and many do not see it. Many founders are scarred and wounded individuals. They receive the largest amount of criticism and the least appreciation.

Their families are not exempted from this treatment. They are often set aside and forgotten. Perhaps they paid an equally high price for the founder to lay the foundation he did. Upon the death of founders, many are moved with compassion for their families and declare that they will set up foundations and trust funds for them. Sadly, with the passage of time, the passion for setting up these foundations and mobilizing the money that is needed fades. The family is left to fend for itself and fight for survival.

Forgetting the Founder

I remember one founder who died and left behind little children and a pregnant wife. He also left behind a thriving ministry with many large churches. Years after the death of her husband, she was without sustenance and help from the church he had founded. In desperation, his wife remarried. One day, I asked, "Who did the founder's wife get married to eventually?" I must admit that I was stunned by the answer. I was told that this great founder's wife had married one of her husband's drivers. I thought to myself, "She must have been desperate." I remembered one

of the churches of this great founder that I had preached in. It was large and prosperous. I wondered if these large churches could not take care of this widow. Such is the lot of founders - so easily forgotten and dismissed from memory.

The Forgotten Ideals

Perhaps it is even more painful when the founder's ideals are set aside. I read about a great founder and found no comparison between what he believed and what the church he had founded practiced.

I visited the grave of this great founder and was taken on a tour of the founder's home by the caretaker. One of the last comments the caretaker made was indeed very sad. He said, "This great founder would be very sad if he rose from the dead today. " "Why?" I asked. He continued, "Most of the vices he fought against are the ones that currently plague the church he founded. Sadly, the founder's ideals had been set aside." Even though this founder's name is certainly not forgotten, his ideals and vision have been set aside. The danger of all this is that the curse of dishonoring fathers will plague current leaders.

The Case of Ham

It is an important principle to honor fathers. Ham, the black son of Noah, broke this principle and dishonored his father. It is the curse that followed that governs large sections of the world's population. Across the world, the inability of the black man to rise above the state of servanthood can only be explained by a curse. Others may differ in their view and I can handle that, but I find it difficult to explain the state of Africa and black people, in general, except by the interpreting it as the curse of Ham. This severe curse came about when a young man forgot the contribution his father had made to his existence. "And Ham, the father of Canaan, saw the nakedness of his father, and told his two brethren without" (Genesis 9:22).

Ham forgot that it was his father, Noah, who heard from God and obeyed the call. Ham forgot that he did not know God well enough to hear the voice that commanded to build an ark. Ham forgot that if his father had not built the ark he would have drowned along with the rest of the world. "By faith Noah, being warned of God of things not seen as yet, moved with fear, prepared an ark to the saving of his house; by the which he condemned the world, and became heir of the righteousness which is by faith" (Hebrews 11:7).

Ham forgot that God had judged Noah to be a righteous man. "But Noah found grace in the eyes of the LORD" (Genesis 6:8).

Ham forgot that he was alive only because of his "drunken" father.

Ham forgot that every man of God has a right to be naked in his own tent.

Ham forgot that he himself was, sometimes, naked in his own tent.

He forgot too many things and he paid the price dearly for his lack of remembrance. Today, the black man can scarcely rise out of the waters of worldwide despisement.

6. FORGETTING LEADS TO DISOBEDIENCE.

Jeroboam was chosen by the Lord to replace Solomon. Jeroboam, a "nobody", was picked to replace the ruling lineage of David and Solomon; the two greatest kings of Israel. This honor was done to Jeroboam because Solomon had gone after idols and worshipped false gods. "And Ahijah caught the new garment that was on him, and rent it in twelve pieces: And he said to JEROBOAM, Take thee ten pieces: for thus saith the LORD, the God of Israel, Behold, I will rend the kingdom out of the hand of Solomon, and will give ten tribes to thee: (But he shall have one tribe for my servant David's sake, and for Jerusalem's sake, the city which I have chosen out of all the tribes of Israel:) Because that they have forsaken me, and have worshipped Ashtoreth the goddess of the Zidonians, Chemosh the god of the Moabites, and Milcom the god of the children of Ammon, and have not walked in my ways, to do that which is right in mine eyes, and to keep my statutes and my judgments, as did David his father" (1 Kings 11:30-33).

Somehow, when Jeroboam became the king, he forgot why he was chosen in the first place to replace the lineage of David and Solomon.

He forgot the most important thing and disobeyed the Lord in exactly the same way Solomon had. Notice the passages, which reveal both the privileged calling of Jeroboam and the subsequent repetition by Jeroboam of Solomon's sins. "And JEROBOAM said in his heart, Now shall the kingdom return to the house of David: If this people go up to do sacrifice in the house of the LORD at Jerusalem, then shall the heart of this people turn again unto their lord, even unto Rehoboam king of Judah, and they shall kill me, and go again to Rehoboam king of Judah. Whereupon the king took counsel, and made two calves of gold, and said unto them, It is too much for you to go up to Jerusalem: behold thy gods, O Israel, which brought thee up out of the land of Egypt. And he set the one in Bethel, and the other put he in Dan. And this thing became a sin: for the people went to worship before the one, even unto Dan. And he made an house of high places, and made priests of the lowest of the people, which were not of the sons of Levi.

And Jeroboam ordained a feast in the eighth month, on the fifteenth day of the month, like unto the feast that is in Judah, and he offered upon the altar. So did he in Bethel, sacrificing unto the calves that he had made: and he placed in Bethel the priests of the high places which he had made." (1 Kings 12:26-33).

Remembering God

Sometimes, you wonder if Christians can stand to be blessed. Can they ever handle the blessings that God has? I remember a Christian brother who was elevated to the high offices of government. The Lord blessed him with prosperity and power.

My first contact with him was several years before when we had a crusade in one of the cities of Ghana. We had to relate with him because he was the president of the Scripture Union Fellowship of that town. We had to borrow some equipment from him. I remember how he came for the crusade and I remember his attitude. We felt like immature zealots in his presence. We wilted under his strict moral Christian eyes! Years later, whilst watching television, I noticed that he had been promoted to one of the highest political positions in the country. I said to myself, "Wow, a Christian is deep into politics…! I hope he can stay on course with the Lord." But that was not to be so.

The years went by and this fellow backslid terribly. It became apparent that he had put aside his faith. Unfortunately, he also became ill and died suddenly.

One day I spoke to a pastor who ministered to him before he died. This pastor told me how this Christian politician had come to his house in the middle of the night demanding that the gate be opened to him. The Christian politician was now terminally ill and knew he was dying. He had come to see the pastor in the middle of the night because he could not breathe and he could not sleep.

He confessed his sins to the pastor and told him how he had forsaken his Christian wife and gone after other women. He cried and told the pastor how politics had even led him into occultism. Sitting in the pastor's home at one o'clock in the morning he wept sore and asked for forgiveness for forsaking God. Alas, this man died a few days later.

When I heard this story, I marveled and considered how people forget their Christian commitment when they are elevated in this life. Such was the story of Jeroboam who was picked from nowhere and elevated to the throne. He forgot the God who had picked him up and placed him on the throne. Unfortunately, Jeroboam disobeyed God at the first opportunity.

Paul declared that he knew how to stay close to God whilst poor and also when rich. This is the secret that Christians seem to lack - how to remember God after your elevation. Paul said, "I know how to get along with humble means, and I also know how to live in prosperity; in any and every circumstance I have learned the secret of being filled and going hungry, both of having abundance and suffering need." (Philippians 4:12 NASB).

7. FORGETTING LEADS TO PRIDE.

“Then David returned to bless his household. And Michal the daughter of Saul came out to meet David, and said, How glorious was the king of Israel to day, who uncovered himself to day in the eyes of the handmaids of his servants, as one of the vain fellows shamelessly uncovereth himself! And David said unto Michal, “It was before the LORD, which chose me before thy father, and before all his house, to appoint me ruler over the people of the LORD, over Israel: therefore will I play before the LORD” (2 Samuel 6:20-21).

Sadly, many people forget how they came to be in privileged positions. However, this was not one of David's problems. He always remembered where the Lord had lifted him from. He knew that he was a “nobody” picked from looking after sheep and lifted to the throne of Israel. This made him grateful and worshipful even when his kingship was established.

Politicians and Forgetfulness

Sadly, many Christians forget where they came from. I have needed help from the government on many occasions. Sadly, these powerful politicians had no time for an insignificant priest like me. Even Christians forget their heritage and place politics above their Christian faith. An interesting development however has been the turnaround in attitude by some of these people after leaving office.

Somehow, these politicians seem not to “know” you when they are in power. Yet they become so chummy and friendly when they are out of office and have lost their glory. A true friend is

someone who will remember you when he is up there. Sadly, most people forget others when they are blessed. I have had powerless past politicians ringing me up and chatting with me as though we were the fondest of friends. They called me by my first name and claimed that we were the best of buddies. I have been invited to lunches and dinners by unseated government leaders. I have met them on planes and in other settings and I get the same response. But I have never attended any of these because I do not regard these people as genuine friends. When they were flowing high in the pomp and splendor of their offices, they pretended not to know me. God has shown me that there is no need to suck up to pretentious politicians. He will take care of His work with or without their help. "David said moreover, The LORD that delivered me out of the paw of the lion, and out of the paw of the bear, he will deliver me out of the hand of this Philistine. And Saul said unto David, Go, and the LORD be with thee" (1 Samuel 17:37).

8. FORGETFULNESS LEADS TO DIVORCE.

Unfortunately, many people forget the words they spoke to each other during their marriage ceremony.

'Till death us do part" they say boldly.

They declare, "For better or for worse."

Others vow, "In prosperity and in adversity we shall live together."

Many pronounce, "Many waters cannot quench our love. Neither can the floods drown our devotion."

They assert, "If any man will break up this union, it will be Satan." Yet many of us try to break up this union. We have forgotten that we said that it will be Satan who would attempt to break up the union. Does this mean that if you try to break up your marriage you are Satan? For-… for-… for-… forgive! Forgetting what you have said can go against you greatly. Most couples do not remember what they said to each other. Many wives forget how they proclaimed, "From this day forward, I shall love you and I shall give myself to you." Years later, when they are in bed with their husbands, they forget how they said, "I shall give myself to you." Now, they do not give themselves to their husbands.

When they exchange rings, they say, "Let this ring be a symbol of our love for eternity." Unfortunately, the ring has become a symbol of sadness, bondage and quarrels.

One of the main reasons for divorce is forgetting what we said to each other. Most of the time the promises are made in our youth. By our middle age, we have forgotten what we said in our youth. God is against those who do not remember what they said in their youth. The Bible refers to the wife as the "wife of your youth". In other words, she is the woman you spoke to when you were young, zealous and full of love. The Scripture urges you to remember the words of your covenant. "Yet you say, "For what reason?' Because the LORD has been a witness between you and the wife of your youth, against whom you have dealt treacherously, though she is your companion and your wife by covenant. But not one has done so who has a remnant of the Spirit. And what did that one do while he was seeking a godly offspring? Take heed then to your spirit, and let no one deal treacherously against the wife of your youth. "For I hate divorce," says the LORD, the God of Israel, "and him who covers his garment with wrong," says the LORD of

hosts. "So take heed to your spirit, that you do not deal treacherously." {Malachi 2:14-16 NASB).

9. FORGETFULNES AND PRESUMPTION

"And Moses said unto Korah, Hear, I pray you, ye sons of Levi: "SEEMETH IT BUT A SMALL THING UNTO YOU, THAT THE GOD OF ISRAEL HATH SEPARATED YOU FROM THE CONGREGATION OF ISRAEL, TO BRING YOU NEAR to himself to do the service of the tabernacle of the LORD, and to stand before the congregation to minister unto them?" (Numbers 16:8-9). The rebellion of Korah is of particular note because Moses rebuked Korah for his presumption. Presumption is "the arrogant assumption of privilege". When a person becomes presumptuous, he is too confident in a way that shows a lack of respect.

When people are fortunate to occupy certain positions, they often do not realize what a privilege they have. Moses recognized this sin in Korah. Korah had the privilege of being a Levite and a leader of the congregation. Yet he spoke the rudest words to Moses the servant of God. "They assembled together against Moses and Aaron, and said to them, "You have gone far enough, for all the congregation are holy, every one of them, and the LORD is in their midst; so why do you exalt yourselves above the assembly of the LORD?" (Numbers 16:3 NASB)

Moses asked him whether he did not cherish the honored position of a leader. He asked him, "Seemeth it a small thing to you?" I realize how people consider privileges as small things. They take them for granted and speak rudely to people who are way above them. This rude speaking is the cardinal sign of the presumptive spirit.

The Confident Pastor

Years ago, I noticed a brother who had the potential for being in the ministry. His pastor did not recognize his calling, but I did. In fact, his pastor told me personally that he was amazed that I could think of making somebody like that into a pastor. But I gave him an opportunity to be in the ministry. Then I trained him and appointed him as a pastor.

After some years, this brother became established in the ministry. Then one day, he dropped a bombshell and told us that he was leaving. He left our church, planted a church nearby, persistently invited our church members to leave and join him and virtually built his church by dividing ours. Soon his new church consisted of many of our former members who had "migrated" to his new church. As you can imagine, this led to some conflict.

I had several exchanges with this fellow, some of which were not pleasant. One day, during one of our exchanges, he pointed out to me that what I was complaining about was unavoidable and that he could not help it if our church members were being attracted to his new church (which he had planted not far from ours). In other words, I needed to cure my insecurities!

This dear pastor pointed out to me that I myself had planted churches all over the place without apparent regard for their closeness to other churches. He went on and put a direct question to me, "Why do you contradict yourself?" Then he advised me to come to terms with the realities of pastors leaving my church otherwise I would fight with everyone that ever left. I was amazed as he continued, "You appointed me as a pastor and I honored that appointment with my sweat and money. I owe you nothing further," he said. He finally warned me saying, "I hold you personally

responsible for anything that happens to my marriage." I thought over these sayings for a long time. I considered how prosperous and wealthy he had become over the years and how he confidently rebuked and advised me today.

But I also remembered how years ago this brother (who was now rebuking me) was an impoverished illegal immigrant who could not afford his own lunch. But it seemed a small thing to him to have been lifted from his former state to where he currently was. He could not remember his starting point that is why he spoke confidently and in a way that showed a lack of respect (presumption).

You see, we all start from humble beginnings. I started my life and ministry from a very low point. What matters is not how low your starting point was. What matters is how well you can remember your lowly starting point! I realized that this brother had forgotten that he might never have become a pastor if he had not met me. Perhaps, he had forgotten how I encouraged him to go into the ministry. It seems he had forgotten how I chose him and sent him to a particular country, which he knew not. He had forgotten that he would never have had the wife he had if I had not told her to marry him.

I remembered when his wife asked me about him. She did not want to marry, and especially she did not want to marry him. But I convinced her and told her that he was a good person. Before he married her, I had such authority over his wife and she would have done anything I told her. In those days, the words and advice I gave to her were like the oracles of God. Whatever I said was what mattered. Through his marriage which I sponsored, this brother had now become a member of a wellknown family and enjoyed the privileges, financial wealth and inheritance of that family. It seemed that all these had been forgotten by this brother who now said he owed me nothing! Perhaps I would have to join Paul in saying, "I do not say to thee how thou owest unto me even thine own self besides." This brother said that he owed me nothing. But Paul said to Philemon that he owed him his very life. "I Paul have written it with mine own hand, I will repay it: albeit I do not say to thee how THOU OWEST UNTO ME EVEN THINE OWN SELF besides" (Philemon19).

It is always interesting to watch the sons of Korah rebuke their fathers. They love to put the fathers in their place. It seems a small thing to them. All that their fathers have done for them seems to them like nothing. It is only because people forget where they were and who they were that they speak great swelling words of arrogance. Please do not repeat these errors. They are written for our example. "And Moses said unto Korah, Hear, I pray you, ye sons of Levi: Seemeth it but a small thing unto you, that the God of Israel hath separated you from the congregation of Israel, to bring you near to himself to do the service of the tabernacle of the LORD, and to stand before the congregation to minister unto them?" (Numbers 16:8-9).

10. FORGETFULNESS LEADS TO REBELLION.

"And Samuel said, When thou wast LITTLE IN THINE OWN SIGHT, wast thou not made the head of the tribes of Israel, and the LORD anointed thee king over Israel?" (1 Samuel 15:17). Saul did not remember to obey the Lord when he was lifted up. Samuel reminded him that he was nobody when God called and anointed him. Apparently, he had forgotten how little he was at the beginning.

People rebel against those who set them up because they do not remember how they came to be where they are. I remember a brother who rebelled against his General Superintendent. He was sent to a foreign country to plant a church. After the church grew and became successful, this brother decided to dissociate himself from the church which sent him. I visited the General Superintendent and he spoke bitterly about this missionary. I was amazed to hear that this brother had written him a nasty letter telling him to back off his ministry. He told his pastor that he owed him nothing and that he had done nothing for him. The General Superintendent was very angry as he narrated the story of this ungrateful and forgetful son. As we talked, he said, "This fellow was one of my house boys (domestic servants) I raised up." Then he pointed to the ground and showed me the spot where this fellow would pray along with some others. “This fellow belonged to a group of nobodies I helped. I welcomed them into my house and gave them a place to pray in my living room. I trained them in the ministry" he said. He described how he had used his influence to get visas for this young man (in Africa, it is a miracle to obtain a visa for an European country when you do not have a substantial or wealthy background). Then he lifted his fingers, cursed the man, "The wind is against him." Because this boy had forgotten where he came from and who had helped him he received a curse that night.

One day, a year later, I happened to see this forgetful minister in a shopping mall. He had gone shopping with his wife and had filled his trolley with saucepans, frying pans and other household items. He was living happily ever after with his wife far away from his angry General Superintendent. As soon as I saw him, I remembered the fingers that were lifted up and the curse that the wind was against him. And it came to pass that the wind was indeed against him! As time went by, the wind dismantled his church and his congregation scattered! I would meet his prized members and financiers and they would tell me they were no more with him. This same wind blew him into adultery and obviously destroyed his marriage. The wind continued to blow … This is the wind that blows on the forgetful and rebellious ones!

11. FORGETTING TAKES AWAY COMPASSION.

To care for people who are in physical difficulty often goes along with the ability to remember. Sadly, most people do not remember where they came from. One day I met a millionaire who had established a large prisons ministry. He told me how he had been thrown into prison for several years and then had been released miraculously. After being released, this man could not forget his experience in the prison. The Lord used him to establish a nationwide prison ministry, which touched the lives of thousands of prisoners. God expects you not to forget what you have seen, heard and experienced. People who do remember rarely show compassion for anything they have been through. Why do you black out from your mind the memories of physical hunger, thirst and nakedness? Jesus will judge us for not remembering these people. “For I was an hungred, and ye gave me meat: I was thirsty, and ye gave me drink: I was a stranger, and ye took me in: Naked, and ye clothed me: I was sick, and ye visited me: I was in prison, and ye came unto me” (Matthew 25:35-3.6) “But when he saw the multitudes, he was moved with compassion on them, because they fainted, and were scattered abroad, as sheep having no shepherd”(Matthew 9:36).

I am certain that forgetfulness leads to a lack of passion for the great commission. The story of the Good Samaritan illustrates this reality. "A certain Samaritan, as he journeyed, came where he was: and when he saw him, he had COMPASSION on him, And went to him, and bound up his wounds, pouring in oil and wine, and set him on his own beast, and brought him to an inn, and

took care of him. And on the morrow when he departed, he took out two pence, and gave them to the host, and said unto him, Take care of him; and whatsoever thou spendest more, when I come again, I will repay thee. Which now of these three, thinkest thou, was neighbour unto him that fell among the thieves?" (Luke 10:33-36).

Levites and priests passed by filled with the knowledge of God. But they did not have compassion. When the man with compassion came by, he was moved and saved the brother who was half-dead. This world is half-dead, waiting for us to come and save them. We have the gospel of Jesus Christ, the only hope of this world!

The modern inventions of television, radio, cassettes, CDs and the internet have made Scripture more available than ever before. Sadly, the increase of Scripture and the availability of this knowledge has not resulted in more of God's compassion. The compassion for souls is almost absent whilst the love for treasures and finances is at its peak! For-… for- … for-… forgive! The sad reality is that the evangelization of this world will not be accomplished without compassion. But how can we have compassion when we do not remember what it is like to almost go to hell?

12. FORGETTING MAKES YOU A SECOND-RATE PREACHER.

Remembering what you have been through greatly improves your preaching and writing skills. Many people are boring preachers because they never give us real life accounts of what God has taken them through. It is the ability to remember that makes the difference between a good preacher and a bad one. You will be surprised at how attentive the congregation becomes when you start to tell them a real life story.

The Apostle Paul remembered his experiences in great detail. He would often tell the stories to anyone who would listen. In his letters, he described his background in great detail. He narrated his experiences and even remembered the different emotions of each season.

The Memories of Paul

“Brethren, my heart's desire and prayer to God for Israel is, that they might be saved”(Romans 10:1). The Apostle Paul was moved with compassion because he remembered people who were just like him. He remembered his own relatives who lived in darkness. He remembered how he was almost not saved himself. At a point, he wished he could kill himself so that they would be saved. "I say the truth in Christ, I lie not, my conscience also bearing me witness in the Holy Ghost, That I have great heaviness and continual sorrow in my heart. For I could wish that myself were accursed from Christ for my brethren, my kinsmen according to the flesh." (Romans 9:1-3).

a. Paul tells Agrippa about the Damascus Road experience.

“And as I punished them often in all the synagogues, I tried to force them to blaspheme; and being furiously enraged at them, I kept pursuing them even to foreign cities. While so engaged as I was journeying to Damascus with the authority and commission of the chief priests, at midday, O King, I saw on the way a light from heaven, brighter than the sun, shining all around me and those who were journeying with me. And when we had all fallen to the ground, I heard a voice saying to me in the Hebrew dialect, "Saul, Saul, why are you persecuting Me? It is hard for you

to kick against the goads." "And I said, "Who are You, Lord?" And the Lord said, "I am Jesus whom you are persecuting" (Acts 26:11-15 NASB).

b. Paul tells the Galatians about his early ministry.

"But when God, who had set me apart even from my mother's womb and called me through His grace, was pleased to reveal His Son in me so that I might preach Him among the Gentiles, I did not immediately consult with flesh and blood, nor did I go up to Jerusalem to those who were apostles before me; but I went away to Arabia, and returned once more to Damascus. Then three years later I went up to Jerusalem to become acquainted with Cephas, and stayed with him fifteen days" (Galatians 1:15-18 NASB).

c. Paul tells the Philippians about his upbringing.

"Although I myself might have confidence even in the flesh. If anyone else has a mind to put confidence in the flesh, I far more: circumcised the eighth day, of the nation of Israel, of the tribe of Benjamin, a Hebrew of Hebrews; as to the Law, a Pharisee; as to zeal, a persecutor of the church; as to the righteousness which is in the Law, found blameless. But whatever things were gain to me, those things I have counted as loss for the sake of Christ" (Philippians 3:4-7 NASB).

d. Paul tells the Corinthians about his personal problems.

"Are they servants of Christ? -- I speak as if insane -- I more so; in far more labors, in far more imprisonments, beaten times without number, often in danger of death. Five times I received from the Jews thirty-nine lashes. Three times I was beaten with rods, once I was stoned, three times I was shipwrecked, a night and a day I have spent in the deep. I have been on frequent journeys, in dangers from rivers, dangers from robbers, dangers from my countrymen, dangers from the Gentiles, dangers in the city, dangers in the wilderness, dangers on the sea, dangers among false brethren; I have been in labor and hardship, through many sleepless nights, in hunger and thirst, often without food, in cold and exposure" (2 Corinthians 11:23-27 NASB).

e. Paul tells the Corinthians about his feelings.

"For we do not want you to be unaware, brethren, of our affliction which came to us in Asia, that we were burdened excessively, beyond our strength, so that we despaired even of life; Indeed, we had the sentence of death within ourselves so that we would not trust in ourselves, but in God who raises the dead; "Who delivered us from so great a peril of death, and will deliver us, He on whom we have set our hope. And He will yet deliver us" (2 Corinthians 1:8-10 NASB).

Become a better preacher! Remember your life's experiences and share them! Do not think that your life is uneventful and boring. Do not think that you have no interesting life experiences to share. That is a deception. Begin to remember and talk about the little things that God has brought you through. I promise you; your ministry will come alive and your preaching will be anointed!

The Spirituality of Remembrance 23

CAUSES OFFORGETFULNESS

There are certain reasons why people forget things. You must fight the natural tendency to forget important things. As the children of Israel prepared to experience the Promised Land, God knew that they would forget almost every important thing they had learned. Moses narrated and rehearsed the history of their journey to them. I want to share with you some reasons why you may forget something important in the future. All leaders should teach their followers these truths in order to brace them for the successes and achievements of this life.

1. THE ROLE OF HISTORY

"Now there arose up a new king over Egypt, which knew not Joseph" (Exodus 1:8). Pharaoh forgot the history of his own country. His nation would have been wiped out if it had not been for the good works of Joseph. Yet, he forgot who the Israelites were and began to persecute them. Perhaps if he had read his history book, he would not have persecuted Joseph's descendants. He repaid the good that Joseph had done to the nation of Egypt with evil.

The Experience of Pharaoh

Pharaoh's failure to read history cost him dearly. By being ungrateful to the Israelites, he sowed the seeds of the destruction of Egypt. God stepped in and wiped out the economy of Egypt. He destroyed their farms, their infrastructure, their water, their cattle, their vegetation and their personal comforts. I think that history is one of the most important subjects ever to be studied. Please read your history books! Please read biographies of men of God. In them you will find great lessons of life which must never be forgotten.

2. THE DANGER OF SUCCESS

"But thou shalt remember the LORD thy God: for it is he that giveth thee power to get wealth, that he may establish his covenant which he sware unto thy fathers, as it is this day. (Deuteronomy 8:18). Moses defined success as "when thou hast eaten and art full".

Successful people suffer most from a lack of remembrance. They cannot remember how they came to be where they are. Like the prophet he was, Moses warned them about specific blessings and the tendency to forget the Lord's input into their lives.

"When thou hast eaten and art full, then thou shalt bless the LORD thy God for the good land which he hath given thee. Beware that thou forget not the LORD thy God, in not keeping his commandments, and his judgments, and his statutes, which I command thee this day: Lest when thou hast eaten and art full, and hast built goodly houses, and dwelt therein; And when thy herds and thy flocks multiply, and thy silver and thy gold is multiplied, and all that thou hast is multiplied; Then thine heart be lifted up, and thou forget the LORD thy God, which brought thee forth out of the land of Egypt, from the house of bondage"(Deuteronomy 8:10-14). Everyone who has built goodly houses and dwelt therein should be careful of forgetting the Lord. Everyone whose money (silver and gold) is multiplied should be careful of forgetting the Lord. Everyone who has prospered is a candidate for pride and neglect of the Lord. Do not ask me to explain how this problem comes about. It is just a known fact that blessings and prosperity make people forget God. What must you do about it? Just decide to be extra God-fearing and extra spiritual when you have all these things. Pray for humility and grace to avoid this all too familiar trend!

3. THE PASSAGE OF TIME

"Yet did not the chief butler remember Joseph, but forgat him" (Genesis 40:23). Another reason why people forget is simply the passage of time. When the chief butler was in prison, he was helped greatly by Joseph. But he forgot Joseph when he was released. Even though he had been helped in prison, he forgot about Joseph in his freedom.

I have watched how people forget where they came from. As the years have gone by, they need to be reminded of their beginnings. At different times, the Lord used me to start different fellowships, groups and churches. Sometimes I would hand over the group to a leader and leave them for some time. Invariably, they forgot me. They forgot how they began and they forgot about me. With the passage of time, they did not even want my involvement anymore.

I remember one particular fellowship I started and allowed to run for some time. Later on, I came back to them and explained that I wanted to take up the leadership of the group again. After a series of discussions, I sensed that my leadership was not welcome anymore so I abandoned the idea. I reflected on the turn of events. As I thought over the situation, I considered how people easily forget where they come from.

These people had forgotten that they did not even know each other before I had pulled them together and introduced them to one another. In addition, they had forgotten that none of them had had a vision for such a fellowship. I had had the vision and invited them to participate. Also, they had forgotten that all the activities they currently engaged in were things that I had instituted.

They had forgotten how associating with me had led them to enjoy the relationships they now cherished.

But such is the lot of a founder. He must be prepared to be forgotten and set aside. This is the reason why people hold on to leadership positions until they die. They fear to hand over their prized vision to men who forget. The butler forgot Joseph. Many people forget those who have been real spiritual blessings to them.

SPIRITUALFACTORS OF REMEMBRANCE

"And the God in whose hand thy breath is, and whose are all thy ways, hast thou not glorified" (Daniel 5:23). Many people do not understand why or how they are blessed. They just enjoy the blessings but do not understand how they are acquired.

Understanding the Source of Blessing

For instance, most Africans do not know how Europe was built. They have no idea of how a clean and orderly society is created. They love to go to these Western countries and live there if possible. But they do things that destroy their own nations. They fight against the very things that create what they want. They oppose decisions that will bring order, cleanliness and all the other things that the Western world has. They reject the practical kind of leaders that can create the Western type environments and choose chiefs whose only wish is to enhance their own grandiosity! They simply do not understand how clean, orderly, modern and wealthy societies are created.

Understanding the Mechanics of Leadership

Many do not understand how leadership works. I have concluded that many people will choose the wrong leader. They simply do not know the type of leadership qualities that are needed to take us out of squalor. The radical, strong leaders who are needed to move large populations of undeveloped societies into prosperity are simply not chosen through elections. Often, smooth talking, “please everyone”, traditional and “nice” people are chosen by undeveloped societies because the people like their approach. Unfortunately, such people do not bring true advancement.

Similarly, Christians do not know how they come to be blessed. Many believers do not understand why certain things even happen. They forget that God holds their destiny in His hands. "But you have not praised the God who gives you the breath of life and controls your destiny!" (Daniel 5:23-24 TLB).

THE SOURCES OF BLESSING

1. GOD - THE SOURCE OF ALL BLESSING

Belshazzar praised the gods of gold and of silver, wood and stone. But he did not honor God who really mattered. The prophet Daniel rebuked Belshazzar for not remembering the one who really mattered. He holds our breath in His hand and He controls all our ways. He therefore is the source of all our blessings. How can we forget the one who controls everything about our lives? We cannot live a day longer than He allows. We cannot do anything that He does not allow. He's got the whole world in His hands. We must not forget the hand of God which rules in our affairs.

2. THE VESSELS OF BLESSING

“And Laban said unto him, I pray thee, if I have found favour in thine eyes, tarry: for I have learned by experience that THE LORD HATH BLESSED ME FOR THY SAKE” (Genesis 30:27).

People forget because they do not recognize God's vessel. They do not realize that they are where they are because God blessed them through their association with someone. A failure to understand this is the cause of many of life's disasters. It takes humility to recognize that God has chosen certain people, given them a call and favored all those who help their cause. God chose Israel and has blessed all those who help that nation. There is nothing you can do about God's choices. Laban was a wise unbeliever who recognized that his blessings had come by associating with Jacob. He did not want to part company with Jacob because he sensed that the blessing came by this association.

When the Ark of the Covenant was in the house of Obededom, everything flourished. The house of Obededom was fully blessed because of the presence of the Ark of the Covenant. "And it was told king David, saying, The LORD hath blessed the house of Obed-edom, and all that pertaineth unto him, because of the ark of God" (2 Samuel 6:12).

A wise and spiritual person will attach himself to people who are recognizably called and favored by the Lord. What you need is to tap into some of the grace given to that person. I have noticed how people forget how they were lifted from the depths to great heights by relating with a particular person.

I remember the pastor of a five-thousand member church who had two powerful associates. These associate ministers forgot how their destinies had changed by associating with their senior pastor.

One day, their senior pastor, sensing the mounting rebellion transferred these two associates away from himself. I met one of these associates and he spoke bitterly of his transfer. He said, "Even that the word “transfer” was applied to me is preposterous." The other associate, who was equally bitter, said many derogatory things about his senior pastor. I knew it was a matter of time before they would both resign. A few months later, they both left the ministry and dissociated from their senior pastor.

The years went by and I watched how their lives evolved. The senior pastor continued to go from strength to strength and his ministry became the largest in the city. Sadly, though, the associates seemed to wither away. One of them tried to start a church, but could not get more than five members to join him. His church never grew out of the living room of his home.

The other became a pastor of another church, but was dismissed soon after for bad behavior. Both of these associates continued to struggle for years moving from one job to another and never amounting to anything. I realized that these associates had moved out of their place and had not recognized how God had blessed them through association. Of course it takes humility to even recognize this truth. Do not be afraid of acknowledging that God has used a man to change your life!

3. THE PRICE FOR THE BLESSING

When you do not understand why God blesses someone, you will quickly neglect important principles He lives by. A deeper understanding helps you to have a better memory. That is why teaching deploys various techniques to induce a greater understanding of issues. The more you understand, the more you remember! An ancient Chinese proverb says, "You hear you forget; you see you remember; you do you understand."

King Solomon remembered how God had been angry with his father and decided to avoid falling into his father's sins. Probably, this is why he married so many women. He did not want to commit adultery so he decided to marry every girl he saw. In the end, he had married one thousand women! This in itself is a miracle. But Solomon did not understand that David was ultimately a man after God's own heart who wholly and passionately served God in spite of his human failings.

Many people think that God was displeased with Solomon because of the numerous women he loved. Although these numerous women in his life caused problems, this was not the reason why God rejected Solomon. The Bible tells us clearly that God rejected Solomon because he was not devoted to the Lord and that he worshipped idols in his old age. King David never worshipped idols and there was no mention of any such thing during his time. “For when Solomon was old, his wives turned his heart away after other gods; and his heart was not wholly devoted to the LORD his God, as the heart of David his father had been” (1 Kings 11:4 NASB). Perhaps, not understanding the secret behind someone's success will lead you to set aside the very thing which made him great.

THE REBELLIOUS BLACKOUT

“If thou count me therefore a partner, receive him as myself. If he hath wronged thee, or oweth thee ought, put that on mine account; I Paul have written it with mine own hand, I will repay it: albeit I DO NOT SAY TO THEE HOW THOU OWEST UNTO ME EVEN THINE OWN SELF BESIDES” (Philemon 17-19)

Paul, like many fathers and apostles, would not bother to tell the young ones that they actually owed their entire lives to him. Philemon did not just owe him gratitude for some nice teachings. Philemon did not just owe him gratitude for some powerful prayers. He owed his very life to him! One day, Paul decided to point this out to Philemon because he was asking for a favor.

THE DANGER OF WIPING OUT MEMORIES

1. THERE ARE PEOPLE WHO REBEL AGAINST AUTHORITY AND THEREFORE NEED TO WIPE OUT THE MEMORY OF THOSE WHO HAVE HELPED THEM.

When people do not want to show gratitude, they consciously black out the memory of good things done for them. They selectively retain the things they want to remember and delete the memory of other things.

2. THEY ATTRIBUTE THEIR SUCCESS TO OTHER REASONS, MINIMIZING ANY REFERENCE TO THE ONE WHO ACTUALLY HELPED THEM.

They say things like, "I would have been here anyway." “I would have been in the ministry anyway. I would have been ordained anyway. I would have had a better life elsewhere. I would have traveled to these countries anyway." They also say things like, “I cannot say thank you forever. I have honored you enough.” But Paul told Philemon, "You owe me your whole life besides." You see, there are things that affect all aspects of your life. The receiving of salvation is not just the receiving of a good teaching. It is the rescuing of an entire life!

3. TO BE IN THE MINISTRY IS THE HIGHEST PRIVILEGE THAT CAN BE GIVEN TO A HUMAN BEING.

The ministry is not just another opportunity to occupy some social position. It is the highest privilege that can be given to a human being with unimaginable eternal rewards! There is nothing higher than working for the King of Kings.

One day, I was in Tulsa, Oklahoma attending a Winter Bible Seminar. At a point in the programme, the Lord told me to give an offering to Brother Hagin. I did not have a problem with that so I agreed.

That night, Kenneth Hagin spoke about many things and told us how many million dollars he had earned that year. He also spoke about other financial blessings he had received from the Lord. When I heard his testimony, I became discouraged when I thought of the size of the offering I had for him. I then decided not to give him the offering at all. After all, I was sure that he did not need my money!

But in the morning, the Lord rebuked me severely about this and told me that I was ungrateful. He showed me that even though I had never spoken to Kenneth Hagin or received any physical benefit from him directly, all the blessings of my life had come through the anointing I had received through him.

He told me that I had received an anointing through the ministry of Kenneth Hagin. He then pointed out to me that everything I did in the ministry was related to that anointing and therefore to Kenneth Hagin. He told me that the house that I lived in was because of the anointing that He had given me. He told me that the cars I had were available to me because of the anointing I had received through Kenneth Hagin. He showed me that all the money I had was because of the ministry and anointing I had received through Kenneth Hagin. He also showed me that my ability to buy a ticket and fly to Tulsa, Oklahoma from Africa was due to the anointing I had received through this man. My whole life was related to the anointing that came through one man. Why did I not want to give him an offering? What reason could there be to withhold an offering from him? What was I thinking about? Could I not see that everything was related to this person? "When would I have such a chance again", the Lord asked me.

I wept like a baby as He rebuked me about this. Sometimes we want to black out the reality of how we owe everything to a particular person. We do not want to attribute all the great things of our lives to one person. However, there is no need to black out the reality of what God has done. Never forget that many things are often related to one individual. Be grateful to God and to whoever He has used to bless you. This is what Paul meant when he told Philemon that he didn't want to remind him that Philemon OWED HIS VERY LIFE TO HIM! (Philemon 19).

Landmarks and Memorials 24

LANDMARKS

"Remove not the ancient landmark, which thy fathers have set" (Proverbs 22:28). You will meet some landmark people as you go through life. These people will be living landmarks for your ministry. In this section, I want us to look at these living landmarks that God has sent to you. The sovereign overriding ability of God to remove someone from a position and replace the person with another must be at the forefront of your heart. In these last days you will have to have faith in God's sovereign hand. You will have to see things the way God sees them.

The book of Daniel starts by saying that God delivered Jehoiakim into the hand of Nebuchadnezzar. Meanwhile the secular newspapers would have read, "Jehoiakim was defeated in a battle with Nebuchadnezzar". But from the view point of Heaven, God had handed over Jehoiakim to Nebuchadnezzar! "In the third year of the reign of Jehoiakim king of Judah came Nebuchadnezzar king of Babylon unto Jerusalem, and besieged it. AND THE LORD GAVE JEHOIAKIM KING OF JUDAH INTO HIS HAND" (Daniel 1:1-2).

God brought Nebuchadnezzar into the picture and displaced Jehoiakim. This was the hand of God. You must believe in the sovereignty of God and that he sends people of His choice into your life. You must welcome and receive whomever God sends into your life.

Instead of fighting the people that God sends to us, we must remember them and honor them. This is the teaching of the Bible. You can see from Scripture that many people fight those who are sent to them. "He sent his servants to the husbandmen, that they might receive the fruits of it. And the husbandmen took his servants, and beat one, and killed another, and stoned another. Again, he sent other servants more than the first: and they did unto them likewise" (Matthew 21:34-36).

This is something that God has warned me about. I try to recognize who has been sent to me. I do not just relate with people in the natural. I interpret their entrance as being a supernatural event. That way, I have been able to benefit from many of the people that God divinely appointed and sent to my life.

LANDMARK PEOPLE

1. YOUR SOUL WINNER

The person who led you to Christ. "For though ye have ten thousand instructors in Christ, yet have ye not many fathers: for in Christ Jesus I HAVE BEGOTTEN YOU through the gospel" (1 Corinthians 4:15). Definitely the one who brought you to the Lord will be the most special person in your life. Your greatest treasure is your salvation. The person who helps you to know the Lord is indeed someone never to be forgotten. Because I came to the Lord through a ministry called Scripture Union, the Lord asked me to remember them and support them. I cannot forget those who sacrificed that I may know the Lord today. It is presumptuous to assume that salvation was your right. It is through the toil and effort of dedicated Christians that anyone ever hears the gospel!

2. YOUR FIRST TEACHER

The person who taught you the fundamentals of Christianity "You have need again for someone to teach you THE ELEMENTARY PRINCIPLES of the oracles of God" (Hebrews 5:12 NASB). Anyone who comes to Christ will have to be taught elementary principles. The way you are taught the elementary principles of Christ permanently determines your spiritual makeup. Some people start their Christian race with much fasting and prayer. Others are given a strong foundation in the Scripture.

All these determine how a person will turn out in the Lord. Unfortunately, many of today's charismatic Christians do not have a good foundation in the Lord. Sadly, many of those who taught them the elementary principles of Christ did not do a thorough job. I was blessed to have someone who taught me how to have my quiet time. She taught me the basic principles of Christ. She grounded me in the Scripture and made me know that the Bible can be used practically. I learnt how to apply the Bible in my everyday life. I cannot forget her, she was my first teacher and she will always be precious in my memory.

3. YOUR INSPIRER

The person who influenced you to go into ministry Eli encouraged Samuel to respond to the call of God. Eli was Samuel's trainer and inspirer in the Ministry. If Eli were not there, Samuel would not have been in the Ministry. Samuel would not have known what the call of God was. If you look through your life, you will discover who inspired you into Ministry.

Most people in this world would discourage you from being in the Ministry. Many Christians, including ministers, discourage people from choosing the ministry. But there are some precious few who would encourage you to obey the call of God. These are special people and you must never forget them. "And Eli perceived that the Lord had called the child. Therefore, Eli said unto Samuel, Go, lie down: and it shall be, if he call thee, that thou shalt say, Speak, Lord; for thy servant heareth. So Samuel went and lay down in his place. And the Lord came, and stood, and

called as at other times, Samuel, Samuel. Then Samuel answered, Speak; for thy servant heareth" (1 Samuel 3:8-10).

4. YOUR EXAMPLE

The person who taught you how to preach and how to live. There are people who come into your life and show you some of the most valuable skills of life. One of the most important skills you need for this life is the ability to preach. Yet how many people in this world can ever teach you how to preach? There are many Biology, Chemistry and Physics Teachers, but how many teachers of preachers do we have? If you have been exposed to someone who will show you how to preach then you have met one of life's rare treasures! "Be thou AN EXAMPLE of the believers, IN WORD, IN CONVERSATION, IN CHARITY, IN SPIRIT, IN FAITH, IN PURITY" (1Timothy 4:12).

Usually, the one who teaches you how to preach teaches you a lot about life. As you can see in the Scripture above, Paul was an example in the word and in many other things. Many of us do not have good examples of marriage and home life.

Often you will learn much about life through example setters that God will send to you. God knew that your home would not be adequate to train you in many things. He has raised up others to fill the gaps in your upbringing. If you fail to learn from them, you have done yourself a great disservice...

5. YOUR TRAINER

The person who trained you in ministry "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 2:2). There are people through whom you become anointed and seasoned for the work of God. There are also people who will teach you how to pray, how to fast and how to wait on the Lord. Their guidance is invaluable and makes all the difference.

God blessed me with various anointed men through whom I have learnt about ministry. God blessed me and anointed me one day in July 1988 through the person I see as my trainer in the ministry. I loved to listen to him and hear all he had to say about ministry. I loved to read his books and glean everything I could from them. All that I knew of real ministry I learnt from him. Surely, he was a special trainer sent from God for my life!

I was in a minibus in Nairobi, Kenya when I heard the news that my trainer had died. I was heartbroken and I wept in the bus as we drove to the hotel. I felt as though somebody I lived with had passed away. Can there be anybody more precious than the one through whom you gained access to the highest calling ever offered to men? Can you ever forget such a person? Indeed, if the ministry is precious to you, the one who trained you will be a very special person!

6. YOUR LAUNCHER

The person who gave you an opportunity in ministry "But BARNABAS TOOK HIM, AND BROUGHT HIM to the apostles, and declared unto them how he had seen the Lord in the way, and that he had spoken to him, and how he had preached boldly at Damascus in the name of Jesus" (Acts 9:27).

In December of 1991, my pastor ordained me into the ministry. He laid hands on me and ushered me into the ministry in front of a large congregation in London. After that, he gave me an opportunity to preach in his church. I am always grateful to him for the great honor that was bestowed on me.

You cannot ordain yourself. It is a privilege for a senior in ministry to acknowledge you publicly and recommend you to the congregation. Such people must never be forgotten. Many years have gone by but I have not forgotten how and through whom God launched me into ministry.

7. YOUR FATHER

The person who loved you and had faith in you. Paul was a father to Timothy. Many ministers are simply not fathers. Elijah was a father in the ministry and he left behind a son, Elisha. Elisha had no patience for covetous servants who were not as keen on the anointing! When the opportunity came, Elisha cursed Gehazi and that was the last we heard of him. Sadly, many great ministers leave no one behind to assume their role. "But I hope … to send Timothy to you shortly… But you know of his proven worth, that he served with me in the furtherance of the gospel like a child serving his father" (Philippians 2:19, 22 NASB).

A father is someone who has faith in you and loves you. Unfortunately, many ministers are insecure and unable to play the role of a father. I have encountered many great ministers who seem intimidated by my ministry. I rarely felt love or faith coming from these people. Mostly, I sensed suspicion and wariness from people who should have been fathers. I pray that when it is my turn God will make me a loving father to someone.

8. YOUR FORERUNNER

The person who goes ahead and fights for you These are people whose lives are examples for you to learn from. They experience many things right before your eyes and God expects you to watch closely and learn. God has allowed me to see and learn from many wonderful apostles ahead of me. They have fought battles for the entire church and I simply enjoy the benefits of their unfortunate experiences.

Solomon entered into the victories that his father had won. David's whole life was spent fighting one battle after another. By the time David died, there were few enemies for Solomon to conquer. Solomon spent his time building, not fighting. He even used his armies for construction instead of war. Solomon may have seemed to accomplish more, but it was because David had paved the way for him!

Another example of a forerunner is Moses. Moses endured the criticism and hardness of heart of the nation of Israel. He did not have a single day of peace as he led millions of grumbling Israelites. He had to quell one rebellion after another, at the same time writing their laws. By the time Joshua came on the scene, all the grumbling, criticizing elders were dead. The entire nation had learnt the lesson of what happens to a discontented, disobedient and unbelieving people. They now knew that their lives depended on having faith and obeying their leader.

Joshua reaped the benefits of Moses' suffering. He enjoyed the company of people who would eliminate anyone who dared to grumble. "Whosoever he be that doth rebel against thy commandment, and will not hearken unto thy words in all that thou commandest him, he shall be

put to death: only be strong and of a good courage" (Joshua 1:18). They promised Joshua that they would kill anyone who rebelled against him. Can you see what a different and positive attitude Joshua enjoyed? Moses suffered criticism for years so that Joshua could simply enjoy a walk over. Can you imagine how much more Moses would have achieved if he had had such committed people?

9. YOUR SPONSOR

The person who helped you financially "Now ye Philippians know also, that in the beginning of the gospel, when I departed from Macedonia, no church communicated with me as concerning giving and receiving, but ye only. For even in Thessalonica ye sent once and again unto my necessity" (Philemon 4:15-16).

God used certain people to finance me in the ministry. That is the way He has sponsored me. My big sister supported me in the ministry when I first began. Through her monthly support, I was able to launch out into full-time ministry in 1991. Without her support, I would not be where I am today. I am always grateful and I always remember her privately and publicly.

My own mother has supported me in the ministry. Through her financial support, I was able to live in Ghana and continue in the ministry. This has been God's way of providing for me. How can I forget these people? It would be a sin before the Lord. No matter how the Lord lifts me up and blesses me financially, I must remember those who sponsored me from the very beginning.

MEMORIALS

God in His wisdom instituted memorials to help us remember important things that must never be forgotten. I want to share about the wisdom of memorials that help us to remember.

MEMORIAL FEASTS

"Three times a year you shall celebrate a feast to Me" (Exodus 23:14NASB). God ordained three main feasts for Israel. These feasts commemorated various significant events in the life of the nation Israel. They were to serve as reminders of significant things that the Lord taught them in their walk with him.

I am presenting an outline of these three feasts below. Actually, these seven different events are grouped into three feast times. The feast of Passover took place in the first month; the feast of Pentecost took place in the third month, whilst the Feast of Tabernacles was held in the seventh month of the year.

1. THE FEAST OF PASSOVER

i. The Feast of Passover. (Leviticus 23:4-5)

ii. The Feast of Unleavened Bread. (Leviticus 23:6-8).

iii. The Feast of the Sheaf of First Fruits. (Leviticus 23:9-1).

2. THE FEAST OF PENTECOST (WEEKS) LEVITICUS 23:15-22)

3. THE FEAST OF TABERNACLES

i. The Feast of Trumpets (Leviticus 23:23-25).

ii The Day of Atonement. (Leviticus 23:26- 32).

iii. The Feast of Tabernacles. (Leviticus 23:33- 34).

The Feast of Passover

a. The purpose of this feast was to remind the children of Israel of their deliverance from the bondage of Egypt; the passing over of the first-born.

"For I will go through the land of Egypt on that night, and will strike down all the firstborn in the land of Egypt, both man and beast; and against all the gods of Egypt I will execute judgments -- I am the LORD. Now this day will be a memorial to you, and you shall celebrate it as a feast to the LORD; throughout your generations you are to celebrate it as a permanent ordinance" (Exodus 12:12, 14 NASB). He wanted them to always remember what He had done for them so that they would serve Him and trust Him for the future.

b. This feast was also called the Passover and Days of Unleavened Bread. It was ordained by God.

“Now the LORD said to Moses and Aaron in the land of Egypt, "This month shall be the beginning of months for you; it is to be the first month of the year to you” (Exodus 12:1-2 NASB).

c. It commenced on the fourteenth day of the first month at even.

"In the first month, on the fourteenth day of the month at evening, you shall eat unleavened bread, until the twenty-first day of the month at evening. Seven days there shall be no leaven found in your houses; for whoever eats what is leavened, that person shall be cut off from the congregation of Israel, whether he is an alien or a native of the land” (Exodus 12:18-19 NASB).

d. The feast lasted seven days during which unleavened bread was eaten.

"Seven days you shall eat unleavened bread" (Exodus 12:15 NASB).

The Feast of Pentecost

a. The purpose of this festival was to celebrate their first fruits.

Every first fruit is a blessing from the Lord. The first fruit belongs to God. God instituted this feast to remind the children of Israel of how he provides the blessing of the first fruit. It is a blessing to have a child. The very first child is the most difficult to have. It is therefore given to the Lord as a special offering. The first part of the harvest is also a special offering to the Lord. It is the tithe and God owns it. (Leviticus 27:30 NASB). "Also you shall observe the Feast of the Harvest of the first fruits of your labors from what you sow in the field” (Exodus 23:16 NASB).

b. This feast was also called the Day of Pentecost, Feast of Weeks and Day of the First Fruits.

c. It was held on the fiftieth day after offering the first sheaf of barley harvest.

"You shall also count for yourselves from the day after the sabbath, from the day when you brought in the sheaf of the wave offering; there shall be seven complete sabbaths. You shall count fifty days to the day after the seventh sabbath; then you shall present a new grain offering to the LORD" (Leviticus 23:15-16 NASB).

d. It was to be perpetually observed.

"On this same day you shall make a proclamation as well; you are to have a holy convocation. You shall do no laborious work. It is to be a perpetual statute in all your dwelling places throughout your generations" (Leviticus 23:21 NASB).

e. All males were to attend.

"Three times a year all your males shall appear before the Lord GOD"(Exodus 23:17 NASB). f. It was a time of holy rejoicing. "And you shall rejoice before the LORD your God" (Deuteronomy 16:11 NASB).

The Feast of Tabernacles

a. The purpose of the feast was to commemorate the sojourn of Israel in the desert.

Once again God wanted the children of Israel not to forget the experience and lessons of the desert. During this feast, they would go into tabernacles and remember what it was like to live in desert. Imagine moving out of your house every year to go and live in a tent for a week.

What was the essence of this? God wanted the Israelites to remember the experiences of the desert. He wanted them to remember all the lessons of those forty years. Do not black out and delete your wilderness days. Every painful experience you have had is intended to be remembered. Remember your siniazos. "That your generations may know that I made the children of Israel to dwell in booths, when I brought them out of the land of Egypt: I am the LORD your God" (Leviticus 23:43).

b. This feast commenced with a day of blowing of trumpets and was held on the first day of the seventh month.

This was a memorial of blowing trumpets, a holy convocation and rest. Sacrifices were made at this festival.

c. People dwelt in tents during the feast.

"You shall live in booths for seven days; all the native-born in Israel shall live in booths" (Leviticus 23:42 NASB).

d. It was also called Feast of Tabernacles (Booths).

"Speak to the sons of Israel, saying, "On the fifteenth of this seventh month is the Feast of Booths for seven days to the LORD" (Leviticus 23:34 NASB)

e. It was held after harvest.

"You shall celebrate the Feast of Booths seven days after you have gathered in from your threshing floor and your wine vat" (Deuteronomy 16:13 NASB).

f. It began on the fifteenth day of the seventh month.

"On the fifteenth of this seventh month…" (Leviticus 23:34 NASB).

g. It lasted seven days.

"The Feast of Booths for seven days to the LORD" (Leviticus 23:34 NASB).

h. All males were obliged to appear at the feast.

"Three times a year all your males shall appear before the Lord GOD" (Exodus 23:17 NASB).

i. The first and last days of the feast were holy convocations.

"On the first day is a holy convocation; you shall do no laborious work of any kind. On exactly the fifteenth day of the seventh month, when you have gathered in the crops of the land, you shall celebrate the feast of the LORD for seven days, with a rest on the first day and a rest on the eighth day" (Leviticus 23:35,39 NASB).

j. It was to be perpetually observed.

"On this same day you shall make a proclamation as well; you are to have a holy convocation. You shall do no laborious work. It is to be a perpetual statute in all your dwelling places throughout your generations" (Leviticus 23:21 NASB).

k. It was a time of holy rejoicing

"And you shall rejoice before the LORD your God" (Deuteronomy 16:11 NASB). God wants us to remember what humbled us in the past. It is a memorial that keeps us on the path of life and will bring us to eternal glory. There are things that have humbled me in my ministry. I speak of them often and I am glad for the humbling experiences. These are not nice things to remember but the spiritual fruit of them are priceless.

In the eighth chapter of Deuteronomy, Moses enjoins the children of Israel to remember the humbling experiences of their lives. You would think that everyone responds spiritually to the humbling experiences of life. Sadly, many people remain in their pride even though God has slammed them with very humbling experiences. They remain upright, unyielding, and defiant!

Allow the gracious experiences that bring humility to have their perfect work in your heart. "Let (allow) patience have her perfect work." James 1:2-4 says, "Brethren, count it all joy when ye fall into divers temptations; Knowing this, that the trying of your faith worketh patience. But let patience have her perfect work."

MEMORIAL CEREMONIES

"Now Elisabeth's full time came that she should be delivered; and she brought forth a son. And her neighbours and her cousins heard how the Lord had shewed great mercy upon her; and they

rejoiced with her. And it came to pass, that on the eighth day they came to circumcise the child; and they called him Zacharias, after the name of his father" (Luke 1:57-59).

John the Baptist was named and dedicated a few days after his birth. His entrance into this world was marked by a little home ceremony. This ceremony was recorded in the Bible and for all time reminds us of the supernatural birth of John.

God also instituted ceremonies so that we would not forget important covenants that we have made. Weddings and baby dedications are common ceremonies we know about. It is possible to get married without any ceremony whatsoever. A declaration by a pastor will initiate a marriage between two people if they believe in the pastor's pronouncement.

Most people, therefore, do not enter this covenant lightly or without ceremony. They mark the event with much expense on decorations, dresses, food and jollity. Because the marital covenant is marked with such ceremony, it is not easy to break or to disengage from. Such is the power of ceremonial memorials.

MEMORIALS AND MONUMENTS

"And Joshua said unto them, Pass over before the ark of the LORD your God into the midst of Jordan, and take ye up every man of you a stone upon his shoulder, according unto the number of the tribes of the children of Israel: That this may be A SIGN among you, that when your children ask their fathers in time to come, saying, What mean ye by these stones? Then ye shall answer them, THAT THE WATERS OF JORDAN WERE CUT OFF BEFORE THE ARK of the covenant of the LORD; when it passed over Jordan, the waters of Jordan were cut off: and these stones shall be for a memorial unto the children of Israel forever" (Joshua 4:5-7).

There are times that monuments need to be set up to keep our memories active. Sometimes things have to be named after someone in order to remember the person's contribution. London is a city of monuments and memories, whereas other cities have no monuments and remember no one. I named one of the chapels in our church "Adelaide Chapel" in order to remember my wife's contribution to my life and ministry. It is an important memorial for the future. As the number of people working in the ministry increases, the contribution of faithful people is often forgotten.

One day, I went to a church in which the pastor's wife had died. Several things were named after his former wife. There was no way you could spend a day in the church without remembering her contribution. There was a new wife alright, but the first wife was remembered.

MEMORIAL RITUALS

"And when he had given thanks, he brake it, and said, Take, eat: this is my body, which is broken for you: this do IN REMEMBRANCE of me. After the same manner also he took the cup, when he had supped, saying, This cup is the new testament in my blood: this do ye, as oft as ye drink it, IN REMEMBRANCE of me. For as often as ye eat this bread, and drink this cup, ye do shew the Lord's death till he come" (1 Corinthians 11:24-26).

Our Lord Jesus instituted the ritual of communion to remind us of His death. One day, the deacons of a church slipped a note unto the pulpit of the pastor of a huge church. The note had a simple message and it said, "Pastor, we would see Jesus." They actually quoted from a passage

in John 12:21: "The same came therefore to Philip, which was of Bethsaida of Galilee, and desired him, saying, Sir, we would see Jesus."

The pastor was stunned. He struggled through his sermon that morning and slipped into his study. He could not believe the message he had received from the deacons. But he understood what it meant! The pastor said later, "When I saw the note, I knew immediately what it meant. I had drifted from preaching about Christ to giving good advice for life. My sermons were just tips to solve the felt needs of the people. I knew I had shifted from teaching about Jesus Christ. I had left true Scripture and had become a teacher of success, positive thinking and self-empowerment."

Just as those Greeks were not interested in seeing Philip but wanted to see Jesus Himself, the people who come to our churches want to see Jesus. People who come to our churches need Jesus! Sadly, we ministers often sideline Christ Jesus. But Jesus must be the center and focus of all that we do.

This is why the Lord instituted the ritual of the Lord's Supper. It is easy to drift from the main thing. But the main thing will always be the main thing! Satan loves to push Christians onto roads that are close and parallel to the real road. He urges us on into good things which are not God's will. Through this demonic guidance, there is a lot of Christian activity but much of God's purpose is set aside.

SUPERNATURAL MEMORIALS

1. PAUL'S SUPERNATURAL REMINDER

As you serve the Lord and obey His Word, He will lift you up. But it is easy to forget that you are a non-entity who is being blessed by an Almighty God. Our fleshly nature tends to pride as quickly as stone drops from a height. God in His mercy must send messengers of Satan to buffet us so that we will not be lifted up in pride. The messengers of Satan are supernatural reminders that constantly remind us of our mortality and nothingness.

Perhaps, if it were not for some of these supernatural reminders we would shoot off on a tangent and claim to be super successful heroes who know it all. "And lest I should be exalted above measure through the abundance of the revelations, there was given to me a thorn in the flesh, the messenger of Satan to buffet me, lest I should be exalted above measure" (2Corinthians 12:7). I thank God for the things that He has sent to buffet me.

One day the Lord said to me that He was sorry that He had had to allow certain things to happen in my life. He told me that He had blessed me with much more in the ministry than many others would ever dream of. The Holy Spirit showed me that the effect of these blessings was spiritually dangerous. He had therefore given me messengers of Satan who would box me into a pitiful state where I would find myself falling to my knees in helplessness.

He told me that these messengers of Satan were necessary to protect me from pride and other spiritual evils. Sometimes when I am buffeted, I am brought so low that I feel worse than the lowest wretch. I ask myself. "How can the weakest person be the pastor of the church? How can someone whose prayers are not answered lead a congregation? How can someone who is depressed help anyone else?" At these times, I see nothing victorious or successful about my

ministry. Then, I realize that the effect of buffeting messengers is to keep me from delusions of grandeur.

God told me to embrace (and not fight) these distressing things which are reproaches and infirmities in my life. Indeed, I have come to discover that when I take pleasure in these infirmities the power of Christ rests on me. “Most gladly, therefore, I will rather boast about my weaknesses, so that the power of Christ may dwell in me” (2Corinthians 12:9 NASB).

2. NEBUCHADNEZZAR'S SUPERNATURALREMINDER

Nebuchadnezzar had a mental illness, which reminded him that God was in charge of this world and not him! Nebuchadnezzar needed this supernatural reminder to bring him down to size. He was told: "O king, and this is the decree of the Most High, which has come upon my lord the king: that you be driven away from mankind and your dwelling place be with the beasts of the field, and you be given grass to eat like cattle and be drenched with the dew of heaven; and seven periods of time will pass over you, until you recognize that the Most High is ruler over the realm of mankind and bestows it on whomever He wishes” (Daniel 4:24-25 NASB).

After this supernatural reminder, Nebuchadnezzar was transformed into a humble king. He lived and reigned in a different way after God supernaturally reminded him of who he really was.

3. BELSHAZZAR'S SUPERNATURAL REMINDER

Belshazzar, the son of Nebuchadnezzar equally needed a supernatural reminder to bring him down to size. Unfortunately, his reminder came on the day of his death. God expected him to have learnt from his father's life, especially the mental illness that befell him. “And thou his son, O Belshazzar, hast not humbled thine heart, though thou knewest all this; THEN WAS THE PART OF THE HAND SENT FROM HIM; and this writing was written” (Daniel 5:22,24). Sometimes, something that happens to someone just ahead of you is a supernatural reminder of the way to go and the things to avoid. May your eyes be opened to understand the supernatural reminders that are placed before you!

It is my prayer, O my son that what I have endeavored to share with you on the subject of remembrance, will be embedded in your heart.

I pray that God will bless you with lasting loyalty so that one day you will hear those blessed words, "Well done, good and faithful servant

SECTION V

Christian Leadership

The Importance of Leadership 25

EVERYTHING DEPENDS ON THE LEADER

“For, behold, the Lord, the Lord of hosts, doth take away from Jerusalem and from Judah the stay and the staff, the whole stay of bread, and the whole stay of water, The mighty man, and the man of war, the judge, and the prophet, and the prudent, and the ancient, The captain of the fifty, and the honourable man, and the counsellor, and the cunning artificer, and the eloquent orator. And I will give children to be their princes, and babes shall rule over them. And the people shall

be oppressed, every one by another, and every one by his neighbour: the child shall behave himself proudly against the ancient, and the base against the honourable. When a man shall take hold of his brother of the house of his father, saying, Thou hast clothing, be thou our ruler, and let this ruin be under thy hand: In that day shall he swear, saying, I will not be an healer; for in my house is neither bread nor clothing: make me not a ruler of the people. As for my people, children are their oppressors, and women rule over them. O my people, they which lead thee cause thee to err, and to destroy the way of thy paths" (Isaiah 3:1-7,12).

In this Scripture, God predicts a mighty judgement on Jerusalem and on Judah. God had determined to punish and destroy those nations. How was He going to do it? The Scriptures make it very clear. God was going to take away all kinds of leaders from the community. The community was going to be left leaderless. Almighty God knows this principle very well: No leader, no progress! No leader, no development! No leader, no blessing! No leader, no deliverance! God knew that the community would fall into judgment if He removed leaders from their midst. This is because everything rises and falls on leadership.[1]

Almighty God was unleashing one of the most terrible punishments anyone, nation or group of people could ever have. That is to have no leaders. If you look closely at this Scripture, you will see that God was predicting the removal of every type of leader from the community, 'The Lord doth take away… the mighty man, the man of war, the judge, the prophet, the prudent, the ancient, the captain of fifty, the honourable man, the eloquent orator"

If you study this list closely, you will come to the frightening realization that the community is left without anyone who can lead the people in any aspect. Pastors were taken away. Politicians were taken away. Senior citizens were taken away. Wise people were taken away. They were all taken away from the community. This is what I call a headless society. A body without a head is no body. A church without a true leader is truly pathetic! A nation without a real leader is cursed! Truly every nation rises and falls based on its leaders.

1. THE ABSENCE OF LEADERS IS ONE OF THE MOST SEVERE JUDGEMENTS OF GOD FOR ANY GROUP OF PEOPLE.

From the Scripture above, we can tell that the absence of leaders is probably one of the most severe judgments that God could give to his people. As you know, nature abhors a vacuum. And in place of real leaders Jehovah predicted the rise of bogus leadership. "And I will give children to be their princes, and babes shall rule over them" These children and babies represent incapable and useless leaders. It is obvious that a baby cannot rule his own bowels, how much more rule a nation. Some years ago I asked a friend whom he would vote for in an upcoming election. He hesitated, so I asked a more direct question. I asked, "Will you vote for President X?" At that point he responded and said, "If I had to choose between your four-year old son, David, and President X, I would certainly prefer to vote for your four-year-old son."

He continued and said, "I would rather vote for a goat to be our President than for that person."

It is obvious that neither my son nor a goat would be able to help our nation very much. To have the leadership of children or babies, or as this person said, a goat, is certainly a curse.

What would be the result of having such inappropriate and flunkey leaders? The Bible has the answers. The people shall be oppressed, everyone by another and everyone by his neighbour; and the child shall behave himself proudly against the ancient.

Have you not seen this picture somewhere oppression, injustice, intimidation and the proliferation of all sorts of evil? What gives rise to rebels in Africa, and to thousands of young people in a drug culture in Europe and America?

2. ALMOST EVERY BAD SITUATION WITHIN THE CHURCH CAN BE ATTRIBUTED TO THE LACK OF A GOOD LEADER.

Church splits and scandals are often the result of a lack of strong leadership. The Scripture we read above tells us how God was going to curse the land by taking away leaders. Churches rise and fall on leadership. With a good strong leader, a church will grow into a mega church. With bad leadership, churches don't go anywhere even if the pastor is very anointed. You sometimes see an anointed minister who has bad leadership qualities. His ministry usually falls into chaos because of bad leadership qualities.

3. LEADERSHIP IS AN ART.

It is a secular subject which is necessary for ministers of the gospel to understand. The ability to write and read is not a spiritual thing; it is a secular skill which needs to be learned. Without that ability you are going nowhere in this world. Same thing for leadership! Without the knowledge and skills of leadership your ministry is going nowhere.

Africa without Leaders

A debate I often get into with friends is about the state of the African continent. I often marvel at the lack of development and the level of poverty in Africa. I ask myself, "What is it? Can we not build our own roads? Why do we need a foreign company to build roads and toilets for us?" It would be very unusual to go to a European country and find foreign companies engaged in building roads or toilets in that country. Why is there so much suffering and sickness in developing countries?

There are many theories that have attempted to explain the condition of poor and unstable nations. Some people say that there is a curse on the Black man. Others claim that it is the lack of democracy. And some even think that there is a curse on the African continent. I believe that the principal reason for the poor state of affairs is the lack of good leaders.

Whenever there is a good leader, you will notice a great deal of development and you will notice prosperity. The absence of leaders can be seen clearly in two worlds. You will notice the absence of leaders in the natural or secular world. You can also notice the absence of leaders in the spiritual or church world. When there is a lack of leadership in the Church world you will notice the same signs of a lack of development of ministry, poverty, lack of teaching and a lack of knowledge, and the proliferation of sin.

Churches without Leaders

In a nation where there is little or no good leadership, you will notice the rise of false leaders, rebels and pirates. In the Church, the lack of true leadership gives rise to the proliferation of sin

and evil doers as well as false church leaders. The lack of real leaders in a church causes many people to lose their souls, die and go to Hell. How can this be?[2]

A real leader in the church will lead the congregation to win souls and do missionary work. Whenever the church's leadership stopped concerning itself with the lost and dying souls, false religions and alternative faiths crept in and took over.

This is why I am writing this textbook. There is a need for leaders in every sphere of life. There is a need for genuine leaders in the secular world. There is a genuine need for leaders in the church world. It is my prayer that God will raise you and many others up to be true leaders for your generation! Truly, everything depends on the leadership!

RECOGNIZING THE CALL TO LEADERSHIP

If you believe that you are called to the ministry, then you are called to leadership. That is why this textbook is very important for your life. So that you will be a good leader for the Lord Jesus Christ. Paul wrote to Timothy and told him to do certain things to make him a good leader. There are good ministers and bad ministers. Decide to be a good minister! "…thou shalt be a good minister of Jesus Christ" (1 Timothy 4:6). If you are going to be effective in the ministry, you must study leadership.

Whenever I go into a bookshop, I find myself gravitating towards the leadership section. I have read countless books on leadership. I have studied this all-important subject. I want to be a good leader. Good things do not drop on you like ripe mangoes from a tree. You have to study and discover all that there is to learn. It is obvious that there are not many good leaders around. If there were, you and I would be able to point them out without much difficulty! I believe that there are many reasons why there are few outstanding leaders, but let us start by looking at why people do not want to be leaders in the first place!

FIVE REASONS WHY PEOPLE AVOID LEADERSHIP RESPONSIBILITIES

1. MANY PEOPLE DO NOT KNOW THAT THEY ARE LEADERS.

They do not know because no one has told them so! They don't even know that they have the ability to lead. Some people think that only a few people are born to lead. I do not believe that few people are born to lead. I believe that many people are born with the ability to lead but they are not prepared to pay the price to become leaders. "So the last shall be first, and the first last: for many be called, but few chosen" (Matthew 20:16). "For many are called, but few are chosen" (Matthew 22:14). The Bible teaches us that many are called to service. Anyone who yields himself to the ministry of the Lord Jesus Christ becomes an automatic leader. A minister of the gospel has to demonstrate leadership qualities and abilities all the time. If you are called to His service, then you are called to be a leader. You cannot avoid it!

2. PEOPLE FEAR THAT THEY WILL BE ACCUSED AND HATED.

Leaders are often accused of being ambitious. They are often accused of having bad motives. I was very surprised when I heard some people accuse me of being in the ministry for money. But God spoke to me and told me that it is inevitable that I should be accused. Every good leader has many enemies. The nature of good leadership is that it charts out a course and maintains the

direction. This means that you may cross over and hurt certain people. And whosoever doth not bear his cross, and come after me, cannot be my disciple, Luke 14:27. Many years ago, I told a brother that I did not want to be a leader in a certain fellowship. I told him that I was a quiet person and that I enjoyed my privacy. I told him that I did not want to preach or to lead. But God had another plan for me and today I am a leader in God's house. Becoming a leader will cost you your valued life. I have very little private life left. Most people know a lot of things about me. I am discussed in people's homes and cars. Like all leaders, I am praised by some and criticized by others. This is the lot of a leader. This is why some people shun leadership. But Jesus said that you should take up the cross and follow Him. Christianity involves sacrifice. It is worth becoming a leader within the church.

3. PEOPLE DO NOT WANT TO END UP DISGRACED AND HATED AS MANY PROMINENT LEADERS HAVE BEEN.

There are many leaders who have ended up in disgrace after taking up the mantle of leadership. Others have experienced terrible hurts and had bitter experiences. The people they led have crucified some. I have personally watched how leaders have been rewarded with evil after many years of service. I have seen several (and I mean several) churches throw out their pastor after he has led them for many years. I have seen pastors ridiculed and humiliated by members they have ministered to for years and at great expense. I have watched pastors being rejected over issues like cars and houses. How sad!

We all know how Jesus was crucified after three and a half years of ministry. That was His reward for being a shining light to His people. In my country, I have seen several Heads of State come to unnatural deaths after ruling the nation for some years. We have seen judges being murdered in cold blood after delivering judgments they thought were right. Who then would like to be a leader in such an environment? When you study the fate of the leaders around, it is only natural that people shun leadership and choose a quiet life of peace and anonymity. I can understand why somebody would stay away from the world of lying politicians and corrupt leadership. In this textbook, I am urging you to take up the mantle of Christian leadership. I am urging you to take up the call to leadership in the church. It is worth it! The challenges are very similar to secular leadership. The accusations are often the same. But it is worth it! Secular leaders work for human rewards like money and fame. But these are perishable rewards. When you work for Jesus you receive an everlasting reward…Now they do it to obtain a corruptible crown; but we an incorruptible.1 Corinthians 9:25. There are many times that I have experienced the pains of being in leadership.

But when I think of the rewards that await those who faithfully do the will of God, I become encouraged. I know that one day I will be glad about everything. Looking unto Jesus the author and finisher of our faith; who for the joy that was set before him endured the cross, despising the shame, and is set down at the right hand of the throne of God. For consider him that endured such contradiction of sinners against himself, lest ye be wearied and faint in your minds" (Hebrews 12:2,3).

4. PEOPLE THINK THAT THEY ARE NOT GOOD ENOUGH TO BE LEADERS.

Some people think they are not morally up to the standard of leadership. Others think that they have no leadership qualities. Others feel that they have too many personal problems to become

leaders. They cannot imagine being saddled with other people's problems.1 I have good news for you today! God does not work with perfect people. He works with willing people. He looks at the heart and He understands your human weakness. If Jesus had looked for perfection, I can assure you that none of the disciples would have qualified for leadership positions in the church. Take Peter for example; he betrayed the Lord Jesus three times just a few weeks before he was ordained. He swore and cursed as though he had received no training. Yet, the Lord used him. Take the other disciples, who argued over their positions in heaven. "Who would be the greatest?" they asked. "And there was also a strife among them, which of them should be accounted the greatest" (Luke 22:24). After arguing over who would be the greatest, they all deserted Christ when He needed them most. Would you trust such people? Would you use such people? Yet the Lord did!

You do not have to be perfect to become a leader. If that were the case, then there would be no leaders in the world or in the church. This does not mean that there are no standards. God expects the highest standards of character and morality. And yet, He works with imperfect people. God looks at the heart. Make sure that your heart is right and God will be able to use you, "…for the Lord seeth not as man seeth; for man looketh on the outward appearance, but the Lord looketh on the heart" (1 Samuel 16:7).

5. MOST PEOPLE ARE TOO SELFISH TO BE LEADERS.

Such people care only about themselves. They are happy to have salvation. They are happy to have the Holy Spirit. They are happy to have prosperity. But they couldn't care less about anybody else. "Once I am okay," they think, "Everything is okay." That is a spirit of selfishness. A selfish person cannot be bothered to go through any training or sacrifice to become a leader. He will not expend any energy to help another soul. If Christ had decided to stay in the comfort of Heaven, where would you be today? He rose out of the grave and you cannot even get out of bed. I rebuke that spirit of laziness and selfishness! Thank God for missionaries. Thank God for people who traveled away from their homes into foreign cultures just because they wanted to help somebody.

RECOGNIZING DESIRE AS A SYMPTOM OF THE CALL TO LEADERSHIP

Are you a leader? Can you become a leader? The answer is yes! I want to show you certain symptoms that reveal the leader within. Paul wrote to Timothy and told him to look for people with leadership qualities."If a man desire the office.." (1 Timothy 3:1). It is interesting to note that Paul wanted people who had the desire for the office. Timothy was instructed to look for certain qualities in people who had the desire for the office.

1. A DESIRE TO LEAD IS A SYMPTOM OF A LEADER WITHIN.

A desire to help other people is a great symptom that God has given you the gift of leadership. A desire to serve others with the good things you have, is a great sign of leadership.[3] "Brethren, my heart's desire and prayer to God for Israel is, that they might be saved" (Romans 10:1).

Paul had a desire to help the Jews. He was constantly burdened by this desire. All true leadership stems from the burden to help people whom you love. The greatest sign of leadership is the burden and desire which compels the leader into action. That overwhelming burden/desire is the common feature in every great leader.[4] "I say the truth in Christ, I lie not, my conscience also

bearing me witness in the Holy Ghost, That I have great heaviness and continual sorrow in my heart. For I could wish that myself were accursed from Christ for my brethren, my kinsmen according to the flesh" (Romans 9:1-3).

2. A STRONG DESIRE TO HELP OTHERS TO OVERCOME PAIN AND SUFFERING IS A TRUE CALL FOR LEADERSHIP.

Some people go through difficulties in life. After they have recovered from their pain, they have a strong desire to help others avoid the pain and suffering they went through.

3. A TRUE LEADER WANTS HIS FOLLOWERS TO BE BETTER THAN HIMSELF.

A true father wants his children to have what he couldn't have. . Jesus said, "Verily, verily, I say unto you, He that believeth on me, the works that I do shall he do also; and greater works than these shall he do" (John 14: 12). Jesus wanted His followers to do greater things than He had done. If you do not have a desire to help people to become great, perhaps you are not a leader. If you just have a desire to help yourself, that is not leadership! Leadership is a desire to help other people achieve great things for themselves. A man who has a desire to win the lost at any cost is a leader for the cause of the gospel.

In the earlier days of my ministry, I did not even know what the office of a pastor, evangelist or apostle was. I thought these were far-fetched positions which I could never occupy. All I wanted to do was to help people to meet Jesus. All I wanted to do was to help people to grow in Christ. I felt that once people grew up in the Lord, many of their problems would go away. A desire to help people is a symptom of the call of God.[5]

THE MISUSE OF LEADERSHIP

1. SOME PEOPLE WANT TO USE THE POSITION OF LEADERSHIP TO GAIN POWER.

There are some people who have a desire for money, power and fame. Without knowing it, they intend to use the position of leadership to gain these things. That is not leadership! That is what I call the art of vampirism. A vampire is a bloodsucking bat or in human terms, someone who preys ruthlessly on others.[6]

Africa, and many nations of the world, have been well endowed with vampire-like leaders who have sucked the wealth of their nations. Unfortunately, some churches have also had leaders, who like vampires, have sucked away the wealth and the life of the church. A vampire is not a leader and a leader is not a vampire! Peter warned against this in his letter to the church. "The elders which are among you I exhort, who am also an elder, and a witness of the sufferings of Christ, and also a partaker of the glory that shall be revealed: Feed the flock of God which is among you, taking the oversight thereof, not by constraint, but willingly; not for filthy lucre, but of a ready mind; Neither as being lords over God's heritage, but being ensamples to the flock" (1 Peter 5:1-3).

Obviously, leaders with wrong motives were not uncommon in Peter's time. They are certainly not uncommon in our time.

2. GOD WANTS LEADERS WHO ARE WILLING TO PAY THE PRICE OF LEADERSHIP

God is looking out for men and women who will agree to take up the mantle of leadership and pay the price thereof. That desire within you to help others is the sign of a call of God upon your life. It is time to help. God wants to raise you up to do just that. As you read this textbook, may the anointing to lead be upon you in the name of Jesus.[7]

Principles for Gaining Followers 26

1. CONTROL THE PEOPLE YOU LEAD BY THE POWER OF TEACHING.

Do you consider yourself to be a leader? I advise you to study the art of communicating, teaching and preaching.

a. A leader must let his followers understand what he is trying to achieve.

Even a businessman needs to make his subordinates understand what he is trying to achieve. You see, people relate with you on the basis of your words. Solomon was a king but he taught the people. He knew that his control over the people would be through his teaching. "And moreover, because the preacher [King Solomon] was wise, he still taught the people knowledge; yea, he gave good heed, and sought out, and set in order many problems" (Ecclesiastes 12:9).

b. Teaching is the art of shaping people into what you want.

People are not easy to lead. Everyone comes around with his own opinion and his own set of ideas. Teaching moulds the people into what you want. Through the power of teaching you can get people to do almost anything. Without the power of teaching, you would hardly be able to lead anyone anywhere.[1] "A bishop then must be… apt to teach" (1 Timothy 3:2).

c. The authority to lead people is found in your ability to teach them.

A leader must be able to impart information in a simple and easy to understand style. Even if your office is not that of a teacher, you must learn how to teach.[2]

How I Led My People into the Miracle Ministry

When I began operating in the miracle ministry, I realized that many of the pastors were not flowing with me. It was something new. Without even knowing what I was doing, I launched into a series of teachings on the power of the Holy Spirit. I taught about the anointing! I taught about healing! I taught about why miracles were necessary! These teachings helped tremendously. Today, the whole church is ever ready for a miracle session.

If you want to lead people along a certain road, you often have to teach them first. King Solomon was wise, that is why he taught his people knowledge. Are you a wise leader? Then teach your people knowledge![3]

2. GROW IN YOUR INFLUENCE.

"Behold, the world is gone after him" (John 12:19). Jesus had influence over a large number of people. A leader increases his scope of influence as he grows in the art of leadership. The Bible tells us that the whole world went after Jesus. The Pharisees were very disturbed over this. The devil will be afraid of the influence of a true leader. This is why governments become afraid of pastors who are true leaders. They know that a true leader influences a large number of people.[4]

The key to growing in your influence is to grow in your influence over smaller sub-groups of people. The cumulative effect of your influence and control over these sub-groups will give you a larger sphere of influence.[5] When a person is a leader at heart, people who are even senior to the leader will follow him. The Apostle Paul taught Timothy to establish his influence over sub-groups in his church. In our church we call these Timothy Groups.

Eight Groups of People You Must Influence

a. Older men

"Rebuke not an elder, but entreat him as a father; and the younger men as brethren" (1 Timothy 5:1).

b. Younger men

"Rebuke not an elder, but entreat him as a father; and the younger men as brethren" (1 Timothy 5:1)

c. Older women

"The elder women as mothers; the younger as sisters, with all purity" (1 Timothy 5:2).

d. Younger women

"The elder women as mothers; the younger as sisters, with all purity" (1 Timothy 5:2).

e. Servants

"Let as many servants as are under the yoke count their own masters worthy of all honour, that the name of God and his doctrine be not blasphemed" (1 Timothy 6:1).

f. Poor people

"Honour widows that are widows indeed" (1 Timothy 5:3).

g. Rich people

"Charge them that are rich in this world, that they be not highminded, nor trust in uncertain riches, but in the living God, who giveth us richly all things to enjoy" (1 Timothy 6:17).

h. Leaders

"Let the elders that rule well be counted worthy of double honour, especially they who labour in the word and doctrine" (1 Timothy 5:17). Timothy grew in his ministry until all sorts of people were part of his church. Apostle Paul had to show him how to handle all the different types of people who were responding to his gift of leadership. "Rebuke not an elder, but intreat him as a father; and the younger men as brethren; The elder women as mothers; the younger as sisters with all purity" (1 Timothy 5:1,2).

I see you developing in the art of leadership until all sorts of people respond to your influence.

Keys to Influencing Different Groups of People

a. Show respect to those that particularly deserve it.

Elderly people for instance, deserve more respect due to their age and experience. Do not expect the same output of energy that you would receive from younger ones. Regard the honourable citizens that God brings into your midst. The fact that Nicodemus and Joseph of Arimathea were mentioned in the Bible tells us that their support for Jesus was unusual and therefore given special recognition. This does not mean you must be prejudiced and biased towards the rich and powerful. What it means is that you must give honour to whom honour is due. "Render therefore to all their dues: tribute to whom tribute is due; custom to whom custom; fear to whom fear; honour to whom honour" (Romans 13:7).

b. Study the peculiarities of different groups.

There are vast differences between men and women. These must be appreciated by anyone who wants to minister to them. There are also vast differences between older and younger women. The vision of younger women is marriage, husbands and children. The disillusionment of older women is often marriage, husbands and sometimes children. I have found that older women have fewer delusions about what marriage and husbands can offer. They are more inclined to the service of God than younger women. That is why the Bible says that older women should teach younger women.

c. Respect the differences that exist between different groups of people.

Do not despise the peculiarities or weaknesses of each group. Very generally speaking, women are more interested in things like chatting, shopping and clothes whilst men are more interested in their jobs, money, cars, sex, etc. You cannot have a successful women's ministry if you despise women's God-given traits. You must respect them and celebrate womanhood.

d. Develop teachings that are specific to each group.

Bishop T.D. Jakes is an example of a minister who shows a lot of understanding for women's needs. That is why he is a successful women's minister. He has developed teachings and written books specifically for women.

e. Develop a strong influence over leaders.

Every pastor must develop a strong teaching ministry towards leaders. There are pastors who do not know what to tell their leaders. I enjoy teaching my leaders. The more I teach leaders, the more influence I have because each leader has a sphere of authority.

3. CONVINCE PEOPLE TO MAKE GREAT SACRIFICES.

"If any man come to me, and hate not his father, and mother, and wife, and children, and brethren, and sisters, yea, and his own life also, he cannot be my disciple" (Luke 14:26).

Under the leadership of Jesus, many people gave up their lives for a great cause. Many people lost their lives because they believed in Him. I know of many missionaries who died as they served the Lord on mission fields. A leader is someone who can convince people to make sacrifices towards a great cause.[6]

I once told a young medical doctor to go and live in a remote town of Ghana and begin a church there. This medical doctor had the option of going to the USA to become a rich consultant. He made a great sacrifice and went to that town because I had asked him to. I believe that one day, when we get to Heaven, he will be very glad that he made that sacrifice!

I remember some time ago when our church was in a crisis and we needed a huge financial input. I had to speak to many individuals and ask them to sacrifice their building projects and large amounts of money for the gospel. They did it gladly. God has also blessed them with more than they can carry because of the sacrifices they made!

The Master Key to Leading People into Sacrifice

Are you the type of leader that people would make sacrifices for? Let me give you a key to becoming this type of leader. You must be a leader who has made great sacrifices yourself.

It is simple. You must be someone who has made great sacrifices yourself. People assess you as you speak! They are convinced when they realize that you practise what you preach.[7] "Verily, verily, I say unto thee, When thou wast young, thou girdedst thyself, and walkedst whither thou wouldest: but when thou shalt be old, thou shalt stretch forth thy hands, and another shall gird thee, and carry thee whither thou wouldest not. This spake he, signifying by what death he should glorify God. And when he had spoken this, he saith unto him, Follow me" (John 21:18,19).

Jesus told Peter very clearly that following Him would lead to a horrific death on the cross. Peter was prepared to die because Jesus was leading Him.

By 1840, twelve missionaries had been sent to the Gold Coast (Ghana) from the Basel Mission in Switzerland. Only two survived. The story is told of how a class of the Basel Mission were asked, "Who will volunteer to go to the Gold Coast?" No one responded. Another question was asked, "Who is prepared to be sent to the Gold Coast?" Several people responded to that. These missionaries were prepared to die if someone would send them.

You see, people are prepared to make sacrifices if they are led into it. You need a strong leader to send people to a place that has swallowed up the lives of others. Thank God for strong leadership. Be a leader who convinces people to make sacrifices for a good cause.

4. CHANGE PEOPLE'S MINDS.

The art of changing people's minds is a very important skill that you must develop if you call yourself a leader. The art of persuasion is a basic art of leadership. When somebody has an opinion about something and you are able to change that opinion, then you are operating as a leader.

Thomas' opinion was that the resurrection was not real. Jesus worked on that and in the end Thomas believed in the resurrection. Do you care whether people believe in Heaven or Hell? If you do not care about what opinions people hold, you cannot be a leader. Perhaps, people have bad impressions about men of God. A leader can work on those people's minds until they are thinking aright!

The pastor often gets people to change their minds about life. His job is to make them love God and serve Him. Perhaps they were serving money, but through the ministry of a true pastor (leader) they believe that service to God is more important than anything else.[8]

Seven Ways to Make People Change Their Minds

a. Teach them the Word of God.

"And be not conformed to this world: but be ye transformed by the renewing of your mind, that ye may prove what is that good, and acceptable, and perfect, will of God" (Romans 12:2).

This Scripture teaches that we will be changed or transformed when our minds have been renewed. The Word of God is the best tool for making people change their mind. There is power in the Word of God that is why Paul said, "I am not ashamed of the gospel of Jesus Christ for it is the power of God…"

b. Make them go to church.

Church provides a regular mind-changing forum for anyone. Show me your church and I'll show you the way you think.

c. Make them have certain friends.

Your company influences you more than your church. This is because you are with your friends for several hours a week whilst you may be in church for just a couple of hours a week. Like the saying goes, "Show me your friend, and I'll show you your character". "Be not deceived: evil communications corrupt good manners" (1 Corinthians 15:33).

d. Introduce them to successful people who have the kind of mind you want them to have.

This is the secret of the Full Gospel Businessmen Fellowship International. They introduce successful Christian businessmen to sinners and show them that it is possible to be a successful businessman. Through this method many people are saved (In other words, change their minds).[9]

e. Share your own testimony.

A personal testimony is always a powerful instrument to change the mind. Paul used this method on King Agrippa. The entire chapter of Acts 26 describes Paul sharing his testimony to the king. At the end of this powerful personal testimony King Agrippa said, "Paul, almost thou persuadest me to be a Christian" (Acts 26:28).

f. Pray for them.

The state of the mind is a very spiritual thing. That is why Paul prayed that the Ephesians would be given a Spirit of revelation and wisdom. You may hear preaching and teaching but without revelation change never comes. "That the God of our Lord Jesus Christ, the Father of glory, may give unto you the spirit of wisdom and revelation in the knowledge of him" (Ephesians 1:17).

g. Allow them to have certain experiences.

No matter what you say or preach, some people never change their minds. For such people the school of experience (and hard knocks!) may be the only teacher they will listen to. Allowing people to experience certain things is sometimes the only way to make their minds work in the right way. Sometimes I allow pastors to go through certain experiences. For instance, when people have the experience of starting a church, they often appreciate many of the things I teach.

I once had a pastor who did not appreciate the way I was handling another disloyal assistant. He thought I was not walking in love towards this rebellious fellow. No matter how much I explained the issues to this pastor, he still felt I was doing the wrong thing. In the end, I prayed that God would give him his own share of rebellious assistants. God really answered that prayer and he had one experience after another.

One day, he called me on the phone and told me that after having his own experience with disloyal people, he felt that I had been too lenient and kind with my rebellious pastor. I smiled to myself because I remembered his former attitude about that issue. This pastor's mind had really changed and now he felt that I was too loving to the rebel. This is a very scriptural method to change people's minds. You will have to use it because there are many things that can only be learned by experience. The Father even trained Jesus by this method. The Bible says Jesus learned obedience through the things he experienced. "Though he were a Son, yet learned he obedience by the things which he suffered" (Hebrews 5:8).

A leader is someone who uses all means at his disposal to make people change their minds. Have you been able to make someone change his mind about something?[10] "But Thomas, one of the twelve, called Didymus, was not with them when Jesus came. The other disciples therefore said unto him, We have seen the Lord. But he said unto them, Except I shall see in his hands the print of the nails, and put my finger into the print of the nails, and thrust my hand into his side, I will not believe. And after eight days again his disciples were within, and Thomas with them: then came Jesus, the doors being shut, and stood in the midst, and said, Peace be unto you. Then saith he to Thomas, Reach hither thy finger, and behold my hands; and reach hither thy hand, and thrust it into my side: and be not faithless, but believing. And Thomas answered and said unto him, My Lord and my God. Jesus saith unto him, Thomas, because thou hast seen me, thou hast believed: blessed are they that have not seen, and yet have believed" (John 20:24-29).

5. MAKE PEOPLE OBEY YOU GLADLY.

"So when they had dined, Jesus saith to Simon Peter, Simon, son of Jonas, lovest thou me more than these? He saith unto him, Yea, Lord; thou knowest that I love thee. He saith unto him, Feed my lambs" (John 21:15). Jesus was able to make people follow His instructions. He told Peter to feed the flock of God and that is exactly what he did. If you call yourself a leader, ask yourself, "Do people carry out my instructions?" Why are some people obeyed and some others ignored? Develop the art of making people obey your instructions. There are several things you can do.[11]

Nine Ways to Make People Obey You Gladly

a. Do not give unreasonable instructions.

People rebel against wicked and unreasonable men.

b. Teach your followers why certain things have to be done.

Make people see that your instructions are for their own good. When people understand why they are doing something, they often do it better! That is why for example I preach on: "Fifty Reasons Why Christians Should Be Soul Winners". I want people to understand the last instruction of Jesus.[12]

c. Explain instructions in detail so that everyone understands the instructions.

Sometimes people do not obey simply because they did not understand what you said.[13]

d. Show people that you are not partial or partisan.

e. Let the people see that you obey instructions yourself.

Many rebellious people do not realize that they are teaching their followers to be rebellious by their very actions. The Centurion who sent for Jesus illustrated this principle beautifully.[14] "For I also am a man set under authority, having under me soldiers, and I say unto one, Go, and he goeth; and to another, Come, and he cometh; and to my servant, Do this, and he doeth it" (Luke 7:8).

This man was enumerating the instructions which he had given and which were being obeyed. But he was careful to let us know that he also was under authority. In other words, he himself was obeying instructions. The army officer often has to lead people to their deaths. How does he make young men sacrifice their lives on the frightening fields of war? By leading the charge himself when he's told to do so. If you cannot make people gladly do things they naturally do not like doing, then you are not a leader. Develop this art of making people obey you gladly and people will always wonder about the team who work with you and who love to sacrifice and to serve.[15]

f. Get rid of complaining and murmuring individuals.

Such people poison the atmosphere and make everyone feel that they are into a bad thing. It is very important to maintain a cheerful spirit in the workplace. Systematically eradicate complainers and murmurers from your system.

g. Correct wrong attitudes even when they are not fully developed into full-blown disobedience or rebellion.[16]

h. Punish people who disobey.

Your organization cannot be established unless people believe that judgment will fall when the wrong thing is done. Punishment is a good thing because it establishes the land. Many disorganized offices are the way they are because no one is ever dismissed. Warnings are issued but no one ever dares to carry out the threat. Let everyone see that when you break the rules, the rules will break you! When you are fair, people will believe in the laws and obey you gladly. If they feel that one rule applies to some people and another rule to other special people, they will rebel against your instructions.[17] "The king by judgment establisheth the land: but he that receiveth gifts overthroweth it" (Proverbs 29:4).

i. Reward people accordingly. Even Jesus expected His reward. "For consider him that endured such contradiction of sinners against himself, lest ye be wearied and faint in your minds"

(Hebrews 12:3). Jesus was motivated by the thought of His reward. Rewards are some of the highest form of motivation in existence. Why do you think an athlete runs around for hours everyday? Why do you think boxers subject themselves to severe, dangerous and life-threatening knocks on the head? It is because of the joy of a million dollars or more that will come after the knocking is over.

The joy that is set before people will make them do almost anything. Rewards can make people do almost anything! People who have died for the cause of Christ, died willingly, thinking of the reward that lay ahead.

When Jesus spoke to Peter he told him about His death. He predicted that Peter would die in a way that he might not like. "Verily, verily, I say unto thee, When thou wast young, thou girdest thyself, and walkedst whither thou wouldest: but when thou shalt be old, thou shalt stretch forth thy hands, and another shall gird thee, and carry thee whither thou wouldest not. This spake he, signifying by what death he should glorify God. And when he had spoken this, he saith unto him, Follow me" (John 21:18,19).

He told Peter to follow Him even to that end. Peter was willing and obedient. Perhaps, the key that made Peter willing to die was the fact that Jesus Himself had set the example. Jesus had shown that there was a great reward in following. You see, leadership is all about setting examples. When a leader leads the way personally his words become more powerful. Do you want your words to be respected? Do you want to be such a powerful leader that people would be prepared to die for your cause? I believe you do! It's time to set the example and lead the way.

Master John Hooper, Bishop of Worcester and Gloucester, was a student and graduate of Oxford University. He found the Lord and was stirred with a strong desire and love for the Scriptures. In 1555, Master Hooper was urged to return to the unity of the Catholic Church and to acknowledge the Pope's holiness to be head of the Church. He was promised that he would receive the Pope's blessing and the Queen's mercy if he would condescend to the Pope's holiness.

Mr. Hooper answered that the Pope taught doctrine contrary to the doctrine of Christ. And that he was not worthy to be the head of the Church. Wherefore he would in no wise condescend to any such jurisdiction. Mr. Hooper made it clear that he did not consider the Catholic Church of which the Pope was the head, to be the real Church.

He explained that the Church only followed the voice of Christ and run away from strangers. However, he said if he had said anything to offend the Queen he would ask for mercy. But he added, "Mercy must be had with safety of conscience and without the displeasure of God."

An old friend, Anthony Kingston, spoke to him.

***"Kingston:** 'But I am sorry to see you in this case; for as I understand you be come hither to die. But, alas, consider that life is sweet, and death is bitter. Therefore, seeing life may be had, desire to live; for life hereafter may do good.'

Hooper: 'Indeed it is true, Master Kingston, I am come hither to end this life, and to suffer death here, because I will not gainsay the former truth that I have heretofore taught amongst you in this diocese, and elsewhere; and I thank you for your friendly counsel, although it be not so friendly as I could have wished it. True it is, Master Kingston that death is bitter, and life is sweet: but,

alas, consider that the death to come is more bitter, and the life to come is more sweet. Therefore, for the desire and love I have to the one, and the terror and fear of the other; I do not so much regard this death, nor esteem this life, but have settled myself, through the strength of God's Holy Spirit, patiently to pass through the torments and extremities of the fire now prepared for me, rather than to deny the truth of His Word; desiring you, and others, in the meantime, to commend me to God's mercy in your prayers.'

Kingston: 'Well, my lord, then I perceive there is no remedy, and therefore I will take my leave of you: and I thank God that ever I knew you; for God did appoint you to call me, being a lost child.'

Hooper: I do highly praise God for it: and I pray God you may continually live in His fear.'[18] His final speech to the mayor was even more revealing about his willingness to obey God and to stand for the truth.

'Master mayor, I give most hearty thanks to you, and to the rest of your brethren, that you have vouchsafed to take me, a prisoner and a condemned man, by the hand; whereby to my rejoicing it is some deal apparent that your old love and friendship towards me is not altogether extinguished; and I trust also that all the things I have taught you in times past are not utterly forgotten, when I was here, by the godly King that dead is, appointed to be your bishop and pastor. For the which most true and sincere doctrine, because I will not now account it falsehood and heresy, as many other men do, I am sent hither (as I am sure you know) by the Queen's commandment to die; and am come where I taught it, to confirm it with my blood. And now, master sheriffs, I understand by these good men, and my very friends' (meaning the guard), 'at whose hands I have found so much favour and gentleness, by the way hitherward, as a prisoner could reasonably require (for the which also I most heartily thank them), that I am committed to your custody, as unto them that must see me brought to-morrow to the place of execution. My request therefore to you shall be only, that there may be a quick fire, shortly to make an end; and in the meantime I will be as obedient unto you, as yourselves would wish. If you think I do amiss in anything, hold up your finger, and I have done: for I am not come hither as one enforced or compelled to die (for it is well known, I might have had my life with worldly gain); but as one willing to offer and give my life for the truth, rather than consent to the wicked papistical religion of the Bishop of Rome, received and set forth by the magistrates in England, to God's high displeasure and dishonor; and I trust, by God's grace, tomorrow to die a faithful servant of God, and a true obedient subject to the Queen.'[19]

The description of his death in the fire, which lasted about an hour, is revealing.

When he came to the place appointed where he should die, smilingly he beheld the stake and preparation made for him, which was near unto the great elm-tree, over against the college of priests, where he was wont to preach. The place round about the houses, and the boughs of the tree, were replenished with people; and in the chamber over the college-gate stood the wolvish blood-suckers and turnelings, the priests of the college. Then kneeled he down, forasmuch as he could not be suffered to speak unto the people. After he was somewhat entered into his prayer, a box was brought and laid before him upon a stool, with his pardon (or at least-wise it was feigned to be his pardon) from the Queen, if he would turn. At the sight whereof he cried, 'If you love my soul, away with it! if you love my soul, away with it!'

Prayer being done, he prepared himself to the stake, and put off his host's gown, and delivered it to the sheriffs, requiring them to see it restored unto the owner, and put off the rest of his gear, unto his doublet and hose, wherein he would have burned. But the sheriffs would not permit that, such was their greediness; unto whose pleasures, good man, he very obediently submitted himself; and his doublet, hose, and petticoat were taken off. Then, being in his shirt, he took a point from his hose himself, and trussed his shirt between his legs, where had a pound of gunpowder in a bladder, and under each arm the like quantity, delivered him by the guard.

So desiring the people to say the Lord's prayer with him, and to pray for him (who performed it with tears, during the time of his pains), he went up to the stake. The hoop of iron prepared for his middle was brought, but when they offered to have bound his neck and legs with the other two hoops of iron, he utterly refused them.

Thus being ready, he looked upon all the people, of whom he might be well seen (for he was both tall, and stood also on a high stool), and in every corner there was nothing to be seen but weeping and sorrowful people. Then, lifting up his eyes and hands unto heaven, he prayed to himself. By and by, he that was appointed to make the fire, came to him, and did ask him forgiveness. Of whom he asked why he should forgive him, saying, that he knew never any offence he had committed against him. ‘O sir!’ said the man, I am appointed to make the fire.' 'Therein,' said Master Hooper, 'thou dost nothing offend me; God forgive thee thy sins, and do thine office, I pray thee.'

Then the needs were cast up, and he received two bundles of them in his own hands, embraced them, kissed them, and put under either arm one of them, and showed with his hand how the rest should be bestowed, and pointed to the place where any did lack.

Anon commandment was given that the fire should be set to. But because there were put to no fewer green faggots than two horses could carry upon their backs, it kindled not by and by, and was a pretty while also before it took the reeds upon the faggots. At length it burned about him, but the wind having full strength in that place (it was a lowering and cold morning), it blew the flame from him, so that he was in a manner nothing but touched by the fire.

Within a space after, a few dry faggots were brought, and a new fire kindled with faggots (for there were no more reeds), and that burned at the nether parts, but had small power above, because of the wind, saving that it did burn his hair, and swell his skin a little. In the time of which fire even as at the first flame, he prayed, saying mildly and not very loud (but as one without pains), 'O Jesus, the Son of David, have mercy upon me, and receive my soul!' After the second was spent, he did wipe both his eyes with his hands, and beholding the people, he said with an indifferent loud voice, 'For God's love, good people, let me have more fire!' And all this while his nether parts did burn: for the faggots were so few, that the flame did not burn strongly at his upper parts.

The third fire was kindled within a while after, which was more extreme than the other two: and then the bladders of gunpowder brake, which did him small good, they were so placed, and the wind had such power. In the which fire he prayed with somewhat a loud voice, 'Lord Jesus, have mercy upon me: Lord Jesus receive my spirit.' And these were the last words he was heard to utter. But when he was black in the mouth, and his tongue swollen, that he could not speak, yet his lips went till they were shrunk to the gums: and he knocked his breast with his hands, until

one of his arms fell off and then knocked still with the other, what time the fat, water, and blood, dropped out at his fingers' ends, until by renewing of the fire his strength was gone, and his hand did cleave fast, in knocking, to the iron upon his breast. So immediately, bowing forwards, he yielded up his spirit.

Thus was he three quarters of an hour or more in the fire. Even as a lamb, patiently he abode the extremity thereof, neither moving forwards, backwards, nor to any side: but he died as quietly as a child in his bed. And he now reigneth, I doubt not, as a blessed martyr in the joys of heaven, prepared for the faithful in Christ before the foundations of the world; for whose constancy all Christians are bound to praise God."[20]

6. MAKE PEOPLE OBEY YOU WHEN YOU ARE NOT PRESENT.

"But it is good to be zealously affected always in a good thing, and not only when I am present with you" (Galatians 4:18). To be able to make people carry out your wishes even when you are not present with them is an art every leader must master. Without this ability, you cannot lead many people. After all, how many people are going to remain in your presence all the time?

Four Keys to Make People Obey You When You Are Not Present

a. Teach loyalty.

When people are loyal to you they love you and try to do what you want, even when you are away from them.

b. Teach people that they are dealing with God and not with man.

God is everywhere and He sees everything we do. When people are aware of this, they will try to live in the right way. When a person has a faithful heart, he will obey you because he understands that he is actually dealing with God. It is when people think they are dealing with human beings that they tend to mess around. "Servants, be obedient to them that are your masters according to the flesh, with fear and trembling, in singleness of your heart, as unto Christ; Not with eyeservice, as menpleasers; but as the servants of Christ, doing the will of God from the heart" (Ephesians 6:5,6).

c. Teach people that they will be promoted directly by God and not by man.

When they understand that God is the one who will bless them, their attitude will be the same whether you are in or out of their presence. You must train your staff to understand that promotion does not come from the east or the west but that it comes from God. They will not need to see you to be motivated. They know that the eyes of the Lord are everywhere. "For promotion cometh neither from the east, nor from the west, nor from the south" (Psalm 75:6).

I learnt long ago that the one I have to deal with is God and not man. God is the one who has promoted me in ministry. Men have rather discouraged and attacked me. As soon as you get a revelation of the fact that you are dealing with God, your life will change forever. If you want people to follow you and obey you, even when you cannot see them, teach them this great principle--it is God you are dealing with. "All things are naked and opened unto the eyes of him with whom we have to do" (Hebrews 4:13).

When Jesus left the earth He gave commandment concerning the Great Commission. He left us with this great command. Many have obeyed and are still obeying it even though we cannot see Jesus. Become a leader who is obeyed whether seen or not seen.

d. Look for signs and symptoms.

A symptom is a revelation of hidden things. Whenever you do not see something directly you must develop a system of looking for warning signs and indicators. When people do the right thing there are usually some indicators of this. I look for symptoms all the time. I don't have to see everything- know I won't anyway.

7. GET PEOPLE TO FOLLOW YOU SOMEWHERE.

Jesus was able to get people to follow Him. If you are a leader in the Body of Christ, you must be able to make people follow you. How do you do this?1 "And Jesus said unto them, Come ye after me, and I will make you to become fishers of men" (Mark 1:17).

Three Steps to Make People Follow You

a. Be yourself.

When a young man proposes marriage to a young lady he is trying to get her to follow him. The proposal must come from the bottom of your heart. I did not read a speech to my wife when I proposed to her. The most successful leaders are those who are "real". People love to hear leaders speaking naturally from their hearts rather than reading boring speeches that say all the right things. No one wants to follow a pretender![2]

b. Believe totally in where you are going.

You must believe in the future your leadership is creating. If you propose marriage to someone, you must believe that you are going to give yourself and the young lady a good future.

c. Go yourself where you are trying to get people to follow you.

You cannot get people to pray if you do not pray yourself. I have found it easier to make people pray by just leading them in a prayer meeting. When my people see me praying they are highly motivated to pray. Pastors who tell their members to do one thing when they do something else, often do not get good results.

8. MIX TRUTH WITH GRACE TO GAIN MORE FOLLOWERS.

"And the Word was made flesh, and dwelt among us, (and we beheld his glory, the glory as of the only begotten of the Father,) full of grace and truth" (John 1:14). The glory of Jesus Christ is in His presentation of truth with grace. Truth without grace is dangerous. Truth without grace will eliminate most of the followers of Christ. Most Christians would not make the mark if God dealt with us based on only the truth. Let's face it, how many Christians really do what the pastor tells them to do? How many Christians walk in love and forgive one another? If the church were to wipe out its mistake-laden members, most churches would be empty. King David described it well in Psalm 130:3.[21] "If thou, LORD, shouldest mark iniquities, O Lord, who shall stand?" (Psalm 130:3).

A good leader always combines a mixture of truth and grace when dealing with his followers. A mixture of truth and grace will allow some of your followers to straighten out and become great ministers. However, with some people, even the grace of God does not change them. I have many sons and daughters in the ministry who have turned out well after a mixture of grace and truth had been applied to their lives.

Truth without grace would have eliminated many of the wonderful ministers and leaders who work with me today.

Four Examples on How to Use a Mixture of Grace and Truth

a. Jesus knew the truth about Judas but He mixed it with grace.

Jesus could have moved on Judas because He knew the truth, that Judas was a betrayer! Jesus allowed Judas to benefit from the grace of God. He mixed truth with grace to give Judas a chance but Judas ended up destroying himself.

I allow people to destroy themselves if that is their destiny. I am not in a hurry to prove anything. I believe that people will either straighten out or destroy themselves eventually. When people come to me with accusations against pastors I tell them, "If I confront this person, he will deny the accusation. I will just leave him to the grace of God and to time. If he is destined to destroy himself he will. If he is destined to straighten himself out, he will!"

b. Jesus knew the truth about Peter but He mixed it with grace.

Jesus knew that Peter was open to satanic and worldly influences but He still worked with him. Jesus did not disconnect from Peter. “But he turned, and said unto Peter, Get thee behind me, Satan: thou art an offence unto me: for thou savourest not the things that be of God, but those that be of men” (Matthew 16:23).

Jesus knew the truth about Peter--that he slept at prayer meetings. But the grace of God allowed Jesus to continue to work with Peter. Jesus overlooked Peter's frailties. “And he cometh unto the disciples, and findeth them asleep, and saith unto Peter, What, could ye not watch with me one hour?” (Matthew 26:40). Jesus knew the truth about Peter. Jesus knew Peter would let Him down but He still worked with him. Jesus did not disconnect Himself from Peter. He forgave him. “Jesus answered him, Wilt thou lay down thy life for my sake?

Verily, verily, I say unto thee, The cock shall not crow, till thou hast denied me thrice” (John 13:38).

Jesus knew the truth about Peter, that he would leave the ministry and backslide into secular work. After all the training that Peter had received, he abandoned the ministry and went back to fishing. Jesus did not change the plans He had for Peter. “There were together Simon Peter, and Thomas called Didymus, and Nathanael of Cana in Galilee, and the sons of Zebedee, and two other of his disciples. Simon Peter saith unto them, I go a fishing. They say unto him, We also go with thee. They went forth, and entered into a ship immediately; and that night they caught nothing” (John 21:2,3).

All these bad things about Peter were true, but the glory of Christ is in the glory of truth presented with grace. And we beheld his glory, the glory as of the only begotten of the father, full of grace and truth. In the end, Peter turned out to be a great leader of the church. That is what truth mixed with grace can do.

c. Jesus knew the truth about Thomas but He mixed it with grace.

Thomas did not believe that Christ could rise from the dead. And Jesus knew it. The truth about this great apostle was that he did not believe in the resurrection. The grace of God gave Thomas another opportunity to become a believer. And he did. A mixture of grace and truth gave birth to another ardent follower. "And after eight days again his disciples were within, and Thomas with them: then came Jesus, the doors being shut, and stood in the midst, and said, Peace be unto you. Then saith he to Thomas, Reach hither thy finger, and behold my hands; and reach hither thy hand, and thrust it into my side: and be not faithless, but believing. And Thomas answered and said unto him, My Lord and my God. Jesus saith unto him, Thomas, because thou hast seen me, thou hast believed: blessed are they that have not seen, and yet have believed" (John 20:26- 29).

d. Jesus knew the truth about the ten disciples but He mixed it with grace.

Jesus knew the truth about His disciples. He knew that His disciples would desert Him when He needed them the most. "Then all the disciples forsook him, and fled" (Matthew 26:56). Many of Jesus' disciples went back to their secular jobs after Jesus left. "There were together Simon Peter, and Thomas called Didymus, and Nathanael of Cana in Galilee, and the sons of Zebedee, and two other of his disciples. Simon Peter saith unto them, I go a fishing. They say unto him, We also go with thee. They went forth, and entered into a ship immediately; and that night they caught nothing" (John 21:2,3).

The grace of God made Jesus ignore the frailties, weaknesses and mistakes of His followers. He overlooked their faults and allowed His men to become mighty apostles. If you overlook the faults of your followers, work with them, and pray for them, you will bear more fruit.

9. LEADERSHIP IS THE ART OF OVERLOOKING FAULTS

a. It is impossible to lead people effectively without overlooking their faults.

Leadership can also be described as the art of overlooking faults. It is almost impossible to effectively lead without intentionally overlooking faults, mistakes, and shortcomings of others. This is because God has called you to lead human beings and not angels. If God had called you to lead a group of angels you would not need to overlook any faults.

I sometimes wonder why human beings find it so difficult to overlook the mistakes of others.[22] I thank the Lord for people who have accommodated and still accommodate my shortcomings

b. The leader understands that his followers need time to grow out of their faults.

Many of the nice people I work with have faults. It is not that I don't see their shortcomings, but I realize that I must give them many opportunities to grow out of that stage. If you cut off the hands of your child because he touched something you asked him not to, would he ever grow up to become a responsible citizen? By the time he is an adult, he would have neither arms nor legs because you would have amputated all his limbs for his numerous mistakes during childhood! A

leader is someone who intentionally overlooks glaring faults and gives people the opportunity to become great.

c. Do not give up on the people you are investing in.

See into the future and know that whatever you have sown will definitely be reaped. If you have spent time teaching and training people, they will grow up to be responsible leaders. If you have invested in the lives of people, it will definitely yield something. Do not be overwhelmed by the shortcomings of those you trust. Give it some time. A leader is a father. And every father believes that one day his son will become somebody great.

10. INSPIRE PEOPLE.

"I have coveted no man's silver, or gold, or apparel. Yea, ye yourselves know, that these hands have ministered unto my necessities, and to them that were with me. I have shewed you all things, how that so labouring ye ought to support the weak, and to remember the words of the Lord Jesus, how he said, It is more blessed to give than to receive. And when he had thus spoken, he kneeled down, and prayed with them all. And they all wept sore, and fell on Paul's neck, and kissed him," (Acts 20:33-37).

A leader is somebody who inspires the people around him. Human beings are emotional! Study closely the results of almost any election and you will discover that people vote by their emotions. Some regions in the country vote en bloc for certain individuals.[23]

a. A true leader must recognize the emotional nature of human beings and must lead people with that in mind.

You must be able to speak in a way that inspires people to follow you. How would you be able to lead people to give their lives to the Lord if your speeches are lifeless and emotionless? Notice how people wept after Paul finished preaching.[24] "And they all wept sore, and fell on Paul's neck" (Acts 20:37).

b. Decide to be an inspiring and motivational leader.

Put away your lifeless speeches and speak from your heart. Practise this until you find yourself doing it naturally and easily. Once again, to do this you need to operate from the bottom of your heart. Peter said, "Such as I have give I thee" (Acts 3:6).

You cannot motivate people if you yourself are not motivated. You cannot affect the emotions of anyone unless you yourself are emotional about what you are doing.[25]

11. MAKE YOUR FOLLOWERS LOVE YOU. MAKE SURE THEY DON'T RESENT YOU.

A good leader is surrounded by willing servants. A good leader is surrounded by people who are glad to carry out his wishes. If you are a leader, look into the eyes of those who follow you. Are those eyes gleaming with eagerness or do they radiate resentment and bitterness?

King David was surrounded by many mighty men. Many of them would have laid down their lives for him if he had asked them to.[26] "And they came and besieged him in Abel of Bethmaachah, and they cast up a bank against the city, and it stood in the trench: and all the

people that were with Joab battered the wall, to throw it down. Then cried a wise woman out of the city, Hear, hear; say, I pray you, unto Joab, Come near hither, that I may speak with thee" (2 Samuel 20:15,16).

What made David's men so ready to give up their lives so that he could have a drink of water? Look into the eyes of the people you want to lead. Do they love you? Are they genuinely happy to be with you and to follow you? What can you do to make the people who are following you genuinely willing to obey and to flow with you? All human beings have the unspoken desire to feel important, loved and respected.[27]

How to Make Your Followers Love You and Not Resent You

a. Make people feel that they are generally respected by you.

Once a feeling of self-worth and genuine respect is there, you have gone a long way in making your followers love you. People naturally love those who respect them.[28]

b. Transform the people who follow you into eminent, distinguished, celebrated and impressive men.

Jesus transformed His followers into the great apostles that we know them to be. He promised them mansions in Heaven as well as many other rewards. That's how Jesus treated His followers. No wonder they died for Him.[29]

A true leader wants the people he is leading to become great. When the people you lead feel that in following you they will become great in this life, they will be very willing to stay close. Ask yourself this question: Are the people who are following you going to amount to anything? Will they become great? Can they prosper in the system you have created? Can they become mighty men in the ministry you are leading? Is it the case that you are the only one who will ever experience a certain level of significance in ministry?[30]

c. Sacrifice for your followers.

A true leader has willing followers. Decide from today to make the people around you enthusiastic about their jobs and their association with you. In order to do this you will have to sacrifice to make them happy. You must give them a future and a hope. When a congregation sees a pastor constructing a church building for them they become far more enthusiastic about the church. But if they only see the pastor acquiring nice things for himself, their readiness to flow with him will be severely compromised. Pay good salaries and make sure that everyone who works for you has a home, cars and enough money.[31]

12. ALLOW PEOPLE TO KNOW YOU SO THEY CAN TRUST YOU AND FOLLOW YOU.

"That which was from the beginning, which we have heard, which we have seen with our eyes, which we have looked upon, and our hands have handled, of the Word of life; (For the life was manifested, and we have seen it, and bear witness, and show unto you that eternal life, which was with the Father, and was manifested unto us" (1 John 1:1,2).

a. Let the people know that you are real!

Everybody will readily follow a genuine leader. Why did Jesus come into this world? He came so that we would know Him and trust Him. That's why He allowed us to hear Him, see Him and touch Him. Does anyone have the chance to hear you, see you or handle you? Are you a mysterious superman who has no faults? Openness produces a great following. Are you a leader? Then you must allow people to know you as you really are. Nobody wants to follow a mystery. A mystery speaks of the unknown. A mysterious person smacks of something foreboding.[32]

Who wants to follow a mysterious person into a dark valley where something bad may happen to him?

b. The more open you are, the more readily people will follow your leadership. This is an important secret of leadership.

I did not say that the more perfect you are the more people will follow you. Everyone knows that his neighbour is not perfect. It is no secret that there is no perfect person on the earth. Someone who is open and honest about his weaknesses is more likely to have a following. If you are a pastor, let the people know that you are real! Everybody will readily follow a genuine leader.[33]

13. INFLUENCE PEOPLE BY EXAMPLE.

"Who in the days of his flesh, when he had offered up prayers and supplications with strong crying and tears unto him that was able to save him from death, and was heard in that he feared" (Hebrews 5:7). "But we will give ourselves continually to prayer, and to the ministry of the word" (Acts 6:4).

You may wonder why I have quoted the above Scriptures. What is the correlation between them? The first one speaks about Jesus' prayer life whilst he was on earth. The second one speaks of Peter's prayer life after Jesus left.

a. Jesus taught His disciples to pray by example.

Peter was influenced by Jesus' prayer life.[34]

b. Do not be a leader who does not do what he teaches.

Many years ago, I heard a man advising me to listen to what the priest said but not to follow his example. How strange! It is very difficult to follow somebody's words and not his example. There was an old Chinese proverb printed in the physiology laboratory in my former medical school. It said, "I hear and I forget, I see and I remember, I do and I understand." This proverb tells us all about the power of influencing people through what they see. You never forget what you see. Did you know that you only retain about eleven per cent of what you hear?[35]

Jesus did not only teach about prayer. He acted prayer. He lived prayer. That is why Peter was so determined not to be distracted from his prayer life. Many ministers today do not know the importance of prayer. They have never lived with someone who prayed. They have never seen it acted out. Remember that your example is more important than your words.

Dear friend, do you want to be a leader? Please remember that your example is more important than your words![36]

14. CONVINCE PEOPLE TO BELIEVE IN YOU.

Jesus saw Nathanael coming to him, and saith of him, "Behold an Israelite indeed, in whom is no guile! Nathanael saith unto him, Whence knowest thou me? Jesus answered and said unto him, Before that Philip called thee, when thou wast under the fig tree, I saw thee. Nathanael answered and saith unto him, Rabbi, thou art the Son of God; thou art the King of Israel" (John 1:47-49).

Jesus got Nathaniel to believe in Him. Nathaniel had a personal conviction that Jesus was a good person and that he should follow Him. No one can truly follow your ideas unless he believes in you personally. The two go together. One of the reasons why leaders must be open is so that people get the chance to know them personally. I sometimes wonder as I watch preachers who say nothing about their personal lives. Could it be that they have no example to give or no testimony to share? Dear friend, the people you lead need to have faith in you as a person. How can this happen except you open up to them. People get to know what is in your heart by your words. "For out of the abundance of the heart the mouth speaketh" (Matthew 12:34).

a. When people can relate with the things that are in your heart, they will more readily go anywhere you want them to.

They will be ready to do anything you tell them to do. I am not impressed with people who read speeches that have been written for them. I cannot know much about the person until I hear him speaking from his heart. It is the heart that really matters. When people can feel your passion, drive and vision, leadership will become natural. If you don't have a passion for anything or a drive to accomplish something, you are not a leader.

b. Pray for a passion and a conviction.

Learning some rules about delegation, authority and management does not make anyone a real leader. That can only augment true leadership, which is from the heart. The reason why there are so many schools and books on leadership and yet we have such few leaders is because leadership is from the heart. People will not follow you with their hearts until they believe in you with their hearts.

Seven Ways to Make People Believe in You

a. Be open about your private life.

When there are many mysteries surrounding your life people will not naturally gravitate towards you.

b. Be honest about your problems.

Everyone has problems, including leaders. People rally around leaders whom they perceive to be real. A real leader is someone who has the same challenges as everyone else but overcomes them. If you have marital challenges, admit them openly and share how God helps you and your spouse to overcome them.

c. Preach from your heart.

Never read a sermon out to people. I once heard a secular head of state complain about his priest. He said, "I make speeches and I speak from my heart. Why should a priest who hears from God read his message to me?" When you read sermons your hearers may doubt your sincerity. Everything that is written is carefully thought out. What we want to hear is what is in your heart. “But I say unto you, That every idle word that men shall speak, they shall give account thereof in the day of judgment” (Matthew 12:36).

d. Share your personal experiences with God.

Having a personal experience with God gives credibility and authority to the leader. After all, your Christian leadership is based on your having a relationship with God. If you have had a visitation by an angel or Jesus, share it and it will bring down the awesome presence of God.

e. Tell people what God told you.

If God spoke to you, share it. Being able to tell people that God told you something is a mighty step of faith. It shows that you have a personal commission from the Lord. People want to follow God, so if you have heard from God then they will want to follow you.

f. Sacrifice towards your vision.

People can see the sacrifices you are making towards what you believe. Your sacrifice will speak louder than a hundred sermons. I have sacrificed my medical profession for the ministry. That one act has given me more credibility than anything else. People will believe in you when they see your sacrifice.

g. Be prayerful. prayer generates spiritual authority. Authority is that "not-easily defined, invisible, magnetic aura that surrounds a man of God."

Authority emanates from your closeness to God. The closer you are to a person, the more confidently you will speak about him. People will believe in you because of your prayer life. This is a secret that many prayer-less people do not know. People do not follow prayer-less leaders. Your private prayer will make people believe in you.

Leadership and Relationships 27

1. THE PRINCIPLE OF RELATING WITH THE GREAT AND SMALL

A leader must interact with the great and small. A good leader will interact with two main groups of people: the great (humanly speaking) and the small (humanly speaking). The great people are the nobles, the rich, the influential and powerful people of society. There are not many of such people in the church. “For ye see your calling, brethren, how that not many wise men after the flesh, not many mighty, not many noble, are called” (1 Corinthians 1:26). The "small" speaks of the poor, the down-and-out, and the people of little material substance.[1]

Four Reasons Why it Is Important to Relate with the Great

a. Jesus interacted with great people.

Jesus interacted with Nicodemus privately. Jesus honoured several invitations to dine with influential and powerful people. These interactions were so important that they were recorded in

the Bible. “There was a man of the Pharisees, named Nicodemus, a ruler of the Jews: The same came to Jesus by night” (John 3:1,2). “When the even was come, there came a rich man of Arimathaea, named Joseph, who also himself was Jesus' disciple:.” (Matthew 27:57).

b. Great people have their role to play in the church.

Some of them will play vital roles for the church such as Joseph of Arimathaea, who helped to bury the body of Jesus. This was an important fulfilment of scripture. When the even was come, there came a rich man of Arimathaea, named Joseph… And when Joseph had taken the body [of Jesus], he wrapped it in a clean linen cloth, And laid it in his own new tomb, which he had hewn out in the rock…Matthew 27:57,59,60.

c. Great people are used by God to finance the gospel.

If you think that everyone will contribute the same amount of money to the work of God, then you are ignorant and inexperienced. God raises up certain people so that the income of some churches is far more than others. This creates a necessary balance so that the work of God can go on among both the poor and the rich. As it is written, He that had gathered much had nothing over; and he that had gathered little had no lack, 2 Corinthians 8:15.

d. The contribution of one influential person can result in the salvation of an entire nation.

Esther's strategic relationship with the king was the one factor that saved the entire nation of Israel from being wiped out by Haman. Her uncle reminded her that she had been strategically placed for the salvation of an entire nation.…who knoweth whether thou art come to the kingdom for such a time as this?” (Esther 4:14). A Christian billionaire once told me of how he had used his relationship with the president of a country to obtain permission to hold open-air crusades that had hitherto been banned in that country.

Three Reasons Why it Is Important to Relate with the Poor

a. The principal calling of Christ was to the poor.

When Jesus spoke of the anointing on His life He was specific about whom His anointing would affect. He specifically said that He had been anointed to preach the gospel to poor people. We are Christ's body and that same anointing is upon us. “The Spirit of the Lord is upon me, because he hath anointed me to preach the gospel to the poor; he hath sent me to heal the brokenhearted, to preach deliverance to the captives, and recovering of sight to the blind, to set at liberty them that are bruised, To preach the acceptable year of the Lord” (Luke 4:18,19).

b. Most people in the world are poor; therefore our ministries must reach the poor.

If we are to bear much fruit, a lot of the fruit will be among the poor people.

c. The sign of a higher anointing is that we are ministering to the poor.

Today, most ministers are excited if they are able to visit with the president of a country. They gladly take pictures with presidents and publish them in their monthly magazines. There is nothing wrong with this. However, when Jesus was asked whether the great messianic ministry had arrived on earth, he replied that poor people have the gospel preached to them. It takes a

higher anointing to minister to poor people. "And said unto him, Art thou he that should come, or do we look for another? Jesus answered and said unto them, Go and show John again those things which ye do hear and see: The blind receive their sight, and the lame walk, the lepers are cleansed, and the deaf hear, the dead are raised up, and the poor have the gospel preached to them" (Matthew 11:3-5).

Three Reasons Why it Is Difficult to Minister to the Poor

a. The poor cannot pay for the gospel.

Almost every ministry to poor people must be pre-financed. Books must be paid for, crusades must be paid for, salaries must be paid by others, etc.

b. The poor do not understand the gospel.

Poor people have many problems. Their reasoning is affected by the many problems that surround them. Poor people are often frustrated and desperate. They cannot understand why God will give Heaven to us when things are so bad on earth. Can He not first make some changes on earth? How can there be a solution to my problems through Bible study?

c. The poor sometimes see you as the cause of their problems.

In my dealings with poor people I have learnt that many of them actually see their help as the source of their problems. Many poor people are also too proud to receive help.

Five Types of People You Cannot Help

1. People who do not accept the biblical solution to their problems.

2. People who do not think that they have problems.

3. People who feel too proud to receive help.

4. People who think that you are their problem.

5. People who think that you are the cause of their problems.

2. THE PRINCIPLE OF RELATING WITH INDIVIDUALS AND THE CROWD

"There cometh a woman of Samaria to draw water: Jesus saith unto her, Give me to drink. Then saith the woman of Samaria unto him, How is it that thou, being a Jew, askest drink of me, which am a woman of Samaria? for the Jews have no dealings with the Samaritans. Jesus answered and said unto her, Whosoever drinketh of this water shall thirst again: But whosoever drinketh of the water that I shall give him shall never thirst; but the water that I shall give him shall be in him a well of water springing up into everlasting life. The woman saith unto him, Sir, give me this water, that I thirst not, neither come hither to draw" (John 4:7,9,13-15).

Keys to Relating with Individuals

a. Jesus took time to speak to an individual in spite of His busy schedule.

Jesus was somebody who handled great crowds. He had a team of pastors He was training. Jesus also had a busy schedule. But when He met the woman of Samaria, He took a little time and spoke to her as an individual. A leader is someone who knows how to relate with individuals. Jesus did not know whether this woman was rich or poor. He just treated her as a human being who needed His help.

b. Every individual has needs that need to be met.

Every human being is a complex composition of spirit, soul and body. Every human being has his fears, mistakes and successes in the background. Jesus spoke to a woman with a whole lot of problems. He was able to help her. If God has called you to be a leader, you must help individuals with needs. Do not treat a human being as a mere number. Anyone who treats his members as "just one of the masses" will soon discover that he loses their support.

Jesus started His ministry fully aware that He was going to relate with poor people. He was going to minister to the broken-hearted and to people that were bound. Dear leader, remember that each individual needs special attention. "And Jesus said, Make the men sit down. Now there was much grass in the place. So the men sat down, in number about five thousand" (John 6:10).

Jesus knew how to handle large groups of people as well as individuals. When you are handling a crowd, you must know how to behave. You must dress properly and speak wisely. Many people in the crowd want to know what the truth is. A good leader transmits appropriate information to the crowd.[2]

Keys to Relating with the Crowd

a. Give them accurate and timely information.

Do not tell them that you will raise their salaries when you will not.

b. Do not make useless promises.

People get tired of vain promises.

c. Announce as much good news as you can.

If a new branch has started, announce it. If a miracle has taken place, tell the people. The people will not know until you tell them. Good news creates a good feeling in the crowd. Every wise government spends a lot of money informing the general population about what they want them to know. That is how they are able to keep the masses in check. Good news encourages everyone. That is how to control the crowds. Bad news discourages the followers.[3]

d. Do not speak down at the people. People like to feel respected. Even the tone of your voice can indicate whether you respect the people or not! As you sow love and respect you will reap admiration and many "following" hearts.

3. THE PRINCIPLE OF RELATING WITH DIFFERENT TYPES OF PEOPLE

A leader is someone who is trying to get people to follow him. It seems to me that leaders sometimes forget that they are supposed to have followers. If you are a leader, you must make

sure that you have people following you. Otherwise, you are not a leader. You must realize that your "type" of person is a limited species upon this earth. You are not likely to find many people in your age group, with your background, colour or accent.

a. A successful leader must relate with all kinds of people.

If you want to succeed as a leader you must realize very early that you need to be able to relate with all kinds of people, especially people who are not like you.[4] "And he said unto them, Ye know how that it is an unlawful thing for a man that is a Jew to keep company, or come unto one of another nation; but God hath showed me that I should not call any man common or unclean" (Acts 10:28).

b. God wants to give every leader a wider scope of ministry.

Peter was so rigid in his understanding of leadership that he restricted his ministry to a small group of Jews. But God had a bigger plan for him. God wanted him to reach many other people. As you read this textbook, I sense that God wants to give you a wider scope of ministry. Do not be myopic. There are more people who are not like you than there are.

My father is from Ghana and my mother is from Switzerland. I was born in England but I have lived in Ghana all my life. My colour is neither Black nor White. When I was growing up, most of my friends had European parents or a mixture of White and Black. This was because my mother is Swiss and therefore had many European friends.

My father was an unusual man. He loved classical music and played bridge and owned racehorses. Because of this, many of his friends were not Ghanaian. Many of his friends were British, Indians or Lebanese. As I grew up, my hobbies were table tennis, squash, horse riding and swimming. I can assure you that there are very few people in the world who have the same background that I have. Not because I am special, but because this is an unusual combination of culture and circumstances.

If I have been raised up to be a leader, you tell me how many people will have a similar background to what I have just shared with you? Not many! To become a leader of many people I must relate with people who do not have my background. Many of my friends have had a very different background. But I relate with them naturally and easily.

If you are a pastor and you have a poor educational background, rise up and relate with all kinds of people, including rich people. You will definitely need some rich people in your church. Do not drive away all the educated people because of your lack of education. You can educate yourself![5]

Do you consider yourself to be a leader? Ask yourself, "What type of person am I? What type of person am I not? Make a decision to relate with every type of person.[6] "To the weak became I as weak, that I might gain the weak: I am made all things to all men, that I might by all means save some. And this I do for the gospel's sake, that I might be partaker thereof with you" (1 Corinthians 9:22,23).

4. THE PRINCIPLE OF KNOWING THE NAMES OF MANY PEOPLE

"And the sheep hear his voice: and he calleth his own sheep by name, and leadeth them out" (John 10:3). People will follow someone who knows their names! It is very important that a leader knows the names of the people he works with. No one is a number or an object. If you want to lead people, try to remember their names and call them by name.

Five Reasons Why You Should Know the Names of Many People

1. Every successful leader knows the names of many people.

2. People feel special when you know their names. Everyone gravitates towards where he feels special. People do not feel disregarded or despised when you call them by name.

3. When you know the names of people they feel that you are friendly and human. People are attracted to someone who is friendly and warm.[7]

4. Knowing people by their names connects you to them in a personal way. This creates the bond of leader and follower.

5. Knowing the names of people makes you closer to them.

I sometimes wonder at pastors who may have only sixty members and cannot remember all their names. If you cannot remember people's names, they will not like to follow you. When you know somebody's name, they feel you are real and they feel you are near enough. People are less inclined to follow a distant figurehead.

King David was a great leader. One of the reasons he was loved is because he was near enough to the people he led.[8] "But all Israel and Judah loved David, because he went out and came in before them" (1 Samuel 18:16).

Leadership and Personal Development 28

IMPORTANT KEYS FOR SELF-DEVELOPMENT IN LEADERSHIP

Every leader who invests in himself will ensure that he remains leader. " Take heed unto the doctirne; continue in them: for in doing this thou shalt both save thyself, and them that hear thee" (I Timothy 4;16).

THREE REASONS WHY EVERY LEADER MUST INVEST IN HIMSELF

1. BECAUSE OF THE LAW OF DETERIORATION

This law says that everything is decaying naturally. Nothing on earth stays in a healthy original condition for long. This is why the Bible warns that the crown (your leadership position) is not guaranteed forever. "Be thou diligent to know the state of thy flocks, and look well to thy herds. For riches are not for ever: and doth the crown endure to every generation?" (Proverbs 27:23,24).

2. BECAUSE OF THE LAW OF STAYING ONE STEP AHEAD

There is no leadership unless you are a step ahead. I am constantly investing in myself in order to stay at least one step ahead of my followers. Without doing this, I would actually fall out of my position.[1]

3. BECAUSE OF THE LAW OF TAKING CARE OF YOURSELF BEFORE YOU CAN TAKE CARE OF SOMEONE ELSE

Whenever there is any problem on a plane, adults are instructed to take care of themselves before taking care of their children. Paul said the same thing. There is no way you can save others unless you save yourself. A doctor cannot attend to others if he is sick. The blind cannot lead the blind. "Take heed unto thyself, and unto the doctrine; continue in them: for in doing this thou shalt both save thyself, and them that hear thee" (1 Timothy 4:16)

Seven Ways Every Leader Can Invest in Himself

1. Read the Bible everyday.

In 1986 I travelled to London as a student. I bought one thing for myself---- a special reference Bible. I used up all my meagre student's allowance to invest in myself. I have never regretted that investment. "But he that soweth to the Spirit shall of the Spirit reap" (Galatians 6:8).

2. Read Christian books everyday.

Read books about things you do not know.

3. Listen to audio tapes.

When added up, the hours spent listening to tapes are equivalent to several semesters of lectures at the university.

4. Attend seminars, conferences and church services.

These will make you a better person.

5. Spend more money on your books than you do on your clothes and your hair.

6. Watch video tapes of anointed men of God teaching wisdom.

7. Build up a personal library of books and tapes.

KEYS FOR DEVELOPING PERSONAL INTEGRITY

Integrity is wholeness. It means being totally or completely sound. To have personal integrity means you are upright, sincere, loyal and pure. You need personal integrity to be a good leader.[2]

1. A LEADER'S INTEGRITY IS SHATTERED BY LIES AND DECEPTION.

The reason why very few of us believe in politicians is because their integrity has been greatly compromised by the deceptions of past political leaders. Are you sound? Are you whole?[3]

2. A LEADER MUST TELL THE TRUTH.

"And ye shall know the truth, and the truth shall make you free" (John 8:32). The very nature of leadership is truth. The truth will tell you where you are and where you are not! The truth will also tell you where to go. There are many pastors who need to start telling the truth about the size of their congregations. It is time to stop making wild guesses about the number of people in your

church. When you realize the actual number of souls that you are ministering to, you will be motivated to work harder.

One day, I asked my data officer to tell me how many people were in church. When he gave me the figure, I was depressed for at least one week. But I realized that in spite of what I had achieved, I had a long way to go. If you cannot tell yourself the truth, you cannot be a good leader.[4]

It is unfortunate that there are many businesses that do not make any profit at all but are still operating! When they add up the real costs of operations, they realize that they are actually running at a loss. The wisest thing to do is to shut down the business or lay off some workers. That is true leadership.

Are you a leader? Do you want to know the truth? Do you tell yourself the truth? "Then said one unto him, Lord, are there few that be saved?" (Luke 13:23). Jesus answered and told him there is a narrow gate and few people are entering through that gate.

3. DO NOT ALLOW YOURSELF TO BE POISONED BY BITTERNESS.

A priest in the Old Testament was not supposed to have boils. "Speak unto Aaron, saying, Whosoever he be of thy seed in their generations that hath any blemish, let him not approach to offer the bread of his God. For whatsoever man he be that hath a blemish, he shall not approach: a blind man, or a lame, or he that hath a flat nose, or any thing superfluous, Or a man that is brokenfooted, or brokenhanded, Or crookbackt, or a dwarf, or that hath a blemish in his eye, or be scurvy, or scabbed, or hath his stones broken; No man that hath a blemish of the seed of Aaron the priest shall come nigh to offer the offerings of the Lord made by fire: he hath a blemish; he shall not come nigh to offer the bread of his God. He shall eat the bread of his God, both of the most holy, and of the holy. Only he shall not go in unto the vail, nor come nigh unto the altar, because he hath a blemish; that he profane not my sanctuaries: for I the Lord do sanctify them. And Moses told it unto Aaron, and to his sons, and unto all the children of Israel" (Leviticus 21:17-24).

Boils represent unhealed wounds. Leadership is accompanied by wounds, offences and pain. You cannot allow the wounds of leadership to discolor your attitude.[5]

Four Dangers of Bitterness in a Leader

a. A bitter leader can begin to mistrust God.

There are many unexplained events in the life of a Christian leader. Even in secular politics the good often do not win. The bad and ugly may win elections whilst the good lose out.

I remember when two of my young pastors died suddenly within three weeks of each other. One was twenty-seven years old and the other was thirty-eight years old. What possible explanation was there to such an event? As I comforted the wives of these two pastors I wondered to myself, "As a messenger of God what explanation could I give to a wife who had been married for only seven months?"

What explanation could the church give when James, the brother of John, was killed by Herod? Didn't the early church need the contribution of James to build a solid foundation for the church?

Why did God allow James, the brother of John, to be taken away at such a time? Was soul winning not important? Was church planting not important? Was there not a need for more labourers? How could God allow such a thing? In spite of the inexplicable occurrences of this life, a leader must continue to trust.

b. A bitter leader can begin to hate the people he leads.

As human beings manifest their nature of betrayal, ungratefulness and forgetfulness, a leader can gradually become bitter towards the flock. I have experienced many painful things. I have learnt that I must forgive and move on. Without a sweet spirit I will not be pleasing to God. Every bitter experience is a test of my ability to walk in love. I always pray that I will pass these tests.[6]

c. A bitter leader can hate his contemporaries and colleagues in ministry.

Unfortunately, it is your contemporaries in leadership who seem to wish you ill more than anyone else. Even unbelievers do not have some of the hateful attitudes that contemporaries and colleagues seem to have! God has given us all of these so that we may truly walk in love towards all men. If you fail to walk in love, your ministry will amount to nothing in the presence of God. "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, and have not charity, I am nothing" (1 Corinthians 13:2).

d. A bitter leader will have a distorted message.

Bitterness is described in Hebrews as a root which defiles many people. It is akin to poison in your drinking water. One of the things that bitterness poisons is your message. A bitter person has a discolored and distorted message. Do not let your pain prevent you from ministering God's love to people.

4. START HUMBLE AND END HUMBLE.

Many leaders start out humble and end up proud, full of themselves and of their achievements. Pride goeth before a fall and it is this self-destructive button that becomes prominent in the lives of many leaders. Two of the greatest leaders that ever lived started humble and ended humble. Learn from their example.

The Humility of Jesus

a. Jesus began and ended His ministry in humility

b. Jesus Christ started His ministry in a manger.

"And she brought forth her firstborn son, and wrapped him in swaddling clothes, and laid him in a manger; because there was no room for them in the inn" (Luke 2:7).

c. Jesus Christ ended His ministry on a cross.

"And when Jesus had cried with a loud voice, he said, Father, into thy hands I commend my spirit: and having said thus, he gave up the ghost" (Luke 23:46).

Four Stages of Paul's Humility

Paul went through four stages of progressive humility.

a. He declared that he was not behind any of the apostles.

“For in nothing am I behind the very chiefest apostles” (2 Corinthians 12:11).

b. As he progressed he felt that he was the least of the apostles.

“For I am the least of the apostles, that am not meet to be called an apostle, because I persecuted the church of God” (1 Corinthians 15:9).

c. After some more time, Paul thought that he was the least of all saints.

“Unto me, who am less than the least of all saints” (Ephesians 3:8).

As you can see, Paul's estimation of himself kept diminishing as he became more experienced in ministry. The higher you go in the Lord, the more you realize how dispensable you are. You discover that it is God's grace that is at work and not your own efforts.

d. At the end of his ministry, Paul decided he was the chief of sinners.

“Christ Jesus came into the world to save sinners; of whom I am chief” (1 Timothy 1:15).

This was not because Paul had committed some grievous sin. With maturity came the consciousness of his sinful nature and indeed, that of all men.

5. DON'T LET YOUR ACHIEVEMENTS MAKE YOU PROUD.

Do not let your achievements change your opinion of yourself. Nebuchadnezzar made an awful mistake when he walked on the rooftop of his castle. He thought that he had achieved great things by his own strength. “At the end of twelve months he walked in the palace of the kingdom of Babylon. The king spake, and said, Is not this great Babylon, that I have built for the house of the kingdom by the might of my power, and for the honour of my majesty? While the word was in the king's mouth, there fell a voice from heaven, saying, O king Nebuchadnezzar, to thee it is spoken; The kingdom is departed from thee” (Daniel 4:29-31).

When Nebuchadnezzar developed an elevated opinion of himself, God punished him. If you are a leader, do not make foolish statements about your achievements. I have heard political leaders make very foolish statements after being in power for some time. Some leaders even think they will live forever. But you can be very easily removed. Ask your fathers and ancestors whether they lived forever. “Your fathers, where are they? and the prophets, do they live for ever?” (Zechariah 1:5).

6. DO NOT MOCK AT OTHER LEADERS.

Maintain a humble opinion of yourself because you are mere flesh. Do not laugh at another leader who is in difficulty. History has taught us that judgmental leaders are prone to fall. Do not mock when other leaders fall into sin. What was David's reaction when Saul was killed in battle? Did he say, "It serves him right?" No, he did not! Mourn with those that mourn and pray for them. Notice the words of a great leader as he lamented over the fall of another great leader. “Thy beauty of Israel is slain upon thy high places: how are the mighty fallen! Tell it not in Gath,

publish it not in the streets of Askelon; lest the daughters of the Philistines rejoice, lest the daughters of the uncircumcised triumph. Ye mountains of Gilboa, let there be no dew, neither let there be rain, upon you, nor fields of offerings: for there the shield of the mighty is vilely cast away, the shield of Saul, as though he had not been anointed with oil" (2 Samuel 1:19-21).

7. CONTROL YOUR CARNAL INSTINCTS.

God is not working through angels, he is working through men and women who have what I call "carnal instincts". "But we have this treasure in earthen vessels, that the excellency of the power may be of God, and not of us" (2 Corinthians 4:7).

The earthen vessels in this Scripture are referring to the flesh. You must first control yourself before you try to control others. A leader must learn to control and direct his natural desire for carnal things. If this carnal instinct is unchecked, a person will discover that he can lead no one. Certain people are unable to fast. They cannot control their stomachs. You cannot be a good leader if your natural instincts lie unchecked.

Some women have the natural instinct to be jealous or quarrelsome. If you do not check these carnal instincts then you can lead no one. I remember a church where the pastor kept having children with his church members (other than his wife). Naturally, the members of the church dwindled until there was almost no one left. The pastor did not have control over his carnal instincts.

Jesus Overcame Carnal Instincts

"For we have not an high priest which cannot be touched with the feeling of our infirmities; but was in all points tempted like as we are, yet without sin" (Hebrews 4:15).

When Jesus was in the garden of Gethsemane, His natural instincts made Him recoil from the thought of the cross. However, he prayed earnestly about it and was able to gain control of it Himself. He walked to the cross for you and I. Even on the cross, His natural instincts made Him think of calling on angels to deliver Him. But once again, he held Himself in check.

It is gaining control of these natural instincts that separates leaders from followers. Do not think that leaders are people who have no feelings, temptations or fleshly desires. They have as many of these lower instincts as anyone else. The key to leadership is gaining control of your lower instincts. If we were to follow our natural instincts, we would never pray, fast or read our Bibles.

Apostle Paul spoke about how he kept his natural lower instincts in check. If Paul could do it then so can we. "But I keep under my body, and bring it into subjection: lest that by any means, when I have preached to others, I myself should be a castaway" (1 Corinthians 9:27).

THE KEY OF SELF-MOTIVATION

A leader must learn to become self-motivated. He should not expect direction or encouragement from outside "But David encouraged himself in the Lord his God" (1 Samuel 30:6). Everyone looks up to the leader for encouragement, but who encourages the leader? A true leader is someone who knows how to encourage himself whenever it is necessary. I do not look to the outside for motivation. I have learnt that I have to motivate myself. I cannot depend on external factors to encourage me There are many times I have been absolutely discouraged and dejected

in ministry. There are times I have problems that I have no one to talk to about. Like David, I have had to learn to encourage myself in the Lord.

You cannot encourage your followers until you have learnt to encourage yourself. David experienced a crisis and he had no one to talk to. He had no choice but to encourage himself. “And David's two wives were taken captives, Ahinoam, the Jezreelitess, and Abigail the wife of Nabal the Carmelite. And David was greatly distressed; for the people spake of stoning him, because the soul of all the people was grieved, every man for his sons and for his daughters: but David encouraged himself in the Lord his God” (1 Samuel 30:5,6).

Seven Steps to Encouraging Yourself

1. DEVELOP A PERSONAL RELATIONSHIP WITH THE HOLY SPIRIT.

Hear him speaking to you personally. You will do this by faith. You must be able to say that God has spoken to you. When you are all alone and there is no one to speak to, the Holy Spirit will be the guide that you need. That is what He is there for! Be constantly aware of the Greater One in you. You have overcome because He is in you.[7]

“Ye are of God, little children, and have overcome them: because greater is he that is in you, than he that is in the world” (1 John 4:4). In my darkest moments, I have found the Holy Spirit to be someone who speaks to me personally. Jesus described the Holy Spirit as another Comforter.[8] “And I will pray the Father, and he shall give you another Comforter, that he may abide with you for ever” (John 14:16).

Jesus was the first comforter. He was available to speak to. He was there to answer questions. He was there to give guidance. Today, the Holy Spirit does this job. Leaders are often lonely people. I pity any leader who does not have the Holy Spirit as a personal friend to talk to.[9]

2. RECEIVE LIVING MESSAGES FROM GOD BY THE SIMPLE READING OF SCRIPTURES.

When the Bible becomes a living message from God to you, you will always have a source of direction and encouragement. When I'm in need of encouragement or direction I believe that whichever part of Scriptures I read at that time will be God's message to me. This makes the Bible my greatest tool of self encouragement and motivation.[10]

3. REMEMBER OTHER PROBLEMS THAT GOD HAS DELIVERED YOU FROM.

When you remember what the Lord has done in the past you will be encouraged. Jesus expects us to remember the things He has done for us in the past to encourage ourselves. Notice how He was angry with the disciples for not remembering the past miracles.[11]

Having eyes, see ye not? and having ears, hear ye not? and do ye not remember? When I brake the five loaves among five thousand, how many baskets full of fragments took ye up? They say unto him, Twelve. And when the seven among four thousand, how many baskets full of fragments took ye up? And they said, Seven. And he said unto them, How is it that ye do not understand?” (Mark 8:18-21).

4. MAKE POSITIVE CONFESSIONS.

Your faith must speak when you need encouragement. Faith is the opposite of depression. Faith is a shield. Your faith is a God-given weapon meant to stop attacks. That is why the Bible calls faith a shield that quenches the fiery darts. (See Name it! Claim it! Take it! by Dag Heward-Mills).

5. LEARN TO LISTEN TO APPROPRIATE TAPES AND GET FIRED UP AGAIN.

6. PLAY THE RIGHT MUSIC AT THE RIGHT TIME.

7. AVOID DEPRESSIVE AND DISCOURAGING PERSONALITIES WHO ONLY DRAW YOU BACK INTO THE DARKEST GLOOM.

Remember that joy cometh in the morning.[12]

8. DO NOT ALLOW TIREDNESS TO BE AN EXCUSE

Someone said, "The world is run by tired people." If you are not a true leader, you will not give up your life for anything. A non-leader is not prepared to work because he is tired. Do not allow tiredness to be an excuse. If tiredness is an excuse then you cannot be a leader. If I used the excuse of tiredness, I would not have accomplished seventy per cent of what I have accomplished.[13] Jesus said, "I am the good shepherd: the good shepherd giveth his life for the sheep" (John 10:11). Tiredness is part of giving your life for the sheep.[14]

As soon as you begin to give up your life, it tells on you. I am not saying that every leader should be exhausted. What I am saying is that leadership is very exacting. Sometimes I see non-leaders murmuring about being tired. All they want to do is to go away. It is a known fact that many workers have no interest in their places of employment except in their salaries.

Such people (who are usually not leaders) are not prepared to become unduly tired. "For which cause we faint not; but though our outward man perish, yet the inward man is renewed day by day" (2 Corinthians 4:16). As I write this textbook, I can assure you that I am exhausted. But I know that I have to do it. A good leader often does much hard work in secret. It is these hidden jobs and unseen pressures that make our leaders tired. If you want a life of relaxation and ease, you are probably not a leader.[15] Heads of State, Chief Executives and prominent leaders are often viewed as glamorous jet-setters who have many privileges at their disposal. I can assure you that these privileges are a very small compensation for the genuine leader who gives his life for a great cause.

Are you a leader? If you are living a life of constant ease and pleasures, perhaps you are on leave from true leadership.[16]

KEYS FOR INTELLECTUAL DEVELOPMENT

1. BE A THINKER.

Every good doctor must be able to diagnose the problem of his patient. Making a diagnosis is eighty per cent of the solution. Your job as a leader is to think about the problem, listen to the story, examine the situation and come up with an analysis of what is going on. When you do not think about the work you are doing, you often cannot do it well. You must be consumed with your work, and you must think about it all the time. Anyone who does not think about his work

will not do well. As someone said, "You will only be remembered for your obsession." I notice that some of my employees hardly think of the jobs that they do. Their minds are not on it. They are not obsessed, and it shows.[17]

Six Advantages of Being a Leader Who Thinks about His Work

a. A great thinker always comes up with solutions to intractable problems.

"So I returned, and considered all the oppressions that are done under the sun: and behold the tears of such as were oppressed, and they had no comforter; and on the side of their oppressors there was power; but they had no comforter" (Ecclesiastes 4:1).

b. A leader who thinks about his work constantly comes up with improvement.

"Again, I considered all travail, and every right work, that for this a man is envied of his neighbour. This is also vanity and vexation of spirit" (Ecclesiastes 4:4).

c. A leader who thinks a lot about his work will hear the Spirit of God whispering direction.

"Then I saw, and considered it well: I looked upon it, and received instruction" (Proverbs 24:32).

d. A leader who thinks will be open to brilliant and life-changing ideas.

"This wisdom have I seen also under the sun, and it seemed great unto me: Then said I, Wisdom is better than strength: nevertheless the poor man's wisdom is despised, and his words are not heard" (Ecclesiastes 9:13,16).

e. A leader who thinks a lot will come up with new goals and visions.[18]

"I communed with mine own heart, saying, Lo, I am come to great estate, and have gotten more wisdom than all they that have been before me in Jerusalem: yea, my heart had great experience of wisdom and knowledge" (Ecclesiastes 1:16).

f. A leader who thinks a lot will receive wisdom.

"And I gave my heart to seek and search out by wisdom concerning all things that are done under heaven: this sore travail hath God given to the sons of man to be exercised therewith' (Ecclesiastes 1:13).

Three Keys to Becoming a Great Thinker

a. Wait on God.

b. Read bookswhich expand your imagination and frontiers of knowledge.

c. Think more deeply about whatever you see or hear.

Allow your mind to consider issues when they come up. Do not just take things at the surface level. "I have seen the travail, which God hath given to the sons of men to be exercised in it" (Ecclesiastes 3:10). "There is a sore evil which I have seen under the sun, namely, riches kept for

the owners thereof to their hurt" (Ecclesiastes 5:13). "Then I looked on all the works that my hands had wrought, and on the labour that I had laboured to do: and, behold, all was vanity and vexation of spirit, and there was no profit under the sun" (Ecclesiastes 2:11).

I have often had to think about the state of affairs of my church. I am constantly analyzing what is going on, therefore, I am constantly taking decisions. Once, I was having a discussion with one of my contractors and I told him, "I am the most important person you need to talk to about this project."

I continued, "I think about this project more than the architects do."

A good leader analyses his work and it's related problems all the time. Perhaps the reason why you are ineffective as a leader is that your heart and your mind are not constantly on your assignment.

King Solomon analyzed the problem of poverty around him. He concluded (diagnosis) that much of the problem was caused by lack of hard work. He figured out that if he could deal with sleep and folding of arms there would be more prosperity. "Then I saw, and considered it well: I looked upon it, and received instruction. Yet a little sleep, a little slumber, a little folding of the hands to sleep: So shall thy poverty come as one that travelleth; and thy want as an armed man" (Proverbs 24:32-34).

2. CONTEMPLATE, REFLECT, BE THOUGHTFUL AND CONSIDER THE THINGS YOU SEE AROUND YOU

"So I returned, and considered all the oppressions that are done under the sun: and behold the tears of such as were oppressed, and they had no comforter; and on the side of their oppressors there was power; but they had no comforter. Wherefore I praised the dead which are already dead more than the living which are yet alive. Yea, better is he than both they, which hath not yet been, who hath not seen the evil work that is done under the sun. Again, I considered all travail, and every right work, that for this a man is envied of his neighbour. This is also vanity and vexation of spirit. The fool foldeth his hands together, and eateth his own flesh. Better is an handful with quietness, than both the hands full with travail and vexation of spirit. Then I returned, and I saw vanity under the sun. There is one alone, and there is not a second; yea, he hath neither child nor brother: yet is there no end of all his labour; neither is his eye satisfied with riches; neither saith he, For whom do I labour, and bereave my soul of good? This is also vanity, yea, it is a sore travail" (Ecclesiastes 4:1-8).

When I applied mine heart to know wisdom, and to see the business that is done upon the earth: (for also there is that neither day nor night seeth sleep with his eyes:) Then I beheld all the work of God, that a man cannot find out the work that is done under the sun: because though a man labour to seek it out, yet he shall not find it; yea farther; though a wise man think to know it, yet shall he not be able to find it" (Ecclesiastes 8:16,17). "For all this I considered in my heart even to declare all this, that the righteous, and the wise, and their works, are in the hand of God: no man knoweth either love or hatred by all that is before them" (Ecclesiastes 9:1).

King Solomon, a political leader of his day, wrote these Scriptures. You will notice the phrase "and I considered". You will also notice the phrase "I applied my heart to wisdom". Do you

consider yourself to be a real leader? It is time to start turning things over in your mind. Be a deep thinker.

Consider the happenings around you. As you consider, you will receive wisdom. That wisdom will help you to be a better leader. Consider why some people are successful. Analyse why some people fail.[19] Think about what makes others victorious. A true leader is a deep thinker. I reflected on why certain people became disloyal. That is what gave rise to my book on Loyalty and Disloyalty. As I ponder over many issues, I receive revelation that becomes the basis for my teachings.

I remember the story of a man who went into a store to buy some brains. There were four different brains on sale. The salesperson was on hand to help the customer. The customer said, "I would like to buy the best brains you have." The salesperson showed the customer what he had in store. He said, "These are the brains from a nation that invented airplanes, rockets, and satellites." He continued, "These next ones are from a nation that invented televisions, videos, telephones, radios and stereo systems."

He went on, "This third set of brains comes from a nation that has developed beautiful cities, roads, bridges, trains, airports, tunnels, etc." He then showed the fourth set of brains. He continued, "This last set of brains are from a nation which has invented nothing and built nothing for itself. This nation even has foreigners coming from outside to build roads and toilets.

"I see," he said, "How much are they anyway?"

The salesman replied, "The first three brains are affordable, but the fourth set of brains is very expensive."

"Why is that? Why should they be so expensive when they have not been used to accomplish anything?"

"Oh, that is simple," the salesman replied, "Those brains are fresh, unused and full of potential. Because they have not been used for anything, all the potential is still within."

This unfortunate story tells us how important it is to use the brains God has given us. No matter how spiritual you are, God still expects us to use our brains. A great leader is someone who contemplates, reflects, ponders and deliberates over issues. Thinking is not a nonspiritual activity. It is a God-given privilege to have the large brains we have. Did you know that human beings have the largest and most developed brains of all creation? Think about the size of a bird's head. How small their brains must be. Are you not glad that God has given you something bigger? Every great leader uses this gift--his brains!

3. CHOOSE HARD AND DIFFICULT THINGS INSTEAD OF NICE AND EASY THINGS.

“Now is my soul troubled; and what shall I say? Father, save me from this hour: but for this cause came I unto this hour” (John 12:27). By choosing hard and difficult things instead of nice and easy things you will make yourself a natural leader. Most people choose nice and easy things. That is why most people are on the broad and easy way that leads to Hell.

If you choose things that are hard and difficult instead of things that are nice and easy, you will move forward very rapidly in life. A leader needs to move forward so that he can be one step ahead. It is only when you are a step ahead that you are truly a leader.[20]

Many of the things that will take you forward in life are hard and difficult to do. Yet, these are the most important things for you. Prayer is one of these things. Bible study is one of the important things you need to do. Fasting is an important habit that every Christian should cultivate. Yet these are things we all do not like doing. A true leader can make people do these very things. I often lead my people into fasting and prayer. It is difficult for me, and it is difficult for them. Yet we do it! How am I able to make hundreds of people fast and pray for several gruelling hours? By doing it myself and letting them see me do it!

Seven Hard and Difficult Things You Must Do to Stay Ahead

1. Have a daily quiet time.

2. Read the Bible everyday.

3. Pray for hours everyday.

4. Fast regularly.

5. Learn things that are new to you.

In the ministry, I have had to learn new things that I was not naturally inclined to. It is doing some of these difficult things that have taken me forward. For instance, going into the healing ministry was probably one of the most difficult things I have ever done. It was hard and difficult! But I am forever grateful I took those hard and difficult steps. The healing ministry has given me a level of visibility I would not have had without it. I see my ministry becoming more and more Christ-like because I took that hard and difficult step. Anytime I share about doing hard and difficult things, I always remember the healing ministry. It is not easy to pray for the sick, even after years of doing it.

6. Educate yourself constantly by reading books.

7. Obey whatever God tells you to do.

Obeying God is one of the most vital keys to moving forward. I cannot explain the power that is released when you obey God. Jesus Christ achieved His purpose by obeying God. It was hard and difficult, but He did it! It would have been nice and easy to stay in heaven where He belonged. Jesus grimaced at the thought of obeying His instructions. Yet He composed Himself. Notice the words of Jesus as he pondered on the cross that lay before Him. “Now is my soul troubled; and what shall I say? Father, save me from this hour: but for this cause came I unto this hour” (John 12:27).

Jesus steeled Himself and resolved to go through with it. Decide to be like Jesus - choose what is hard and difficult rather than what is nice and easy and you will find yourself in a good place.

4. READILY EMBRACE NEW IDEAS

Your leadership will be stunted if you are not prepared to embrace new ideas. The world is constantly changing. Old systems and approaches no longer work. Computers have refashioned the way we do things. Seasons change. Needs change. And people change. That is why God constantly introduces fresh and new things.

I am very open to new ideas. I do not mind changing things I have been doing in a particular way for a long time. I find that God is a God of positive change! God is a God of improvement!

I notice how people laugh at me when I suggest new ideas. I have observed with amazement how some architects, engineers, technicians, builders, lawyers, accountants and pastors are resistant to new concepts. I notice how they quietly sneer and giggle amongst themselves as they listen to me expound some new idea. "We don't do things this way." "It has not been done before!" "We are not in America." "If we had what they have in Europe, we could have done it." "You know, they have much more equipment abroad." "It is not possible in Ghana." "It's not realistic." I have heard these statements and sensed these messages even when they are not voiced out.

Africans sat on their continent whilst Europeans explored the world and discovered us. Why did we wait to be discovered in Africa? Why didn't we explore new horizons? Why didn't Africans explore new territories and discover the Europeans? Openness to new ideas is a secret to moving ahead as a leader. No wonder Europeans are ahead in almost every sphere of life (except spiritually).

God is a God of change. He is doing new things. Embrace new ideas with honesty. Try a new method. A new way of doing things may be the key to pushing you out ahead of everyone else in your field. When I practised the lay ministry I didn't do it because I saw others doing it. I did it because it needed to be done even though it was new. I am following my Heavenly Father who is a God of new things. Be like your heavenly Father. There is no better mentor.[21]

Five Examples of New Things That God Does

a. God embarks on new projects, new schemes, new ideas, new plans.

“Behold, I will do a new thing; now it shall spring forth; shall ye not know it? I will even make a way in the wilderness, and rivers in the desert” (Isaiah 43:19).

b. God gives new languages to His people.

“And these signs shall follow them that believe; In my name shall they cast out devils; they shall speak with new tongues” (Mark 16:17).

c. God gives brand new instructions to His servants.

Every instruction has an expiry date.

“A new commandment I give unto you, That ye love one another; as I have loved you, that ye also love one another” (John 13:34).

d. God makes us into brand new people who have never existed before.

“Therefore if any man be in Christ, he is a new creature: old things are passed away; behold, all things are become new” (2 Corinthians 5:17).

e. God makes new agreements and He issues fresh calls to service.

If you are open you will hear His voice. “In that he saith, A new covenant, he hath made the first old. Now that which decayeth and waxeth old is ready to vanish away” (Hebrews 8:13).

5. SPEND ANY AMOUNT OF MONEY AND TIME TO GET A BOOK.

Eight Reasons Why a Leader Loves Books

a. He knows that the information in a book may make the difference for his life's work.

That is why a leader is prepared to pay any amount of money for a book.

b. Reading a book puts you in direct contact with the author of the book.

Authors are usually great men who have a lot to share. A leader knows that he may not have the opportunity to meet with certain people, so he makes use of the books they have written.

c. A leader knows that authors are workers and researchers for him.

d. A leader knows that many years of experience can be transmitted through one book.

e. A leader knows that a book is a patient teacher.

f. A leader knows that he can catch an anointing from a book.

g. A leader knows that if you can't read you can't lead.

h. The greatest leaders of all time were readers.

Biblical examples of this were Paul and Daniel. Daniel the prophet was a leader and he was an avid reader. Daniel was somebody who read Jeremiah's books. “In the first year of his reign I Daniel understood by books the number of the years, whereof the word of the Lord came to Jeremiah the prophet, that he would accomplish seventy years in the desolations of Jerusalem” (Daniel 9:2).

An avid reader worth emulating was Paul. Paul sent for his books and his parchments. They obviously were very important to him. “The cloke that I left at Troas with Carpus, when thou comest, bring with thee, and the books, but especially the parchments” (2 Timothy 4:13).

Reading is one of the most essential habits of every leader. If you do not read, please do not try to lead anyone. Reading is essential for leadership.

Ten Reasons Why Every Leader Must Be a Reader

a. Read for intellectual growth.

You will develop your mind greatly as you read. Many minds need some more development.

b. Read for spiritual growth.

As you read, you will find out that your spirit is affected greatly by the written Word of God. You must have communion with other great leaders through their books.

c. Read to develop a preaching and teaching style.

You will definitely pick up some tips as you read from the messages of great men.

d. Read to improve your language.

Whether you speak English or French, reading always improves your language. The best way to learn the English language is to read English books. If you want to improve your vocabulary, please start reading now!

e. Read to have fellowship with great minds and great people.

Reading is a form of private interaction between yourself and another person. You can receive an anointing as you read a book.

f. Read in order to learn how to write.

You may write a book one day. You will have to write letters to people. Learn how to write by reading.

g. Read to acquire new information.

Most people think that acquiring new information is the only reason why you should read a book. But this is only one of many reasons why you should be a reader. Ignorance is one of the greatest enemies of mankind. If you do not read, your ignorance is self-inflicted and inexcusable.[22]

h. Read to develop your leadership abilities.

Anyone who spends more money on books than on food and clothes is destined for leadership.

i. Read because a person who does not read is no better than a person who cannot read.

j. Read so that you will be in the top twenty per cent of society.

Do you know that the top twenty percent of every society buys all books? Join the top twenty percent of society today and be a winner and a leader.

Daniel Webster (1782-1852), a famous statesman and prominent lawyer once said,

"If religious books are not widely circulated among the masses in this country and the people do not become religious, I do not know what is to become of us as a nation. And the thought is one to cause solemn reflection on the part of every patriot and Christian. If the truth be not diffused, error will be; if God and His Word are not known and received, the devil and his works will gain the ascendancy; if the evangelical volume does not reach every hamlet, the pages of corrupt and licentious literature will."

6. ALWAYS LEARN NEW THINGS.

“Better is a poor and a wise child than an old and foolish king, who will no more be admonished” (Ecclesiastes 4:13). How can I stop learning new things? If what you know now is all that you will ever know, then I pity you. A true leader is a true learner. I learn so many new things every year that I get amazed.

That is why the Bible teaches that to the making of many books there is no end.

Many people feel that they know everything. This is unfortunate! No true leader thinks like that. I sometimes listen to pastors criticizing other ministers and I marvel. I just listen quietly in amazement. Those they were criticizing were people I learnt great truths from. No wonder people are not promoted. I have realized that I can learn things from people in my own city. I can learn things from spiritual leaders as well as secular leaders.[23]

Do you consider yourself a leader? Then decide to never stop learning. What I want you to understand is that learning does not only take place by reading books. You can learn a lot from the things around you. You can learn a lot from the people that you see everyday. You can learn a lot from some fellow ministers. You can learn a lot from rival companies and businesses. Never stop learning new things![24]

7. KNOW A LITTLE ABOUT EVERYTHING THAT GOES ON.

The best leaders are people who know something about everything. A leader must know a little about everything. This is why many organizations train their leaders by taking them to every department.[25]

I know something about law, medicine, accounting, management, administration and carpentry. I know a bit about construction. I have learnt a lot about engineering and architecture. I also know a bit about electronics, music equipment, computers, and the list goes on. I engage in debates with all the professionals I deal with. They know that I know something about their field. They know that I cannot be pushed around like an ignoramus.

You will never be a good leader if you do not have an idea about what goes on. The fact that you are a layperson in a certain field means that you should read up and educate yourself.[26]

When a decision is taken in the field of accounting under your banner, you are responsible. That is why it is important to know a bit about everything. Never say, "Oh, that is medicine. I don't know, I don't care, and I don't want to know!" There is a lot that you can know and must know![27]

8. OVERCOME THE DISADVANTAGES OF YOUTHFULNESS AND INEXPERIENCE BY STUDYING HISTORY.

The most important subject for a young leader is history. A young person does not have the benefit of experience. He has to tap into the experiences of others. His only chance of avoiding certain mistakes is to study those who went before him. “The thing that hath been, it is that which shall be; and that which is done is that which shall be done: and there is no new thing under the sun. Is there any thing whereof it may be said, See, this is new? it hath been already of old time, which was before us” (Ecclesiastes 1:9,10).

Every good leader will learn a lot from history. History itself teaches us that most people do not learn from it. If you want to be a good leader, you must study church history and secular history.[28]

Seven Reasons Why Every Leader Must Study History

1. History is the greatest source of knowledge and wisdom, second only to the Scriptures.

2. The Scriptures themselves contain many history lessons that guide us.

3. God instructed His leaders to teach history so that people would not forget. Forgetting leads to a repetition of the same mistakes.

"And these words, which I command thee this day, shall be in thine heart: And thou shalt teach them diligently unto thy children, and shalt talk of them when thou sittest in thine house, and when thou walkest by the way, and when thou liest down, and when thou risest up. And when thy son asketh thee in time to come, saying, What mean the testimonies, and the statutes, and the judgments, which the Lord our God hath commanded you? Then thou shalt say unto thy son, We were Pharaoh's bondmen in Egypt; and the Lord brought us out of Egypt with a mighty hand: And the Lord shewed signs and wonders, great and sore, upon Egypt, upon Pharaoh, and upon all his household, before our eyes" (Deuteronomy 6:6,7,20-22).

4. History repeats itself.

You are walking, where others just like you, have walked. If you know what happened to them, then you will know what will happen to you. There is a proverb that states: "Those who do not know history are doomed to repeat it."

5. Because many things are programmed in cycles.

There is an in-built cyclical system of the world. The planets revolve around the sun. The moon circles around the earth. The human body has numerous biochemical and hormonal cycles within it. The Krebs cycle and the menstrual cycle are examples of these. Your life may be part of an evil cycle that is playing itself out. You can break every terrible cycle of your life and ministry by studying history.

6. A student of history can predict the future.

Your prophetic insights will be greatly enhanced as you study church history.

7. Boldness and confidence are fruits of studying history.

You can lead the way with greater confidence by using the lessons you learnt from history.

One day I was standing with an old wise man in front of my house. I told him about a crisis I had experienced in my fellowship. He smiled to himself and said something that I will never forget. He said, "The devil has just a few tricks. And he keeps using them over and over."

He continued, "I am always surprised that the same trick works every time."

He explained, "Because people do not know what happened in the past, they keep falling for the same old tricks."

Dear friend, will you fall for the same trick that your senior brother fell for? Why don't you read about what happened yesterday? Dear politician can you not see how your predecessor ended up. It's time to glean the lessons of wisdom and knowledge from history.

The thing that hath been, it is that which shall be; and that which is done is that which shall be done: and there is no new thing under the sun.

THE KEY OF SPIRITUAL DEVELOPMENT

1. DON'T GIVE UP YOUR SOURCE OF POWER!

Every leader derives power from something. Jesus knew that His source of power was prayer. That is why He never stopped praying. That is why He prayed so earnestly in the garden of Gethsemane.

The apostle Peter knew that his source of power was in prayer and in the Word. That is why he refused to give it up![29] "It is not reason that we should leave the word of God, and serve tables. But we will give ourselves continually to prayer, and to the ministry of the word" (Acts 6:2,4).

Every leader must know the source of his power. Many politicians know that their source of power is popular opinion. That is why they will sacrifice everything to maintain popular opinion. I have watched many politicians sacrifice their families and friends so they could have popular support.

Years ago, I spoke to a Christian who was involved in politics. He was helping our church. He did help us to a point. Then one day he told me, "Bishop, the way this matter is going I cannot help you anymore." This was a born again, tongue-speaking Charismatic Christian. He was even a leader in his church. He continued, "If this matter goes any higher, I'm afraid I cannot support the church anymore."

I looked at him as he explained, "You know, politics is my life. If this goes against me politically, I will lose my job. And that means a lot to me."

A few weeks later, the matter escalated. This Christian politician took sides against the church and helped politicians to attack the church. This was unfortunate, but it reflected a deep truth. This man thought his power came from politics and not from God. He remained loyal to what he thought was giving him power.

Many politicians think that the secret of their power is in popular support. This makes them sacrifice their principles, morals and even their faith. A Christian leader must know that his strength comes from God. Even politicians are mistaken when they think that their strength comes from people. Ultimately, God rules in the affairs of men. Every minister of the gospel must be aware that his strength is from the Lord and not from money or people.[30]

When a leader does not treasure his source of power, he will lose it. Samson played around with his source of power. Eventually, he lost everything. "That he told her all his heart, and said unto her, There hath not come a razor upon mine head; for I have been a Nazarite unto God from my

mother's womb: if I be shaven, then my strength will go from me, and I shall become weak, and be like any other man" (Judges 16:17).

Are you a leader? Find out what is the source of your strength, treasure it, protect it and do not give it up for anything!

2. KNOW ABOUT THE POWER OF HABITS AND DEVELOP GOOD HABITS.

A habit is something that you do without thinking about it or intending to do it. Every good leader has many good habits. These good habits are what has made him into what he is.[31]

Two Habits of Jesus

a. Going to church regularly.

Did you know that Jesus had good habits? The Bible teaches us that He had a habit of going to church on the Sabbath day. "And he came to Nazareth, where he had been brought up: and, as his custom was, he went into the synagogue on the sabbath day, and stood up for to read" (Luke 4:16).

b. Going on prayer retreats

Jesus also had a habit of going to a particular garden for retreats. It was a place that he often went. And everyone knew His habit of praying in the garden. "When Jesus had spoken these words, he went forth with his disciples over the brook Cedron, where was a garden, into the which he entered, and his disciples. And Judas also, which betrayed him, knew the place: for Jesus ofttimes resorted thither with his disciples" (John 18:12).

Daniel's Habit

Daniel prayed at specific times of the day. It was something he was used to. It was one of the greatest secrets of his life. "Now when Daniel knew that the writing was signed, he went into his house; and his windows being open in his chamber toward Jerusalem, he kneeled upon his knees three times a day, and prayed, and gave thanks before his God, as he did aforetime" (Daniel 6:10).

Ten Things Every Leader Should Know about the Power of Habits

1. A habit is an act that is repeated easily without thinking about it or planning to do it.

2. A habit is an act that becomes your custom whether you are conscious of it or not.

3. A habit is often an insignificant act that seems to have no power to affect the future.

This is why many people do not recognize the concept of having good habits as a powerful tool for future accomplishments.

4. A habit can either be good or bad, natural or spiritual.

Spiritual habits are things like morning prayer and having a daily quiet time. Natural habits are things like brushing your teeth and having your daily bath.

5. Good habits are repeated as easily as bad habits.

6. Bad habits lead to consistent failure and defeat without the person realizing what is happening.

7. Good habits lead to consistent success and victory without the person even realizing what he is doing.

8. Bad habits are easy to form but difficult to live with. Good habits are difficult to form but easy to live with.

9. Every successful leader has a number of good HABITS that have brought him to success.

Many years ago, a friend of mine taught me how to have a quiet time with God every morning. I developed that as a personal habit and it has been my greatest secret as a Christian and later as a minister. Almost all the things I preach about come as a result of this good habit.

10. Habits are a safety procedure for leaders.

This is because even when a leader is under pressure, he will do certain good things habitually, naturally and easily. When under pressure, the leader may not have time to think of what to do or how to act. It is a good habit of prayer or quiet time that may lead him out of difficulty. Just like Jesus, I also have a place I often go to pray. I also often go with my pastors. This habit helps keep me spiritually protected even when I am not aware of danger.

Twenty Good Habits Every Leader Should Develop

1. Read your Bible everyday of your life. In the day of crisis it is that Bible reading that may save you.[32]

2. Have a personal quiet time with God everyday.

Let NBNB (No Bible, No Breakfast) be a principle that you adopt.[33]

3. Pray for a minimum of one hour everyday of your life.

Develop the habit of praying before you eat.[34]

4. Fast at least once a week.

For example, you could choose Fridays as a day of fasting.

5. Constantly listen to preaching tapes in your car or in your home.

6. Constantly have a book that you are reading.

As soon as you finish one book, immediately begin reading another. This is a very good habit that will unconsciously increase your knowledge and learning.[35]

7. Play only Christian music in your house or car.

Never allow worldly music to be played in your presence, even if it is coming from the radio. This habit will make you create a Holy Spirit-friendly-environment around you all the time. The

Holy Spirit will come to you because God inhabits praise and worship. You will also unconsciously drive away evil spirits without intending to do so. "And it came to pass, when the evil spirit from God was upon Saul, that David took an harp, and played with his hand: so Saul was refreshed, and was well, and the evil spirit departed from him"(1 Samuel 16:23).

8. Do a lengthy fast at the beginning of the year to commit the rest of the year into God's hands.

9. Have at least one long prayer time at least once a week.[36]

10. Let your closest friends be members of the same sex.[37]

11. Chat with your wife everyday.

I have discovered that a woman's greatest need is to be talked to, even if it is about "nothing". Women are born with a gift of talking. One of their gifts is chatting. Fifteen minutes of chatting would do every woman a world of good.[38]

12. Play and talk with your children.

If you spend half as much money on your children and twice as much time with them they will turn out better.[39]

13. Have sex regularly with your spouse.

You can do this at least every other day or as your strength permits.

14. Rest once a week.

I rest on Mondays. I have learned that it is an important day for me. I have discovered that the work never ends.[40]

15. Witness to every unbeliever you meet.

Do this whether you have prayed or not. Do not let an unbeliever get away from your presence without hearing the gospel. This habit will lead to many people being saved without you ever planning a salvation crusade.[41]

16. Do not borrow money.

Some people have the habit of borrowing money every time they are in need. You must develop the habit of not borrowing money.[42]

17. Set aside some time to specially wait on God every few months.

Whenever I do this, I go away for a few days and spend time with the Lord. This is one of the great secrets of my life.[43]

18. Saving money.

Save a little money every month.

19. Develop the habit of not watching much television.

Television takes up the time that would have been used reading, praying, having a quiet time, talking with God, chatting with your wife or children. Television is also a bad influence. People get ideas of divorce and other evils from watching television.[44]

20. Pay your tithes every month.

Let the first ten per cent of your income be assigned to God.

Do you consider yourself to be a leader? What good habits do you have? Develop a life filled with many good habits. Don't forget that every successful leader has some secret good habits that make him lead successfully.[45]

THE KEY OF TIME MANAGEMENT IN PERSONAL DEVELOPMENT

A leader must value time and manage time.

Six Ways to Manage Your Time

1. DISTINGUISH BETWEEN IMPORTANT AND URGENT THINGS.

Many people claim they cannot do certain things because they have no time. However, the reality is that they are unable to manage their time. Do you call yourself a leader? If you are a leader, you must be able to distinguish between the important things and the urgent things. Many things that are urgent are not important and many important things are not urgent. A real leader is someone who cuts away the unimportant things and ensures that he does what he is supposed to do.[46]

2. DO NOT GET INVOLVED WITH THINGS THAT ARE NOT ON YOUR SCHEDULE.

If you are a leader, you will know that many good things are not necessarily the things you must do. I have decided that I will spend my time in prayer and in the ministry of the Word. Even as I write this textbook, I am under pressure to do many other things. I have decided that to write this textbook is the most important thing for me to do at this time.[47] "Redeeming the time, because the days are evil" (Ephesians 5:16).

3. SURROUND YOURSELF WITH COMPETENT HELPERS WHO WILL DO CERTAIN ESSENTIAL JOBS FOR YOU.

A responsible employee who takes care of important things for you is a valuable asset. There are things that must be done for me so that I can have time for the things that only I can do.

I am a pastor overseeing over two hundred churches; you can imagine the number of problems that arise everyday. I have to decide what to do: counseling people, praying for people, sorting out financial problems, solving managerial issues, and the list goes on. With the help of intelligent administrators and problem-solvers I will have time for my work.

4. GET RID OF PEOPLE WHO FAIL TO DO JOBS THAT ARE DELEGATED TO THEM.

These people will create problems for you and drag you into areas which should have been taken care of.

5. STAY IN YOUR CALLING.

How can you develop the art of using your time wisely? I want to share with you a secret which I believe is a key to managing your time effectively. It is also a key to fulfilling the will of God. Did you know that you have only seventy years to live (more or less)? This means that you have only a limited time to serve the Lord. God is expecting you to do certain things. A true leader discovers what he is supposed to do and sticks to it.

Stay in your calling. Don't branch out into other people's territory. If you a teacher, teach the Word. If you are a pastor, give yourself to pastoring, don't try to become a prophet.

6. AVOID USELESS SOCIALIZING.

Chatting around and being friendly is often time you could have spent fellowshipping with your Heavenly Father. People may say that you are not very friendly but you know what you are doing. Avoid wasting your time on useless television programs. It is not that I cannot afford a television. I just will not have the time to waste on silly TV programmes![48]

Principles for Communication in Leadership 29

1. DON'T DESTROY YOUR MINISTRY BY SAYING THE WRONG THINGS IN PUBLIC.

A leader must be careful about the things he says. By your words, you are snared and by your words, you will be judged. Be careful of the things you say.[1] "Thou art snared with the words of thy mouth, thou art taken with the words of thy mouth" (Proverbs 6:2). "And Nabal answered David's servants, and said, Who is David? and who is the son of Jesse? there be many servants now a days that break away every man from his master. Shall I then take my bread, and my water, and my flesh that I have killed for my shearers, and give it unto men, whom I know not whence they be?" (1 Samuel 25:10,11).

This statement almost cost Nabal his life.

"Now David had said, Surely in vain have I kept all that this fellow hath in the wilderness, so that nothing was missed of all that pertained unto him: and he hath requited me evil for good. So and more also do God unto the enemies of David, if I leave of all that pertain to him by the morning light any that pisseth against the wall " (1 Samuel 25:21,22).

a. Pick your words carefully.

If you are a leader, pick your words very carefully. If you do not know what to say or how to say it, then say nothing. People are looking for an opportunity to take you up on your words. They want to write an article about you and make you out to be something that you are not.[2]

b. Do not provide too much personal information in public.

There is no need to tell everyone what class you travel on an airline. There is no need to tell people the cost of your clothes. There is no need to tell the congregation what you bought for your wife. Not everyone appreciates these things. Some people hate you because they feel that you are having a good time with their money. Your closest friends may appreciate God's blessings on your life, but most people feel that ministers should be poor.

I am a very frank person. I often say exactly what I think. Because of this I totally avoid interviews and journalists. I do not want to be provoked into giving foolish answers to foolish questions. Even Apostle Paul had to do that sometimes because he was so aggravated by the foolishness of certain people. "Would to God ye could bear with me a little in my folly: and indeed bear with me" (2 Corinthians 11:1).

I see no reason why I should go for an interview only to be asked where I live, what car I drive and what I eat for breakfast. I have heard ministers being asked these questions repeatedly and I consider these questions frivolous. Learn the art of saying the right thing in public or saying nothing at all! A leader is someone who says the right things. Build your ministry by saying the right things in public.

2. SAY A LOT OR SAY NOTHING, DEPENDING ON WHO YOU ARE TALKING TO.

A leader must learn to speak more or less, depending on who he is speaking to. Jesus Christ spoke for hours when He was surrounded by eager listeners. People came from miles around to hear and to be healed. He would preach for hours until people could not go back home. "And straightway many were gathered together, insomuch that there was no room to receive them, no, not so much as about the door: and he preached the word unto them" (Mark 2:2). "And it came to pass, that, as the people pressed upon him to hear the word of God, he stood by the lake of Gennesaret" (Luke 5:1).

When Jesus was in the presence of people who hated and scorned him, He said nothing. He knew that time would tell it all.

Three People Jesus Refused to Speak To

a. Jesus had nothing to say to the religious leaders.

"And the high priest stood up in the midst, and asked Jesus, saying, Answerest thou nothing? what is it which these witness against thee? But he held his peace, and answered nothing" (Mark 14:60-61).

b. Jesus had nothing to say to the governor, Pontius Pilate.

"And Pilate asked him, Art thou the King of the Jews? And he answering said unto him, Thou sayest it. And the chief priests accused him of many things: but he answered nothing. And Pilate asked him again, saying, Answerest thou nothing? Behold how many things they witness against thee. But Jesus yet answered nothing; so that Pilate marvelled" (Mark 15:2-5).

c. Jesus had nothing to say to Herod.

"And as soon as he knew that he belonged unto Herod's jurisdiction, he sent him to Herod, who himself also was at Jerusalem at that time. And when Herod saw Jesus, he was exceeding glad: for he was desirous to see him of a long season, because he had heard many things of him; and he hoped to have seen some miracle done by him. Then he questioned with him in many words; but he answered him nothing. And the chief priests and scribes stood and vehemently accused him" (Luke 23:7-10)

These were people who hated Jesus and he knew it. He knew that nothing he said would change their minds. I would rather follow the example of Jesus than to follow the guidance of a communications expert. I have left many matters to God and to time. He can best answer every accusation. You will notice that Jesus was accused vehemently, but refused to comment or respond to these accusations. It was not that Jesus could not speak. We see how He preached the Sermon on the Mount. We see how he taught at the seaside. We see how he preached so long that he had to feed the people afterwards.

Many pastors and leaders feel the need to attend interviews and discussions. They feel that they are obligated to clear their name and to improve their image. Mind you, I am not saying that it is wrong for pastors to speak to the press or to be interviewed. What I am saying is that Jesus did not bother to speak to hostile, disapproving interviewers who would never change their minds anyway. I would advise every minister to follow the example of Jesus Christ.

Three Reasons Why Pastors Are Not Obliged to Speak to the Press

a. The media has no power to make or destroy a minister of the gospel.

I know that many media men think that they have that power. Pilate also thought that he had power to destroy or establish Jesus. "Then saith Pilate unto him, Speakest thou not unto me? knowest thou not that I have power to crucify thee, and have power to release thee?" (John 19:10)

But Jesus corrected him.

"Jesus answered, Thou couldest have no power at all against me, except it were given thee from above: therefore he that delivered me unto thee hath the greater sin" (John 19:11).

In the same way, many press men feel that they have the power to destroy a man of God or a church if they want to. No one has the power to do anything unless God allows it. If Jesus had thought His ministry was being destroyed by those unanswered accusations, he would have spoken out. Learn this secret; no human being can destroy what God has built. Those accusations only serve as a basis for the future judgment of those liars. It may seem as though they have destroyed something, but in reality no one can destroy God's handiwork.

b. Pastors must reserve their words for their congregations who will truly appreciate them.

Pastors must know that the appropriate forum for ministering is in the church and not to scoffing, scornful talk show hosts who despise your very existence. When hostile interviewers who were already biased questioned Jesus, He explained to them that He had nothing new to say. He had said all He had to say in church already. "The high priest then asked Jesus of his disciples and of his doctrine. Jesus answered him, I spake openly to the world; I ever taught in the synagogue, and in the temple, whither the Jews always result; and in secret have I said nothing. Why askest thou me? ask them which heard me, what I have said unto them: behold they know what I said" (John 18:19-21).

Such an answer would annoy most reporters. Indeed, it irritated the men of that day. "And when he had thus spoken, one of the officers which stood by struck Jesus with the palm of his hand,

saying, Answerest thou the high priest so? Jesus answered him, If I have spoken evil, bear witness of the evil: but if well, why smitest thou me?' (John 18:22,23).

c. There is no need for a pastor to justify himself to men.

If you are acceptable to God there is no need to appear pleasing to human society. Efforts to make yourself more acceptable to human beings may actually incur the displeasure of God. "And he said unto them, Ye are they which justify yourselves before men; but God knoweth your hearts: for that which is highly esteemed among men is abomination in the sight of God" (Luke 16:15).

3. DEVELOP PERSONAL PROVERBS AND DARK SAYINGS.

"And moreover, because the preacher was wise, he still taught the people knowledge; yea, he gave good heed, and sought out, and set in order many proverbs" (Ecclesiastes 12:9).

This preacher was someone who developed many proverbs. What is a proverb? It is a wise saying with a deep meaning. I once heard an old man say, "It is not money you need to build a house; it is wisdom." This was a wise saying from a man who had led the way to build many houses.

As you become a successful leader, you will develop wisdom through experience. This wisdom will be transmitted through your proverbs. "A wise man will hear and will increase learning; and a man of understanding shall attain unto wise counsels: To understand a proverb, and the interpretation; the words of the wise, and their dark sayings" (Proverbs 1:5, 6).

Leadership and the Laws of Teamwork 30

1. THE LAW OF TAKING EVERYONE TO THE TOP WITH YOU

As God blesses your leadership, you will find yourself rising to the top. It is important not to go to the top alone. If you go up there alone you will become isolated. You will be the only one who has prospered and has tasted the fruits of success.[1]

Three Reasons Why You Must Take Everyone to the Top with You

a. To avoid isolation.

When you are isolated you are lonely and have no one to share your joys with. Joy shared is double joy and sorrow shared is half-sorrow. I am glad I have people to share my nice things with. I can speak freely about God's blessings on my life because I am not the only one who is blessed. The people around me can relate to those blessings because they experience them as well.

When I began playing golf, I tried to get all my full-time pastors to play as well. I'm glad that today I have people to play with and to have fun with. I would have been very lonely out there on my own![2]

b. To avoid becoming an easy target.

When you are isolated at the top you become an easy target. You are easy to spot because you are the only one who has certain benefits. When you are the only one with a nice car or house you are easy to pick out. Many of my staff have just as nice a house or car as I have. I am not the only one in my church who travels around the world. Many of my pastors travel around the world whilst I stay home. They ring me from different parts of the world while I hold the fort in Africa.

c. To avoid being pulled down.

When you are the only one at the top you are surrounded by desperate people. Desperate people are dangerous and could harm you at any time. They will try to pull you down to their level of frustration. However, if you are all at the top, they can only pull you sideways and not downwards.

Six Attempts by Jesus to Take Everyone with Him to the Top

a. Jesus took His disciples to nice places like weddings.

He didn't just take them to the synagogues, prayer meetings in the garden of Gethsemane or Great Commission staff meetings. "And both Jesus was called, and his disciples, to the marriage" (John 2:2).

b. Jesus always took His disciples to high society engagements.

"And both Jesus was called, and his disciples, to the marriage" (John 2:2).

c. Jesus always ate with His disciples.

He took His disciples along with Him to dinners and luncheons held in His honour. "And as they were eating, Jesus took bread, and blessed it, and brake it, and gave it to the disciples, and said, Take, eat; this is my body" (Matthew 26:26).

d. Jesus asked His Father if His staff could come to Heaven with Him.

"Father, I will that they also, whom thou hast given me, be with me where I am" (John 17:24).

e. Jesus invited all sorts of people to the famous banquet of Luke 14.

He tried to get cripples, beggars, prostitutes and anyone who was interested to come with Him to the banquet. "Then said he unto him, A certain man made a great supper, and bade many" (Luke 14:16).

f. Jesus invited the thief on the cross to come to paradise with Him.

Truly, Jesus wanted to take everyone to the top with him, "And Jesus said unto him, Verily I say unto thee, To day shalt thou be with me in paradise" (Luke 23:43).

2. THE LAW OF "NOBODY WINS UNTIL WE ALL WIN!"

When I was in medical school this truth was very real to me. Our end-of-year exams were very stressful. One of the most tense moments of my life was when I waited for my final results. By

the grace of God I passed every exam. However, there was always a friend or other who did not make it. I came to discover that unless we all passed, our joy was never really complete. How can you rejoice when your best friend has to repeat the year? How can you rejoice when six people are becoming doctors and one has to repeat the year?

Every leader must remember that nobody wins unless we all win. If your marriage is working, you will never be fully happy unless your friend's marriage is also working.[3]

Five Lessons That Teach Us That "No One Wins unless We All Win"

a. Jacob had twelve sons but could not be happy with the eleven when he lost Joseph to slavery.

Even though after Joseph was lost, he still had eleven sons left, he could not rejoice. Jacob was a wise man. He knew that no one wins unless we all win. "And he knew it, and said, It is my son's coat; an evil beast hath devoured him; Joseph is without doubt rent in pieces. And Jacob rent his clothes, and put sackcloth upon his loins, and mourned for his son many days. And all his sons and all his daughters rose up to comfort him; but he refused to be comforted; and he said, For I will go down into the grave unto my son mourning. Thus his father wept for him. And the Midianites sold him into Egypt unto Potiphar, an officer of Pharaoh's, and captain of the guard" (Genesis 37:33-36).

b. Jesus taught about the shepherd who left the ninety-nine sheep to seek for the lost one.

"How think ye? if a man have an hundred sheep, and one of them be gone astray, doth he not leave the ninety and nine, and goeth into the mountains, and seeketh that which is gone astray? And if so be that he find it, verily I say unto you, he rejoiceth more of that sheep, than of the ninety and nine which went not astray" (Matthew 18:12,13).

c. Jesus taught about the woman who swept the entire house to find one lost coin.

"Either what woman having ten pieces of silver, if she lose one piece, doth not light a candle, and sweep the house, and seek diligently till she find it?" (Luke 15:8).

d. Jesus taught about the prodigal son's father who had one son but waited hopefully for the prodigal son to return.

"For this my son was dead, and is alive again; he was lost, and is found. And they began to be merry" (Luke 15:24).

e. Jesus taught about the banquet that did not begin until all of the seats were taken.

"Then the master of the house being angry said to his servant, Go out quickly into the streets and lanes of the city, and bring in hither the poor, and the maimed, and the halt, and the blind. And the servant said, Lord, it is done as thou hast commanded, and yet there is room. And the lord said unto the servant, Go out into the highways and hedges, and compel them to come in, that my house may be filled" (Luke 14:21-23).

3. THE LAW OF RANKING

“They shall run like mighty men; they shall climb the wall like men of war; and they shall march every one on his ways, and they shall not break their ranks” (Joel 2:7).

Ten Things Every Leader Should Know about Rank

a. We are not created to be the same. Ranking is the acknowledgement of that reality.

Some political ideologies have tried to make everybody the same. God did not create us to be equal. A leader is somebody who understands that he has a place in the scheme of things.

b. Your rank defines your level of operation.

It tells you how high or low you are. Your rank may be designated by God or by your human superiors.

c. Ranking eliminates confusion within an organization.

d. Ranking shows you how much higher you can go.

I know of people who have more growth in their ministries than I do. I rejoice with them at what the Lord is doing. I know that I am not at the highest level that there is. I respect those who are ahead of me.

e. Ranking shows you how low you can sink.

Understand that there are always people who are senior or junior to you.

f. Ranks are changeable and very often they are changed.

Once you understand that your current rank is not necessarily your position for life, you will have hope for promotion in the future.

g. Every rank has to be explored fully before you move on to the next.

If God places you at the level of a pastor, explore it fully and discover all that there is in the pastoral office.

h. There are principles that determine promotion from rank to rank.

For instance, faithfulness and fruitfulness within your rank are very important for promotion.

i. A real change of rank occurs when God promotes you Himself.

“I said unto the fools, Deal not foolishly: and to the wicked, Lift not up the horn” (Psalm 75:4). Promotion comes from the Lord. My position in the Lord is God-given and so is yours. Let us respect one another and God will move us to a higher rank.

j. Promotion to a higher rank often goes with new attacks. New levels bring new devils.

David's problems began when he killed Goliath. By killing Goliath he moved from the ranks of an unknown youth to the ranks of a famous warrior. It was then that Saul began to "eye" him and persecute him.

Promotion from God comes with persecution. You must know the implications of a higher rank. I never knew that God would raise me to where I am in ministry. I also never expected that I would encounter such persecution. "But he shall receive an hundredfold now in this time, houses, and brethren, and sisters, and mothers, and children, and lands, with persecutions" (Mark 10:30).

4. THE LAW OF RALLYING PEOPLE AROUND YOU

"Rezon, the son of Eliadah... And he gathered men unto him, and became captain over a band" (1 Kings 11:23,24). This man Rezon became a leader in his time. The Bible tells us that he gathered people unto himself. Every true leader is able to rally a team of people around himself. Jesus gathered a team of twelve people around Himself. He lived with them and fellowshipped with them for three and a half years. Decide to be a gathering point for people. Whatever is offensive in your personality and whatever scatters people must be dealt with if you take leadership seriously. Learn how to speak without offending and scattering people.

Twenty-Two Steps to Rallying People around You

1. Make people feel that you really want them around you.

2. Appreciate the people around you.

Rejoice with the people around you over their little successes and breakthroughs. Their joy will increase when they feel there is another person rejoicing with them.

3. Genuinely admire people's cars, houses, furniture and clothes.

Cars, houses and clothes represent people's choices and achievements. If you admire and respect people's choices and achievements you are admiring them personally! They will naturally warm up to you!

4. Show people that you respect them, no matter who they are or what they have.

People will warm up to you once they know you respect them. In this world, many people are not respected. Generally speaking, black people are often not respected by white people. In my opinion, Europeans and Americans do not respect Africans. Some tribes are also despised and hated. People are looking for someone who genuinely respects them in spite of where they come from, who they are or how much money they have. Anyone who has this ability to respect people, no matter who they are, will have people rallying around him.

5. Be conscious of people who have inferiority complexes and treat them carefully.

6. Never tease someone who does not like being teased.

There are some people who hate being teased. Often this is because of a complex they had from childhood.

7. Call people by their names soon after you have met them.

No one likes to feel that he is a mere number. People will warm up to you when they realize that you know them by name. They will be even more touched if you call them by their pet names.

8. Show interest in people's personal lives.

Ask about their homes, jobs and schools. People need to feel that the leader has a genuine interest in their lives.[4]

9. Show an interest in people's aspirations, visions and goals.

When you are only interested in your vision and goal, people will silently withdraw from you. When they sense that you have an interest in making them successful they will rally around you.

10. Offer food and drinks to visitors whenever you can.

When I was in the university I visited many people on campus. I always remember a particular lady called Adelaide Baiden. Whenever we would go to her room she would offer us something to eat. Many times she and her roommate shared their supper with us. This made her room a natural rallying point! If you want to be a natural rallying point, learn to offer food and drinks to visitors anytime you can!

11. Listen to people's problems.

Learn the art of listening rather than talking. When you allow people to talk about themselves they psychologically feel that they are closer to you. This makes them rally around you.[5]

12. Let the conversation centre around others and what they are doing rather than yourself and what you are.

It is vain to have self-centered conversations. If your conversations are all about yourself, your achievements, your vision, people will soon be tired of listening to you and move away.

13. Be an encourager.

Always notice when somebody has made an effort to achieve something. Perhaps they sang a song or did a new hairstyle. Even if you didn't like it, appreciate the effort that was made. There is no need to say that you didn't like what they did. All you need to do is to notice the effort and appreciate it..[6]

14. Say thank you for everything.

It is better for people to think that you are saying thank you too often than for them to feel that you are ungrateful.

15. Smile.

People gravitate around smiling and friendly people. We know that we are not perfect and so we do not need a stern, frowning person to remind us of our failings. People need someone to encourage them that in spite of their failings, they are accepted.

16. Do not be partial.

One of the first things that people notice about leaders is when they are partial. The Bible says in James 3:17 that it is not wise to be partial: “But the wisdom that is from above is… without partiality”

Even little children notice when their parents are partial toward one child. No one wants to follow someone who is biased and partisan without cause. What about if you fall into his bad books without knowing it? It is difficult to live in a country where the head of state begins to dislike you because of unsubstantiated tales. It is difficult to work in an organization where the boss can begin to dislike you based on a new feeling he has.

17. Whenever there is an opportunity, give a gift.

A gift makes room for a man. "A man's gift maketh room for him, and bringeth him before great men" (Proverbs 18:16). This means that space is created within the person's heart for you. You will be accepted and the person will rally around you.

18. Mourn with people who are mourning.

Times of sorrow are some of the most remembered times in people's lives. If you remember them during that period they will never forget you. I have had people joining my church simply because I was by their side when their parents died.[7]

19. Go the extra mile to help someone.

Whenever you help someone in need he remembers you. People see when you make the extra effort and it touches their hearts. When you ask them to rally around you for a cause, they will be there because they remember how you helped them. I assure you of this one thing: if you do not sow a seed of help in someone's life, no one will help you in the future.[8]

20. Be friendly, greet people in a pleasant way.

Be easygoing, be sociable: shake hands, hug people, give a pat on the back, be affable and pleasant. Warmth is attractive. A cold and crisp person is not a natural rallying point.

21. Be concerned when listening to people's problems.

When listening to people's problems, your facial expression must show deep concern and interest. Try to pick up the details and show that you are following the story.

22. Notice when people are absent.

People are offended when they find out that you did not even notice when they were away. How can they be important to you if you do not even notice their absence?

These twenty-two steps will make you a natural rallying point and a natural leader.[9]

5. THE LAW OF KEEPING PEOPLE TOGETHER Five Keys to Keeping People Together

a. Have a strong desire to keep everyone together. Fight to prevent the loss of even one person. Jesus' aim was to lose none of the people God had given Him.

Pastoring a church is the art of keeping people together. At many points in the life of a church, there are situations that have the potential of dividing people. You must develop the art of keeping people together. What is the key to uniting people? You must believe that the people must be kept together. If you have a "you can go to hell if you want to" attitude, many people are going to drop out of your team.

Moses Kept People Together

"Now the children of Reuben and the children of Gad had a very great multitude of cattle: and when they saw the land of Jazer, and the land of Gilead, that, behold, was a place for cattle; Wherefore, said they, If we have found grace in thy sight, let this land be given unto thy servants for a possession, and bring us not over Jordan. And Moses said unto them, If ye will do this thing, If ye will go armed before the Lord to war, And will go all of you armed over Jordan before the Lord, until he hath driven out his enemies from before him, …this land shall be your possession before the Lord" (Numbers 32:1,5,20-22).

Moses came across a delicate situation. Some of the tribes of Israel did not want to cross the River Jordan. They wanted to stay where the grass was good for their cattle, meanwhile, there was a war to fight. They had been together up until this time and the nation Israel was about to split up into two parts. God gave Moses the wisdom to keep Israel united.

Moses could have cursed those tribes and could have told them to go to hell. He could have told them that they were damned. But he made it possible for them to have their dreamland and at the same time remain a part of Israel.

b. Love all the people God gives you.

Another key is to cherish and love people genuinely. When you love somebody genuinely, you do not easily want to part with the person. A leader must have real love for people. People will stay where they feel they are genuinely loved. Even if there is a reason for your followers to separate, your love for all the groups will make them stay together.[10]

c. Use the wisdom of God to handle delicate situations.

Then came there two women, that were harlots, unto the king, and stood before him.

"And the one woman said, O my lord, I and this woman dwell in one house; and I was delivered of a child with her in the house. And it came to pass the third day after that I was delivered, that this woman was delivered also: and we were together; there was no stranger with us in the house, save we two in the house. And this woman's child died in the night; because she overlaid it. And she arose at midnight, and took my son from beside me, while thine handmaid slept, and laid it in her bosom, and laid her dead child in my bosom. And when I rose in the morning to give my child suck, behold, it was dead: but when I had considered it in the morning, behold, it was not my son, which I did bear. And the other woman said, Nay; but the living is my son, and the dead is thy son. And this said, No; but the dead is thy son, and the living is my son. Thus they spake before the king. Then said the king, The one saith, This is my son that liveth, and thy son is the dead: and the other saith, Nay; but thy son is the dead, and my son is the living. And the king said, Bring me a sword. And they brought a sword before the king. And the king said, Divide the living child in two, and give half to the one, and half to the other. Then spake the woman whose

the living child was unto the king, for her bowels yearned upon her son, and she said, O my lord, give her the living child, and in no wise slay it. But the other said, Let it be neither mine nor thine, but divide it. Then the king answered and said, Give her the living child, and in no wise slay it: she is the mother thereof. And all Israel heard of the judgment which the king had judged; and they feared the king: for they saw that the wisdom of God was in him, to do judgment" (1 Kings 3:16-28).

King Solomon faced a delicate situation. Whose side was he on? Many times, people want to say that the leader supports this person or the other. In marriage counselling sessions, I have often been accused of being on either the side of the wives or the husbands. People want to say that you are on this side or the other. It takes the wisdom of God to handle delicate situations. Marriage is a delicate thing. Handle marital crises carefully and the couples in your church will stay together. A true leader is going to have his ability to handle delicate situations tested. If you fail, your people will not stay together.

d. Bring peace between people.

Most of the leaders of this world are engaged in settling conflicts. The reality is that human beings have so many conflicts and wars between each other that there is constantly no peace. Anyone who is a leader will need to learn the art of peace-making. "Follow peace will all men" (Hebrews 12:14).

Have you not noticed that many presidents wish to be the ones who bring peace between warring factions? Successive American presidents have longed to be the ones to bring peace to the Middle East. They take famous photographs standing between sworn enemies. These pictures are important to them as they testify about their ability to lead. Anyone who is able to bring peace to this world has leadership abilities. Are you a leader? Do you help to bring peace between enemies? Do you fuel hatred and strife? A leader does not bring more confusion; he brings peace.

e. Be at peace with others.

Some people are constantly at war. They pick quarrels with almost anyone they interact with. I know some pastors' wives who have driven away many people from their husbands' churches. You cannot lead people with whom you constantly fight. You may be wondering why nobody is following you. How can people follow someone who keeps stabbing them in the back? Would you follow someone who turns around every few minutes and throws a stone at you? Certainly not!

Do you desire to be a leader? Then develop the art of being at peace with those around you. Do not constantly threaten them. Do not frighten them with curses.

I was once invited to visit with a man of God. I did not want to go. I had seen that man curse people many times. I thought to myself, "Perhaps he will curse me today." I did not want to be around a man who effortlessly threw curses around.

The art of leadership is the art of being at peace with those around you. Do not be disturbed by other people's successes. Do not fight them because they have something you do not have. Be content with such things as you have. Accept other people's success and do not fight them. What

is the key to being at peace with others? Accept them as they are. Do not try to change everyone around you. We are only human and we have our mistakes.[11]

6. THE LAW OF VALUING PEOPLE

People are attracted to places where they are valued. Many organizations undervalue the people they have. Every person who feels undervalued will move away. Every developed nation values its citizens. What you respect will come towards you. What you attack will run away from you. People are the most valuable thing a leader has. A nation that attacks its leaders will be void of leaders. A nation that attacks its wealthy citizens will be poor. All the rich people will run away to friendlier countries where wealth is not a hazard.

Why You Must Value People

a. Because people are more valuable than money.

Invest in people financially and educationally. Pay people well and spend time teaching and training them.

b. Because people are more valuable than buildings.

See them as gifts from God.

c. Because people are more valuable than computers.

Try not to lose the people that God gives you. Do everything to prevent the loss of even one person. People can sense it when you value them.[12] "While I was with them in the world, I kept them in thy name: those that thou gavest me I have kept, and none of them is lost, but the son of perdition; that the scripture might be fulfilled" (John 17:12).

d. Because people are more valuable than cars.

See people as being worth more to you than objects and projects. Jesus saw His followers as gifts from God. "I have manifested thy name unto the men which thou gavest me out of the world: thine they were, and thou gavest them me; and they have kept thy word" (John 17:6).

The Nation That Does Not Value Its Citizens.

I know a country that does not value its doctors and that is why most of them have left that country. I know a country that does not value its nurses and that is why many of them have left, and are still leaving to seek greener pastures elsewhere. I know a country that does not value its leaders and that is why almost every one of her former presidents is dead. I know a country that does not value its churches and that is why the government can attack the church. If a country places more value on athletes and beauty queens than professionals and nation builders, do you think that these professionals and nation-builders will be attracted to the nation?

The Church That Values Its Members

If you are a leader of a church you must value the different types of people that are in your congregation. If you place value on them, then you will attract more of their kind and your

church will grow. Leadership is the art of valuing people that are given to you. Be like Jesus and see your followers as gifts from above.[13]

7. THE LAW OF TREATING PEOPLE AS EQUALS BUT MAKING THE DIFFERENCES CLEAR

A good leader must strive to let people feel important. The reality is that you are the leader, so you are different.

Five Ways to Make Everyone around You Feel Important

a. Mingle with all kinds of people.

Jesus mingled with thieves (two thieves at the cross), tax collectors (Matthew), fishermen (Peter), foreigners (the Syro-Phoenician woman), demonised people (Mary Magdalene), madmen (the madman of Gadara), priests (Nicodemus) and noblemen (Joseph of Arimathea). There was no strata of society where Jesus did not interact freely. Do not restrict yourself to one group of the society.

b. Do not call or describe your staff and subordinates as servants.

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

Nobody likes to be called a servant even if that is the case. Jesus specifically said that He did not call his disciples servants.

c. Describe your staff, subordinates and junior pastors as your friends.

"Ye are my friends, if ye do whatsoever I command you" (John 15:14). I enjoy the friendship of the people who work for me. If I did not have them I would be very lonely.[14]

d. Describe the people who work for you as your family.

"But he answered and said unto him that told him, Who is my mother? and who are my brethren? And he stretched forth his hand toward his disciples, and said, Behold my mother and my brethren! For whosoever shall do the will of my Father which is in heaven, the same is my brother, and sister, and mother" (Matthew 12:48-50).

This is one thing I have done all my life. I have never seen my pastors or workers as employees but as family. I actually hate being called "boss". Create a family spirit in your organization. It is a hundred times better than a formal, stiff organization.[15] Let their family and personal problems be your personal problems!

e. Tell your pastors or juniors about yourself and your plans.

"But I have called you friends; for all things that I have heard of my Father I have made known unto you" (John 15:15b). This is one thing that draws people close.

Six Ways to Make the Differences Clear

a. Teach them.

Jesus taught His disciples all the time. When you teach someone you establish the authority to lead them. The authority to lead is found in the ability to feed.[16]

b. Send them.

Jesus sent His disciples to buy food. "For his disciples were gone away unto the city to buy meat" (John 4:8).

Every time you send someone you establish the chain of command. You emphasize the chain of command that exists within the structure.[17]

c. Bless them.

Pray for your followers and bless them. There is a faithful saying that the lesser is blessed of the greater.[18] "And without all contradiction the less is blessed of the better" (Hebrews 7:7).

d. Say who you are.

Jesus spoke of Himself confidently. He said that He was the way, the truth and the life. He said that He was the door. He said He was the good shepherd. There are times I have had to declare that I am the leader and founder of my little church. It is important for people to know that you know who you are.[19]

e. Don't be afraid of being different.

Jesus rode on a donkey whilst all His disciples walked. Garments were strewn on the floor for Him to walk on. "And brought the ass, and the colt, and put on them their clothes, and they set him thereon. And a very great multitude spread their garments in the way; others cut down branches from the trees, and strawed them in the way" (Matthew 21:7,8). Accept privileges that are exclusively yours. When you refuse to accept your privileges, you create anomalies and disorder. The Bible calls this an evil and an error (mistake) that emanates from the ruler. "There is an evil which I have seen under the sun, as an error which proceedeth from the ruler: Folly is set in great dignity, and the rich sit in low place. I have seen servants upon horses, and princes walking as servants upon the earth" (Ecclesiastes 10:5-7).

f. Allow yourself to be honoured.

Jesus allowed himself to be honoured by Mary. He permitted the expensive gift that was poured on His feet. "Then took Mary a pound of ointment of spikenard, very costly, and anointed the feet of Jesus, and wiped his feet with her hair: and the house was filled with the odour of the ointment" (John 12:3).

8. THE LAW OF HELPING THE PEOPLE AROUND YOU TO ACCOMPLISH GREAT THINGS WITH THEIR LIVES

"And he goeth up into a mountain, and calleth unto him whom he would: and they came unto him. And he ordained twelve, that they should be with him, and that he might send them forth to preach, And to have power to heal sicknesses, and to cast out devils: And Simon he surnamed Peter; And James the son of Zebedee, and John the brother of James; and he surnamed them

Boanerges, which is, The sons of thunder: And Andrew, and Philip, and Bartholomew, and Matthew, and Thomas, and James the son of Alphaeus, and Thaddaeus, and Simon the Canannite, And Judas Iscariot, which also betrayed him: and they went into an house" (Mark 3:13-19). Notice this list of men who were going nowhere until they met Jesus. Jesus led these people to accomplish great feats. He led them until they were anointed and became preachers. Through the influence of Jesus, they laid the foundations of the Christian Church with their very lives. Most of them died in the process of laying the foundation of the Church. The leadership of Jesus had turned nonentities into great achievers. If God has called you to lead, do not see it as just YOU accomplishing great things. See it as you helping others to accomplish great things for God and for themselves. That is a true leader's heart. Leadership stems from the heart. The Bible teaches us that the heart is the footing for all the things that men do.[20] "Keep thy heart with all diligence; for out of it are the issues of life" (Proverbs 4:23). No one can really train you to be a leader. It comes from your heart! It comes by having the right heart! When you have the right heart, you do the right things. Until you see the heart of a leader, you will not be a true leader. If you are the head of a church or organization and you try to suppress the achievements of others, I assure you that you do not have a true leader's heart. Jesus wanted His disciples to do greater things than He himself had done" (John 14:12).[21]

I often pray for the junior pastors around me that they would achieve great things for God. I keep encouraging them and praying for them that they would rise up mightily in ministry. I see some people with gifts that I do not have. I want my interaction with these people to help them accomplish great things for God. Every leader should have goals for the people around him. If you do not have these goals I seriously doubt if you are a leader.[22]

Four Goals a Leader Should Have for His Followers

a. Aim for them to do well spiritually.

Your desire should be for the people you lead to prosper spiritually.[23] I have no greater joy than to hear that my children walk in truth, 3 John 4.

b. Aim for your followers to do well financially.

I have a strong desire for the people who follow me to do well financially. It is my vision that everyone who works in my organization should have his own house, more cars than they need and enough money. This vision is steadily coming to pass. A leader is someone who thinks about others. If you just think about yourself, you are not a leader. Jesus thought about the financial state of His followers. He wanted them to have houses, lands and enough money. Many people don't know that Jesus actually promised that His followers would have these things.[24] "And Jesus answered and said, Verily I say unto you, There is no man that hath left house, or brethren, or sisters, or father, or mother, or wife, or children, or lands, for my sake, and the gospel's, But he shall receive an hundredfold now in this time, houses, and brethren, and sisters, and mothers, and children, and lands, with persecutions; and in the world to come eternal life" (Mark 10:29,30).

c. Aim for your followers to be physically, socially and maritally healthy.

"Beloved, I wish above all things that thou mayest prosper and be in health, even as thy soul prospereth" (3 John 2). "And in that day ye shall ask me nothing. Verily, verily, I say unto you, Whatsoever ye shall ask the Father in my name, he will give it you. Hitherto have ye asked

nothing in my name: ask, and ye shall receive, that your joy may be full" (John 16:23,24). Why did Jesus want the joy of His followers to be full? Because a good leader wants his followers to be happy in every aspect of their lives.

d. Aim for your followers to fulfil their ministry.

My greatest passion is to see the ones I have raised up fulfilling their ministries. Every father wants his sons and daughters to fulfil their ministry. If you are a leader, your vision and passion is not for yourself but for the ones you lead. But watch thou in all things, endure afflictions, do the work of an evangelist, make full proof of thy ministry" (2 Timothy 4:5).

9. THE LAW OF WORKING AS A TEAM Fourteen Laws of Teamwork

1. Everybody in the ministry team should know what you are trying to do.

When people understand what you are trying to do, it helps them to flow in the vision.[25]

2. Everyone in the ministry team must know what he is expected to do.

This allows you to know who to blame when things go wrong and who to praise when things work out.[26]

3. Everyone in the ministry team must know what every other member of the ministry team is supposed to be doing.

That is why you must have meetings with individuals and then meet them in a group so that others would know what is going on.[27]

4. Everyone must have a complete section in which he has full control.

Delegate people to do things. Give them control over the section you have delegated to them.[28]

5. Give a lot of praise and recognition to your ministry team members in public.

If you want somebody to repeat something good, praise him for that thing.[29]

6. Give criticism and rebuke to your people in private.

If you want to correct somebody, do not do so in front of their subordinates. It will weaken their position of authority in the sight of their subordinates.[30]

7. As a ministry team member my criticism must be constructive.[31]

8. As a ministry team leader accept responsibility for everything and anything that goes wrong. Take the blame and share the glory.[32]

9. Do not complain about or condemn your team members.[33]

10. Decide always to give advice on how to do things better.[34]

11. Treat everybody as very important.

When you see someone who doesn't look important, be nice to them. They may not look important but treat them as important.[35]

12. Reposition and relocate people until they are in the place they function best.[36]

13. Give people jobs according to their personalities.

Some people are light-hearted and merry, others are moody and strict. There is a job that suits everyone.

14. Forgive and overlook the mistakes of team members.

10. THE LAW OF ACKNOWLEDGING THE GIFTS OF OTHERS

"But contrariwise, when they saw that the gospel of the uncircumcision was committed unto me, as the gospel of the circumcision was unto Peter" (Galatians 2:7).

Peter acknowledged that the ministry to the Gentiles was clearly in the hands of the apostle Paul.

Can you acknowledge that God has given something to someone else? If you can then you are a leader. A leader is someone who is able to acknowledge the special grace on another person's life. My library is made up of books of other ministers. I have the books of every pastor in my city. I acknowledge that God is using other people apart from me. I want to learn what they know. I privately and publicly acknowledge that they are doing great things for the Lord.[37] Instead of acknowledging the gifts in others, pastors often find themselves criticizing and maligning one another.

Years ago, I realized that there were many people I could not reach. Many people cannot relate to the way I preach. That is why God has raised up other ministers. There are also many people who could not relate to the way others preach. That is why they joined my church. I am often amused as I observe how reluctantly some ministers acknowledge my gift. They fear to acknowledge the gifts of others.

Peter acknowledged Paul's ministry to the Gentiles. Paul also acknowledged Peter's ministry to the Jews. You must recognize what God recognizes and honor what God honors. That is true leadership!

11. THE LAW OF TURNING THE PEOPLE AROUND YOU INTO BETTER HUMAN BEINGS

"For I know that this shall turn to my salvation through your prayer, and the supply of the Spirit of Jesus Christ" (Philippians 1:19). A good leader changes his followers. The people you influence will never forget you. They will be indebted to you forever. If God has told you to be a leader, you must see yourself working on the lives of the people you lead. Leadership is not just being called Chairman or President. Leadership is not a matter of sporting fancy titles. To lead is to work on people until they become better human beings.

By the time Jesus had led His disciples for three years, their lives had been completely transformed.[38] "Now when they saw the boldness of Peter and John, and perceived that they were unlearned and ignorant men, they marvelled; and they took knowledge of them, that they had been with Jesus" (Acts 4:13).

Being with a good leader changes your life forever. A good leader changes the lives of his followers until he is unforgettable in their lives. A good leader affects the lives of his followers so much that his followers will be indebted to him. This is what happened between Paul and Philemon. Apostle Paul reminded Philemon how much he had affected his life. He told him that he owed him his very life![39] "Albeit I do not say to thee how thou owest unto me even thine own self besides" (Philemon 19).

Eight Ways to Become an Unforgettable Leader

a. Lead someone to Christ.

When you lead someone to Christ he will be forever indebted to you for bringing him to the Lord.

b. Lead someone to be filled with the Holy Spirit.

They will forever be indebted to you for leading them to the greatest power and helper on the earth today.

c. Establish someone in the Word of God.

They will forever be indebted to you for leading them to the greatest source of wisdom and direction for mankind. I am forever indebted to my mother in the Lord who taught me how to have a quiet time. My daily quiet time with the Word of God has become the greatest secret of my life. Most definitely I am indebted to the one who taught me this great secret.

d. Lead someone to the right church.

The right fellowship makes the difference between Christians. It is the most important factor that challenges a Christian to stay on the right path after salvation.

e. Help somebody find his way into the ministry.

The ministry is the highest calling on earth. It is the best vocation for a human being. It is the only job with eternal value. We will all find out that there is no higher privilege than to be called to serve in the ministry. It is just a matter of time.[40]

f. Help somebody to get married.

Finding a marriage partner is one of life's greatest decisions after choosing Christ. It will make or break you. If you help someone to get married to the right person at the right time he is indebted to you for life!

g. Help to save somebody's marriage.

Marriage is like glass, it is easily broken. Troubled marriages are very difficult to heal. If you successfully help to heal someone's marriage, he will remember you for life.

h. Help somebody to make the right decisions at the crossroads of his or her life.

Decisions make a great difference in a person's life. For instance, where you live, your job, school, etc. If you influence somebody in the right direction you will be an unforgettable person to him. “Albeit I do not say to thee how thou owest unto me even thine own self besides”

Leadership and Sacrifice 31

1. TO SUCCEED AS A LEADER YOU WILL HAVE TO WORK HARDER THAN ALL THOSE AROUND YOU.

If you think that being a leader means enjoying more and more nice things, you are in for a rude shock. If you think being a leader means to relax as a "potbellied" ruler, you will discover that it is not so![1]

A true leader is someone who works harder than everyone around him. Although I am the head of a large church, and I have many people under me, I often work much harder than all those I lead. Leadership is hard work. Prepare your mind for hard work! A pastor must pray more than his followers. He must be more diligent than anyone else. He often puts in more hours than his followers. Notice how Jesus worked harder than His followers.[2] “And he went a little farther, and fell on his face, and prayed, saying, O my Father, if it be possible, let this cup pass from me: nevertheless not as I will, but as thou wilt. And he cometh unto the disciples, and findeth them asleep, and saith unto Peter, What, could ye not watch with me one hour? Watch and pray, that ye enter not into temptation: the spirit indeed is willing, but the flesh is weak. And he came and found them asleep again: for their eyes were heavy. And he left them, and went away again, and prayed the third time, saying the same words. Then cometh he to his disciples, and saith unto them, Sleep on now, and take your rest: behold, the hour is at hand, and the Son of man is betrayed into the hands of sinners” (Matthew 26:39- 41,43,45).

Notice how Jesus prayed whilst His disciples slept. He was working harder than His followers. Being the leader, He understood what was at stake. That night He put in more than everyone else. True leaders are often left alone by their followers and workers as they plod on through the night, putting in more and more effort.[3]

There are many people who do not understand why top leaders are paid far more than their subordinates. Many unlearned people rebel against this reality. They do not know that successful leaders are actually working harder than everyone else. There are even certain diseases like ulcers, heart attacks, heart illness, high blood pressure that are associated with top executives. Their work schedules actually give rise to many stress related illnesses. Often, the privileges of top leaders just cushion the effect of their stressful work lives. Dear leader, welcome to the world of hard work.[4]

2. THE SACRIFICE OF HAVING TO TAKE THE FIRST STEP

“Then said Jesus unto his disciples, If any man will come after me, let him deny himself, and take up his cross, and follow me” (Matthew 16:24). If you go anywhere yourself, people will be prepared to follow you there. In 1990 I left my medical profession and followed the road of ministry. Today there are several other doctors who have followed me on the same road. Whether they would prosper or not in the ministry did not matter. They were led to take up their cross and go anywhere it would lead. Why have other doctors and professionals followed me on this road? Because I went in first and called for them to come after me! The master key to

leading people anywhere is to walk the road yourself. Jesus never told His disciples to do things that He himself did not do.[5]

When a young lady decides to follow a young man for the rest of her life, she is actually following him anywhere. Do you remember the marriage vows? "For better or for worse, in prosperity and adversity." Marriage is convincing someone to follow you anywhere. The thing about marriage is that you go in together.

Today, I want you to ask yourself whether you are really a leader. Are people prepared to follow you into prosperity or adversity? Have you wondered why your followers do not do certain things? Perhaps you haven't set the example. They fear to go where no man has tread. They think to themselves, "If you won't go, why should I go?"[6]

Jesus was such a good leader that He got His disciples to follow Him to the cross. He actually told them, "Take up your cross and follow me." In other words, "let's go to the morgue and lay down together". He had the authority to say this because He Himself had taken up the cross. Convince people to go anywhere by going first.

Develop the art of naturally convincing people to follow you anywhere that it is necessary to go to.[7] "Peter said unto him, Though I should die with thee, yet will I not deny thee. Likewise also said all the disciples" (Matthew 26:35).

Jesus was a good leader. He was able to get His disciples to the point where they were able to follow Him even unto death.

3. THE SACRIFICE OF GOING THE EXTRA MILE

"And whosever shall compel thee to go a mile, go with him twain" (Matthew 5:41). Every true leader goes the extra mile for his followers. This may mean a little more sacrifice and a little more time. One extra mile for somebody you love is never too much. It is not uncommon to find the leader of a company in his office well after his closing hours. He is going the extra mile.

When I became a pastor, I often went the extra mile without being asked to. The extra mile is the mile you are not supposed to go. The extra mile is the mile you are not really required to do. That is why it is called the extra mile![8]

My car was used as the church bus. My stereo sound system was used as the church equipment. My private room was used as the church office. These were not things that I was required to do, but I did them gladly because that is what a natural leader does. Without even being asked, you will do extra things.

For your church or business to work, somebody has to put in the extra effort. Do you consider yourself a leader? Are you going the same number of miles that everybody else does? Remember that a true leader is often doing extra miles.[9]

The Limitations of Leadership 32

THREE STRATEGIES FOR DEALING WITH LEADERSHIP LIMITATIONS

STRATEGY 1: KNOW YOUR STRENGTHS AND FLOW IN THEM!

No one was created "jack of all trades". I have tried almost every field of ministry. I realize that I can do well in many areas. I play musical instruments quite well. I think that I am not bad as a singer. I am good at leading worship. I am absolutely thrilled by evangelism. Prophecy and the prophetic ministry intrigue me. I pastor churches and train leaders. I have founded many things in my short life. But which of these is my real calling? I recently asked the Lord, "What do you want me to do?" The Lord made it clear to me that I was called to stand in the office of a teacher. There are many things that I like to do, but I intend to stay with what God called me to do.

1. A TRUE LEADER KNOWS WHERE HIS STRENGTH LIES.

A leader can do many good things. When you discover your strengths, flow in them and become a great leader.[1] Many people live and die without developing their strengths in ministry. Do not be a pastor because everyone is pastoring a church. Do not be a prophet because that is the latest fad in town. I started my ministry as a layperson. Most of my workers are lay people. One of my strengths is the lay ministry. If I had followed what everyone else was doing, I would have destroyed my special ministry. You may be influenced by many people but make sure you do what God has called you to do.

2. STAY IN THE AREA WHICH MAKES YOU UNIQUE.

Develop it and become strong. I know many businessmen who jump from one thing to another without developing their strengths. By the time they have discovered the pitfalls and loopholes in one area of business, they are jumping into the next. They think the next business is going to bring a quick return. There is no such thing as a quick fix.

Most people who become millionaires are people who decided early in life what they were going to do and stayed with it. Successful people are often people who have been doing the same thing for a long time. Hopping around from country to country will not help you to prosper. Decide where you want to live and stay there until you become strong! Apostle Paul fought a good fight and ran his race. It is time for you to run your race. "I have fought a good fight, I have finished my course, I have kept the faith" (2 Timothy 4:7).

Forget about somebody else's race. What does God have in store for you? What is your course? Is it the course of business? Then do not stray into politics! What is your course? Is it the course of ministry? Then do not stray into politics! Many ministers shorten their lives by doing things that they were not supposed to do. Are you a leader? Then stay on course and then everyone will see the gift of God upon your life. You will become a respected leader.[2]

STRATEGY 2: KNOW WHERE YOU ARE! KNOW WHERE YOU ARE NOT! AND YOU WILL KNOW WHERE TO GO!

"And ye shall know the truth, and the truth shall make you free" (John 8:32). The truth will tell you where you are and where you are not! The truth will also tell you where to go. Many pastors need to start telling the truth about the size of their congregations. It is time to stop making wild guesses about the number of people in our churches. When you know the actual number of souls you are ministering to, you will be motivated to work harder.

One day, I asked my data officer to tell me how many people were in church. When he gave me the figure, I was depressed for one week. I realized that our church was very small. I had a long way to go! If you cannot tell yourself the truth, you cannot be a good leader.

Many businesses do not make any profit at all! When you add up the real costs of their operations, you discover that they are actually making a loss. If managers were honest, they would take the necessary hard decisions. That is what leadership does.[3] "Then said one unto him, Lord, are there few that be saved?" (Luke 13:23).

Jesus answered and told him that there is a narrow gate and few people are entering through that gate. This was the truth. Leaders need to deal with reality. Without real figures, a Chief Executive cannot take sound financial decisions. Every leader must ensure that he has the real picture.[4]

STRATEGY 3: REALIZE YOUR LIMITATIONS

Every leader has limitations. God did not make us into supermen. Even Jesus knew when His time was up. He knew when it was time for the Comforter to take over. He began to speak of the Comforter, which is the Holy Spirit. He promised that the Comforter would make a great difference in their lives. Unfortunately, the disciples could not believe that there could be a better substitute for Jesus.[5] "Nevertheless I tell you the truth; It is expedient for you that I go away: for if I go not away, the Comforter will not come unto you; but if I depart, I will send him unto you" (John 16:7).

1. A LEADER MUST BE ABLE TO TELL WHEN IT'S TIME TO LEAVE THE SCENE.

How many leaders realize when it is time for them to leave the scene? How many leaders are prepared to accept that other leaders with different talents are needed? You will be rewarded for fulfilling your calling. You will not receive a heavenly award for impressing human beings. "And he said unto them, Ye are they which justify yourselves before men; but God knoweth your hearts: for that which is highly esteemed among men is abomination in the sight of God" (Luke 16:15).

2. ATRUE LEADER MUST NOT SEEK TO PLEASE PEOPLE.

The admiring smiles of people around you have no influence on the opinions of your Heavenly Father. That is why I do not really care what others think about me. Because I am human, it occurs to me that people may find me weird. I often think that many of my medical colleagues see me as strange. But what does it matter? Do not try to please people anymore! Try to please the Lord. When it is time for others to play their role allow them to. Do not stifle others. See yourself as building the Kingdom of God and enhancing the Body of Christ.

3. RECOGNIZE THAT YOU CANNOT DO EVERYTHING.

Allow others to play a role. They will be blessed and so will you! Moses allowed seventy other men to help him in the ministry. That decision certainly prolonged his life.

When Jesus called the services of the Comforter, He was not acknowledging defeat. There are some pastors who lack administrative and management skills. If you do not employ the services of the appropriate people, your ministry may crumble.

Do you consider yourself to be a great leader? Recognize your limitations.

Leadership and Decisions 33

LEADERSHIP AND THE IMPORTANCE OF TAKING DECISIONS

Decisiveness is truly the greatest attribute of a leader. Many people cannot take decisions. Only real leaders face up to realities and take important decisions. The failure to take a decision is the failure to lead. Well-run businesses often take hard decisions to lay off employees when they realize that they have to. This type of decision is not easy and has far reaching consequences. Failure to take a decision can lead to the destruction of all that you are building.[1]

FOUR REASONS WHY YOU MUST BE DECISIVE

1. GOD IS A DECISIVE GOD.

We are supposed to be imitators of God, who is known for His ability to take far-reaching decisions. "Be ye therefore followers of God, as dear children" (Ephesians 5:1).

2. ALL GREAT LEADERS ARE DECISIVE.

We are to follow the example of people who through faith and patience have accomplished great things.

"That ye be not slothful, but followers of them who through faith and patience inherit the promises" (Hebrews 6:12).

3. A FAILURE TO DECIDE IS A FAILURE TO LEAD.

Leadership is eighty per cent decision taking and twenty percent implementation. That is why the failure to decide is a failure to lead.

4. FAILURE TO DECIDE IS THE SAME AS A DECISION TO DO NOTHING.

How can you follow someone who has decided to do nothing? You might as well follow a little child around the playground. That is the same as doing nothing.[2]

TEN DECISIONS OF JEHOVAH

a. When the earth was without form, void and covered with darkness, God took a decision to create Heaven and Earth.

"And the earth was without form, and void; and darkness was upon the face of the deep. And the Spirit of God moved upon the face of the waters" (Genesis 1:2).

b. When God realized that man was lonely, He took a decision to create a woman.

"And the Lord God said, It is not good that the man should be alone; I will make him an help meet for him" (Genesis 2:18).

c. When the earth was full of wickedness, God took a decision to kill all the human beings and leave only Noah and his family alive.

And God saw that the wickedness of man was great in the earth, and that every imagination of the thoughts of his heart was only evil continually. And it repented the Lord that he had made man on the earth, and it grieved him at his heart. "And the Lord said, I will destroy man whom I have created from the face of the earth; both man, and beast, and the creeping thing, and the fowls of the air; for it repenteth me that I have made them" (Genesis 6:5-7).

d. When God saw Noah's sacrifice, he took a decision not to destroy all living things anymore.

"And the Lord smelled a sweet savour; and the Lord said in his heart, I will not again curse the ground any more for man's sake; for the imagination of man's heart is evil from his youth; neither will I again smite any more every thing living, as I have done" (Genesis 8:21).

e. When God saw the homosexuality in Sodom And Gommorah, He took a decision to eliminate that city forever.

"And the Lord said, Because the cry of Sodom and Gomorrah is great, and because their sin is very grievous; I will go down now, and see whether they have done altogether according to the cry of it, which is come unto me; and if not, I will know" (Genesis 18:20,21).

f. When God saw that the Israelites were suffering so much in Egypt, He took a decision to rescue them from the hand of Pharaoh.

"And it came to pass in process of time, that the king of Egypt died: and the children of Israel sighed by reason of the bondage, and they cried, and their cry came up unto God by reason of the bondage. And God heard their groaning, and God remembered his covenant with Abraham, with Isaac, and with Jacob. And God looked upon the children of Israel, and God had respect unto them" (Exodus 2:23-25).

g. When God was taking the children of Israel out of Egypt into Canaan and they began to complain, God immediately took a decision to keep them in the wilderness for forty more years.

"When your fathers tempted me, proved me, and saw my works forty years. Wherefore I was grieved with that generation, and said, They do alway err in their heart; and they have not known my ways. So I sware in my wrath, They shall not enter into my rest" (Hebrews 3:9-11).

h. When God saw that Lucifer was rebellious, He took a decision to cast him out of Heaven.

"Thine heart was lifted up because of thy beauty, thou hast corrupted thy wisdom by reason of thy brightness: I will cast thee to the ground, I will lay thee before kings, that they may behold thee. Thou hast defiled thy sanctuaries by the multitude of thine iniquities, by the iniquity of thy traffick; therefore will I bring forth a fire from the midst of thee, it shall devour thee, and I will bring thee to ashes upon the earth in the sight of all them that behold thee" (Ezekiel 28:17,18).

i. When God realized that the Israelites did not want to be ruled by a prophet, He took a decision to change the style of leadership from judges to kings.

“And the Lord said unto Samuel, Hearken unto the voice of the people in all that they say unto thee: for they have not rejected thee, but they have rejected me, that I should not reign over them” (1 Samuel 8:7).

j. When God saw that all of His creation was going to be lost through sin, He took a decision to send His Son to win them back.

“For God so loved the world, that he gave his only begotten Son, that whosoever believeth in him should not perish, but have everlasting life. For God sent not his Son into the world to condemn the world; but that the world through him might be saved” (John 3:16,17).

Many pastors fail to get rid of disloyal elements within their ranks. When you fail to take the hard decision to remove traitors you will be destroyed. Are you a leader? Are you aspiring to be a leader? If so, then welcome to the world of taking difficult decisions.

SEVEN KEYS FOR DECISIONTAKING

1. BE BRAVE.

You need courage to take good decisions. King David instructed Solomon to be strong. He knew that Solomon would need strength to be decisive. David knew that decisiveness was the greatest attribute Solomon would need. “I go the way of all the earth: be thou strong therefore, and shew thyself a man” (1 Kings 2:2).

Because I am a leader, I understand the importance of this instruction. Without strength, you cannot be decisive. A church needs a strong leader to move it forward. Democracy and committees are not helpful; what you need is strong leadership.[3]

Solomon went ahead and eliminated his brother Adonijah, who had earlier tried to take the throne from him. The first act of strength that Solomon performed was to eliminate all possible traitors and wicked elements in his kingdom.

Some of you are too weak to get rid of that bad man in your life. That is why you will never be a successful leader. Decisiveness is the greatest attribute of a leader. You need strength to obey the voice of the Lord.

When God told me to be a pastor, it took a lot of strength to forge ahead into God's will. No one supported or helped me. When I started out in ministry, I found myself surrounded by people who didn't believe in me. I had to get rid of the scoffers in my life and I did just that! I remember telling one gentleman, "From today, you are no longer part of this church."

I continued, "Do not come to the church anymore. Your services are not needed!"

This brother was taken aback but it was a very necessary step for my own survival. No one can prosper if disloyal scorners surround him. You need an environment of encouragement and peace.

2. SEE AHEAD.

Know that the decision you are taking now will turn out for good. Solomon knew that eliminating his brother Adonijah would turn out for the good of the whole nation. If Solomon had not seen ahead he would not have taken that decision. A bad manager cannot see that if he does not take the hard decision of cutting the work force, for instance, the whole company will close down.[4]

3. CONSIDER THE CONSEQUENCES OF FAILING TO TAKE A DECISION.

Abraham was very close to his nephew Lot. One day, he had to face the painful reality that his nephew's presence in his life was causing more harm than good. Being a good leader, he took the decision and separated from his nephew. The consequence of failing to take this decision would have been strife. And it was not worth it.

"And Abram said unto Lot, Let there be no strife, I pray thee, between me and thee, and between my herdmen and thy herdmen; for we be brethren. Is not the whole land before thee? separate thyself, I pray thee, from me: if thou wilt take the left hand, then I will go to the right; or if thou depart to the right hand, then I will go to the left" (Genesis 13:8,9).

Notice that it was after this decision that God gave him specifications of the lands and blessings that were his. "And the Lord said unto Abram, after that Lot was separated from him" (Genesis 13:14).

4. MOVE QUICKLY WHEN ALL THE RELEVANT INFORMATION HAS COME IN.

Do not take decisions based on part of the available information. You will make disastrous mistakes when you do that. Solomon was advised by his father to get rid of Joab. The only information that Solomon needed was his father's instruction. Joab was someone who had disobeyed David on several occasions. David asked Solomon to eliminate Joab.[5] "Let not his hoar head go down to the grave in peace" (1 Kings 2:6).

When the opportunity presented itself, Solomon executed Joab. When the information came in, Solomon took the decision to immediately execute Joab. David also asked Solomon to deal with Shimei. Shimei was someone who cursed King David when he was running away from Absalom. "Thou hast with thee Shimei… hold him not guiltless" (1 Kings 2:8,9).

You will notice that after Solomon fulfilled his father's instructions the kingdom of Israel became established under his rule. The decisiveness of Solomon at the beginning of his reign took him very far. "And the kingdom was established in the hand of Solomon" (1 Kings 2:46). Because Solomon was decisive his kingdom was established. Once the information came in, he took the decision and implemented it.[6]

5. IMPLEMENT DECISIONS THAT HAVE BEEN TAKEN.

Solomon asked Shimei not to cross the brook Kidron. He told Shimei that if he crossed the brook, that would be his last day on Earth. When the information came that Shimei had crossed the boundary, Solomon implemented the hard decision that he had already taken. The decisiveness of Solomon was at work.

6. SURROUND YOURSELF WITH GODLY PEOPLE WHO GIVE GOOD ADVICE.

Don't make the mistake of Rehoboam.

“And Rehoboam went to Shechem: for all Israel were come to Shechem to make him king. And it came to pass, when Jeroboam the son of Nebat, who was yet in Egypt, heard of it, (for he was fled from the presence of king Solomon, and Jeroboam dwelt in Egypt;) That they sent and called him. And Jeroboam and all the congregation of Israel came, and spake unto Rehoboam, saying, Thy father made our yoke grievous: now therefore make thou the grievous service of thy father, and his heavy yoke which he put upon us, lighter, and we will serve thee. And he said unto them, Depart yet for three days, then come again to me. And the people departed. And king Rehoboam consulted with the old men, that stood before Solomon his father while he yet lived, and said, How do ye advise that I may answer this people? And they spake unto him, saying, If thou wilt be a servant unto this people this day, and wilt serve them, and answer them, and speak good words to them, then they will be thy servants for ever. But he forsook the counsel of the old men, which they had given him, and consulted with the young men that were grown up with him, and which stood before him: And he said unto them, What counsel give ye that we may answer this people, who have spoken to me, saying, Make the yoke which thy father did put upon us lighter? And the young men that were grown up with him spake unto him, saying, Thus shalt thou speak unto this people that spake unto thee, saying, Thy father made our yoke heavy, but make thou it lighter unto us; thus shalt thou say unto them, My little finger shall be thicker than my father's loins. And now whereas my father did lade you with a heavy yoke, I will add to your yoke: my father hath chastised you with whips, but I will chastise you with scorpions. So Jeroboam and all the people came to Rehoboam the third day, as the king had appointed, saying, Come to me again the third day. And the king answered the people roughly, and forsook the old men's counsel that they gave him; And spake to them after the counsel of the young men, saying, My father made your yoke heavy, and I will add to your yoke: my father also chastised you with whips, but I will chastise you with scorpions. Wherefore the king hearkened not unto the people; for the cause was from the Lord, that he might perform his saying, which the Lord spake by Ahijah the Shilonite unto Jeroboam the son of Nebat. So when all Israel saw that the king hearkened not unto them, the people answered the king, saying, What portion have we in David? neither have we inheritance in the son of Jesse: to your tents, O Israel: now see to thine own house, David. So Israel departed unto their tents” (1 Kings 12:1-16).

Two Common Mistakes of Leaders

a. Failure to take an obvious decision.

b. Failure to implement a decision that has been taken.

7. TAKE THAT DECISION! MOST DECISIONS WILL INVOLVE CHOOSING BETWEEN TWO BAD OPTIONS ANYWAY!

It is important to realize that things are not perfect. Most decisions that a leader will have to make are not decisions between the obviously good and obviously bad. Most things are not a clear-cut choice between black and white or light and darkness. A good leader must recognize the need to decide when he is faced with such choices. A good leader knows how to choose the lesser of two bad options. Often, life presents us with two bad choices. Many leaders are paralysed into inaction because of the imperfect choices presented to them. They refuse to take that important step because they cannot see two very contrasting alternatives.

Marriage is one such decision. God did not create bad women and good women. Men are not choosing between the good and the bad. God did not create the charming and the ugly.

The choice is not between a princess and a frog. Every woman has something attractive about her. Unfortunately, every beautiful woman also has some unattractive aspects. Some men are paralysed into indefinite bachelorhood because they are looking for the perfect female. There is no such thing. Some of the so-called beauties come with horrible flaws.

The same thing applies to women deciding on husbands. There is no such thing as the perfect male. Dear sister, you are going to have to choose between two imperfect options. The "tall and handsome" may come with quarrels and beatings. The "short and stocky" may come along with lifelong financial hardships. The scar-faced man may come with peace and spirituality. Life is like that! You do not have to be paralysed into inaction because you do not see two obviously different things. You have to take a decision! Choose the better of the two. When you fail to choose, you have chosen to have nothing. Perhaps that is why you have nothing today.[7]

Jesus Taught This

Jesus told us clearly that it was better to go to Heaven with one arm than to go to Hell with two arms. "And if thy right eye offend thee, pluck it out, and cast it from thee: for it is profitable for thee that one of thy members should perish, and not that thy whole body should be cast into hell" (Matthew 5:29).

To go to Heaven with one arm is not a good thing! When everyone is raising his or her hands in worship, you will have only one arm! When the saints are clapping, you will have to beat your chest! That is truly a tragedy!

However, to go to Hell is even worse. Having two arms or two legs will not mean anything to you in the fires of Hell. Jesus taught us to take the better of these two options. Jesus taught us to choose Heaven with one arm rather than Hell with two arms! Some people have not prospered because they have not understood this important principle. They do not understand that if they do not choose the lesser evil they will have only one other worse option.

Years ago, our church was being thrown out of the medical school canteen. We were under pressure from the authorities to leave the Korle- Bu Teaching Hospital. We located an old, decrepit roofless cinema hall situated next to a rubbish dump and an exploding toilet. I took friends there and asked, "What do you think about this place?" "Horrible!" was the general response of everyone. However, as the leader I was faced with two bad choices. Acquire this nasty, rundown structure and move in or stay in the canteen and face the possible collapse of the church. I chose the decaying building by the rubbish dump. That was one of the best decisions of my ministry.

Do you want to be a good leader? Then you must realize that there are often only two bad options. Be analytical! You must realize quickly that you do not have much choice in this imperfect world.

I once advised a pastor who had a problem to relocate to a different city. This brother could not see that he had two difficult options. I told him, "This is your chance of continuing your ministry." It is not easy to relocate. It is not easy to move into a new city. I explained to him,

"You will be more accepted in the new place because your reputation is tarnished here." I told him, "You must move out and make a fresh start." God is giving you a second chance! Unfortunately, this pastor could not see that relocation was a better option than the total loss of his ministry. He did not listen and his ministry deteriorated until he became a proverb and a byword.

Examples of Seven Decisions That Are Between Two Imperfect Options

a. Whom to marry

Every marriage partner comes with peculiar blessings and difficulties. You are not choosing between a prince and a frog.

b. Where to live Every country has its advantages and disadvantages.

Europe is developed but a more stressful place to live and a godless society. Africa has more God-fearing people and less stressful lifestyle, but is also less developed.

c. What job to do

Being a lawyer may make you rich, but you may become a cantankerous individual. Being a doctor may make you prosperous but you may spend most of your life in the hospital, overseeing misery and death.

d. What to study in school

It may be quicker and shorter to study carpentry. But in the end it may be more profitable to study medicine which is more difficult, and requires many years of study.

e. Which church to attend

Every church has its strengths. You may be in a church that is strong in the anointing but weak in teaching. Some churches have no miracles but teach the Word.

f. Whom to vote for

Each political party has its good and bad sides. Do not be deceived into thinking that you are choosing between the good and the bad. Most elections are between two bad options.

g. Which car to drive

A Korean car may be cheaper but not as strong as a German car. Japanese cars are not as strong as German cars but they are easier to handle and cheaper to maintain.

THE EIGHT GREATEST DECISIONS OF A LEADER

1. TO BE BORN AGAIN

The beginning of wisdom is to fear God. The very first decision of your life is to take Jesus as your Saviour. Every other decision is foolishness.

2. TO BE A COMMITTED CHRISTIAN

You have several choices. You can be committed to education, politics or sports. A person who chooses to be committed to Christ by giving his time and energy will discover that he has made one of the greatest decisions of his life.

3. TO CHOOSE THE BIBLE AS YOUR MOST IMPORTANT BOOK

Put all the books you know about on the left, but put the Bible on the right on its own. The Bible is different from any other book on this earth.

F.F. Bruce said on page 15 of The New Testament Documents, "The evidence for our New Testament writings is ever so much greater than the evidence for many writings of classical authors, the authenticity of which no one dreams of questioning. And if the New Testament were a collection of secular writings, their authenticity would generally be regarded as beyond all doubt. It is a curious fact that historians have often been much readier to trust the New Testament than have many theologians."

4. TO MARRY THE RIGHT PERSON

The person you marry will prove to be a challenge to you. That decision is one of the most important you will ever make.

5. TO CHOOSE THE RIGHT CHURCH

The church you belong to makes a world of difference.

6. TO FOLLOW THE RIGHT PERSON

Whether you believe it or not, everyone follows someone else. We all have spoken or unspoken heroes or mentors we look up to. The one you choose will make all the difference in your life. Paul advised his church members to follow him. “Be ye followers of me, even as I also am of Christ” (1 Corinthians 11:1). “That ye be not slothful, but followers of them who through faith and patience inherit the promises” (Hebrews 6:12).

7. TO CHOOSE THE RIGHT CITY, COUNTRY AND PEOPLE TO LIVE AMONGST

Since your success is connected to a place, your choice of where to live is very important. Make this decision very early in your life and you will experience great success as a leader.

8. TO CHOOSE YOUR FRIENDS

Your choice of friends is one of the most important decisions of your life. Whether you like it or not, your friendships help to carve your future. Show me your friends and I will predict your future.

DEALING DECISIVELY WITH DISCONTENTMENT

Discontentment will scatter your followers. Anyone who loses an election loses it because people are no longer content with his leadership. "To be content", means "to be satisfied, gratified, appeased and delighted", with something. It also means "to be thrilled, tickled, bewitched, captivated, charmed and enraptured", with what you have. Monitor the level of contentment of

your followers at all times. I want to work with people who are thrilled, captivated, charmed and enraptured by their job with me in the ministry.

Discontentment is an evil spirit that needs to be dealt with. You cannot lead people who are not thrilled, satisfied and delighted to be with you. No circumstance is perfect. Contentment is a product of the heart and not a product of one's circumstances. I know people who do not have much but are very happy.

1. THE SINGLE GREATEST MANIFESTATION OF DISCONTENTMENT IS COMPARISON.

The single greatest manifestation of discontentment is comparison. "But they measuring themselves by themselves, and comparing themselves among themselves, are not wise" (2 Corinthians 10:12).

Whenever people focus on what others have, they become discontented. In the story below, the master had promised good wages to his workers. Initially, they did not complain about the salary because they thought it was fair. At the end of the day, however, new workers were employed who were given the same wages. "For the kingdom of heaven is like unto a man that is an householder, which went out early in the morning to hire labourers into his vineyard. And when he had agreed with the labourers for a penny a day, he sent them into his vineyard. And he went out about the third hour, and saw others standing idle in the marketplace, And said unto them; Go ye also into the vineyard, and whatsoever is right I will give you. And they went their way. Again he went out about the sixth and ninth hour, and did likewise. And about the eleventh hour he went out, and found others standing idle, and saith unto them, Why stand ye here all the day idle? They say unto him, Because no man hath hired us. He saith unto them, Go ye also into the vineyard; and whatsoever is right, that shall ye receive. So when even was come, the lord of the vineyard saith unto his steward, Call the labourers, and give them their hire, beginning from the last unto the first. And when they came that were hired about the eleventh hour, they received every man a penny. But when the first came, they supposed that they should have received more; and they likewise received every man a penny. And when they had received it, they murmured against the goodman of the house, Saying, These last have wrought but one hour, and thou hast made them equal unto us, which have borne the burden and heat of the day. But he answered one of them, and said, Friend, I do thee no wrong: didst not thou agree with me for a penny? Take that thine is, and go thy way: I will give unto this last, even as unto thee. Is it not lawful for me to do what I will with mine own? Is thine eye evil, because I am good?" (Matthew 20:1-15).

Suddenly, discontentment reared its ugly head. The original team of workers were no longer happy with their wages. Many people are content with what they have until they look next door to see what someone else has. I am happy with what God has given me. I may not have what Benny Hinn, Oral Roberts or T.D. Jakes have, but I am content with what God has given me. If I start to compare myself with some of these people I may begin to think that I am inadequate. If you start to compare yourself with someone else, you will degenerate into discontentment. You become a complainer, a doubter and an ungrateful person.

2. BE A WISE LEADER AND DETECT THIS CANKER AS SOON AS IT SHOWS UP.

Your followers are not equal and it is not possible to reward everyone with the same package. As soon as your followers begin to grumble and complain, like Moses, you may lose control and your mission may fail.

Three Ways to Deal with Discontentment

a. Give good salaries and wages and be confident that people are getting something good.

If people are generally not receiving enough remuneration, they have a genuine cause to be discontented. Within the limits of your context, give people a good remuneration. Those who follow you must not only be hopeful for the future, they must be satisfied now. If you are the manager of a company, ask yourself whether your workers are happy in the now. It is nice to have flowery promises for the future but what about now? Jesus not only promised blessings for the future; He offered contentment and satisfaction for the now.

Then Peter began to say unto him, Lo, we have left all, and followed thee. And Jesus answered and said, Verily I say unto you, there is no man that have left house, or brethren, or sisters, or father, or mother, or wife, or children, or lands, for my sake, and the gospels, But he shall receive an hundredfold now in this time, houses, brethren, and sisters, and mothers, and children, and lands, with persecutions; and in the world to come eternal life" (Mark 10:28).

There were houses and prosperity for the now and there was eternal life for the future. If you want to be a successful manager, offer something now and have a promise for the future. That was the strategy of Jesus. Thank God for the promises of the future. But people want something now as well![8]

b. Teach about contentment.

Teaching the Word of God fights the deception that comes from Satan. Teaching will always heal the curable traces of discontentment in your organization.[9] "And having food and raiment let us be therewith content" (1 Timothy 6:8).

"Let your conversation be without covetousness; and be content with such things as ye have: for he hath said, I will never leave thee, nor forsake thee" (Hebrews 13:5).

c. Recognize incurable discontentment and dismiss those affected.

"Blessed is the man that walketh not in the counsel of the ungodly, nor standeth in the way of sinners, nor sitteth in the seat of the scornful" (Psalm 1:1).

There are some people who love money so much that nothing you do for them will ever be satisfactory. "He that loveth silver shall not be satisfied with silver; nor he that loveth abundance with increase" (Ecclesiastes 5:10).

Such people receive high salaries and more benefits but do not show any gratitude. When they receive an extra bonus or gift, they just make some unintelligible remark such as, "I'll take it like that!" In other words, "It's not good enough but I'll manage!"[10]

I once had some employees who were constantly grumbling about their salaries. I discerned that they were suffering from incurable discontentment. One day I called them up and said to them, "I think you people are not happy with your salaries."

I asked my administrator to sort out a nice settlement package for them and sent them off. After some months of being in the secular labour market, one of them came back to me and said, "I

now realize that when I was with you, I had one of the best jobs in the country." I was glad that this revelation had finally come. Some people are cured of their discontentment only after experiencing the realities of life.

Leading Difficult People 34

FIGHT ONLY BATTLES YOU CAN WIN

"And David arose, and fled that day for fear of Saul, and went to Achish the king of Gath. And the servants of Achish said unto him, Is not this David the king of the land? did they not sing one to another of him in dances, saying, Saul hath slain his thousands, and David his ten thousands? And David laid up these words in his heart, and was sore afraid of Achish the king of Gath. And he changed his behaviour before them, and feigned himself mad in their hands, and scrabbled on the doors of the gate, and let his spittle fall down upon his beard. Then said Achish unto his servants, Lo, ye see the man is mad: wherefore then have ye brought him to me? Have I need of mad men, that ye have brought this fellow to play the mad man in my presence? shall this fellow come into my house?" (1 Samuel 21:10-15).

In this story, David realized that he was not in the position to fight the king. He changed his behavior and pretended to be mad. He even pretended to join the side of the Philistines. A real leader does not engage in battles he cannot win. Jesus Himself taught that you must count the cost before you go to war. I have observed pastors engage in building projects that they can never finish. All they are doing is fighting a battle they cannot win.

1. A REAL LEADER SHOULD KNOW WHICH CASE TO FIGHT.

Failure breeds failure. Success breeds success. Each failure you chalk, demoralizes your followers. You must avoid getting into a "failure" situation as much as you would avoid a snake. A real leader needs to know which case should go to court. You should not bother fighting certain things in court. I personally know people who have committed crimes against my church and me. I even have evidence to that effect, but I have decided not to fight them legally. Why is this? I know when I will not win a fight!

Why waste your time playing a match in which the referee is a player against you? Every wise leader should avoid a match in which the referee and the linesmen are openly for the other team! Whenever you are about to score, they will whistle, "off-side"! Whenever they are about to score, the whistle will be blown for a penalty against you. The fact is that you lost the match before it even started. You may even be scored a record 100-0 and enter the Guinness Book of Records for your efforts.

2. WHEN THE SEED OF DISLOYALTY ENTERS THE HEART OF A BETRAYER, IT IS OFTEN A WASTE OF TIME TRYING TO CHANGE HIS MIND.

Have you ever wondered why Jesus never counseled Judas Iscariot? It was not worth the time![1] Whenever somebody hands in a resignation, I often ask no questions. Why waste your time trying to change someone who has made up his mind? I do not want the person to stay on longer than is necessary. Sometimes they want to leave in a month's time, but I help them to leave immediately.[2]

Are you a leader? Pick your battles carefully and win every time!

OVERCOME OPPOSITION

There are six principles for overcoming opposition:

1. IF YOU CANNOT HANDLE OPPOSITION, YOU CANNOT BE A LEADER.

Every time I have embarked on the road of leadership, it has been met with stiff opposition. If you cannot handle the enemies who are destined to oppose you, you cannot be a great leader. Every great leader has many enemies!

2. THE GREATER THE LEADER, THE GREATER THE HATRED AND OPPOSITION.

Consider the life of Elijah. He was hated by the king and by the king's wife. There was a death warrant out for his life. Elijah was hated and hunted because of his ministry. "And he said, What have I sinned, that thou wouldest deliver thy servant into the hand of Ahab, to slay me? As the Lord thy God liveth, there is no nation or kingdom, whither my lord hath not sent to seek thee: and when they said, He is not there; he took an oath of the kingdom and nation, that they found thee not. And now thou sayest, Go, tell thy lord, Behold, Elijah is here" (1 Kings 18:9-11).

We all know that Elijah was one of the greatest prophets. The greater you are in leadership, the more you will be hated and hunted. Human nature cannot stand the success of another colleague. If you are not prepared for hatred and opposition, please resign from your leadership position immediately. If everybody speaks well of you, you are probably a hypocrite.[3] "Woe unto you, when all men shall speak well of you! for so did their fathers to the false prophets" (Luke 6:26).

3. EVERY NEW STEP OF LEADERSHIP RESULTS IN FRESH ARROWS OF HATRED AND OPPOSITION.

Every step of strong leadership encounters real antagonism. When I began my church, I was called every name you can think of. Since Jesus Himself was accused of using the power of Beelzebub, I consider it a privilege to be called anything derogatory for His sake. If you do not want to be criticized, then you cannot be a leader. When Nehemiah ventured out to rebuild the walls of Jerusalem, you would have thought that everyone would have been happy. But Sanballat and Tobiah rose up to oppose him.[4] "But when Sanballat the Horonite, and Tobiah the servant, the Ammonite, and Geshem the Arabian, heard it, they laughed us to scorn, and despised us, and said, What is this thing that ye do? will ye rebel against the king?" (Nehemiah 2:19).

4. OPPOSITION OFTEN COMES IN THE FORM OF PLAUSIBLE ACCUSATIONS.

When David spoke of killing Goliath, his brothers reacted angrily and accused him of pride and naughtiness. Isn't it amazing that good people are often given the most wicked labels?[5] "And Eliab his eldest brother heard when he spake unto the men; and Eliab's anger was kindled against David, and he said, Why camest thou down hither? and with whom has thou left those few sheep in the wilderness? I know thy pride, and the naughtiness of thine heart; for thou art come down that thou mightest see the battle" (1 Samuel 17:28).

David had to handle the hatred of his own brothers and then the hatred of his father Saul. Hatred and opposition are part of leadership.[6]

5. DEVELOP A HARD FOREHEAD FOR OPPOSITION.

“Be not afraid of their faces: for I am with thee to deliver thee, saith the LORD” (Jeremiah 1:8). Do not be distracted or deterred by opposition. If the least opposition is able to stop you, then you are a poor leader.

“Behold, I have made thy face strong against their faces, and thy forehead strong against their foreheads. As an adamant harder than flint have I made thy forehead: fear them not, neither be dismayed at their looks, though they be a rebellious house” (Ezekiel 3:8,9).

6. OPPOSITION IS OFTEN A SIGN THAT YOU ARE IN THE WILL OF GOD.

Rejoice, there is good news. Satan would not attack a dead piece of wood. You are now a threat to Satan, that is why he is attacking you. “Yea, and all that will live godly in Christ Jesus shall suffer persecution” (2 Timothy 3:12).

HIDE AND FLOURISH IN SECRET

“Behold, I send you forth as sheep in the midst of wolves: be ye therefore wise as serpents, and harmless as doves” (Matthew 10:16). Jesus said, "Be wise as serpents." What is the wisdom of a serpent? The wisdom of a serpent is the ability to function without unduly attracting your enemy's attention. Snakes are everywhere. All of us would kill the next snake we see! Such is the enmity between human beings and serpents! Yet snakes flourish and are abundant all around us. How do they do this? By wisdom!

Three Reasons Why a Leader Should Hide and Flourish

1. BECAUSE CHRISTIANS ARE HATED BY THE WORLD.

A Christian leader should never underestimate the amount of hatred that Satan and his agents have for the man of God. When you see the Press mercilessly destroying a man of God you will understand that there is an instinctive and inherent hatred for the kingdom of God. “And ye shall be hated of all men for my name's sake” (Matthew 10:22).

2. TO AVOID BEING ATTACKED TOO EARLY IN MINISTRY

Your leadership will not survive some attacks at a certain stage of your ministry. If you kick a newborn Doberman pinscher or Alsatian dog, it will probably die. But if that same Alsatian or Doberman was allowed to develop and grow, it could probably kill you. There are certain attacks you do not need at a certain stage of your ministry.

When our church used to meet in the canteen of the medical school, we never placed a signboard or banner outside the church. I did not want to attract attention. I knew that if we attracted attention unduly, hateful people would drive us away. Through wisdom we were able to run a large Charismatic church in the middle of a teaching hospital for almost four years. That was the wisdom of a serpent in action ---- the wisdom to hide and to flourish. When the attacks began, we were a bigger and stronger church. Some medical students had committed suicide and the Dean of the medical school had come to appreciate the presence of our church in the middle of the hospital. He felt we were meeting a need for the medical community. This made him sympathetic to our presence. He refused to move against us.

Later on, we faced stronger attacks to get rid of us from the hospital. But our church had flourished and we had a member of the board of the medical school in our church. I told the board member that we were being driven out of the medical school canteen. She promptly called the authorities and asked them why they were harassing her church.

"Which church?" they asked in surprise.

"My church," she answered. "The church in the canteen is my church! That is where I go to church! Why are you harassing us?"

They were shocked. "We never knew you went to church there! We will have to look into this."

This slowed down the pressure that was building up against us. That allowed us enough time to acquire our own church building and move out.

After we left the canteen, another church decided to meet in that same place. I soon noticed their big banners displayed outside. After a short while, the hospital community took note of this church's activities. Satan's hatred is not for one particular church, but for all churches. Unfortunately, after a few months they were kicked out of the hospital canteen before they had the chance to flourish. Learn the wisdom of the serpent: the wisdom to hide and to flourish!

3. TO AVOID ATTRACTING AN ENEMY YOU CANNOT HANDLE

Snakes know that they cannot survive in the presence of human beings. I would personally kill every snake I see, whether it was poisonous or non-poisonous, and so would you. This is the reason why snakes live in grass and under rocks where they cannot be seen. The snakes have a good time, do all that they want to do and multiply in their protected environment. They do not attract human beings who are enemies they cannot handle.

I once stopped my national TV program because I thought we were attracting big enemies who hated our success. Upon analysis, I felt that the sight of our growth and ministry was stirring up too many potential enemies, like the government and the Press. I knew that my ministry did not need television per se to be fulfilled. So I cut it off! The wisdom of a snake is the wisdom to hide and to flourish. I don't need enemies I cannot handle.

OVERCOME THE EFFECT OF RUMOURS, QUESTIONS AND CONTROVERSIES ABOUT YOUR PERSON

When Peter began his ministry there were rumors flying about that he was a gravedigger and that he had stolen the body of Jesus. Many people believed this story, even up till today. “And when they were assembled with the elders, and had taken counsel, they gave large money unto the soldiers, Saying, Say ye, His disciples came by night, and stole him away while we slept. And if this come to the governor's ears, we will persuade him, and secure you. “So they took the money, and did as they were taught: and this saying is commonly reported among the Jews until this day” (Matthew 28:12-15).

But Peter had to minister in spite of the controversies and rumors that were whirling around him. Every successful minister must learn to overcome the rumors, stories, questions and controversies that he may face.

Seven Ways to Overcome Rumors, Controversies and Questions

1. Never mention the controversial subject.

2 Stop talking about your past mistakes.

3. Do not repeat the bad things people say about you.

4. Recognize that everyone is limited in one way or the other.

5. Do not magnify a question or rumor about your life or ministry.

There is no need to even speak about it.

6. Do not advertise the rumors manufactured by your enemies.

7. Leave it to God.

He will fight for you.

"The Lord shall fight for you, and ye shall hold your peace" (Exodus 14:14).

Learn from Jesus

"But while he thought on these things, behold, the angel of the Lord appeared unto him in a dream, saying, Joseph, thou son of David, fear not to take unto thee Mary thy wife: for that which is conceived in her is of the Holy Ghost" (Matthew 1:20).

1. Jesus was born of a virgin.

"Behold, a virgin shall be with child, and shall bring forth a son, and they shall call his name Emmanuel, which being interpreted is, God with us" (Matthew 1:23).

2. Hundreds of people probably laughed at Joseph for marrying Mary.

3. Jesus was probably thought of as the son of an unfaithful woman or perhaps the son of an unknown man.

4. Some people called Him the son of Mary.

"Is not this the carpenter, the son of Mary, the brother of James, and Joses, and of Juda, and Simon? and are not his sisters here with us? And they were offended at him" (Mark 6:3).

5. They probably mocked Him and said, "The fatherless self-proclaimed son Of God."

6. But Jesus never discussed the issue! Jesus never spoke about Joseph.

7. No Scripture ever brought up the question of His background or His parentage.

8. The question of His father and His mother was never once discussed in any of Jesus' teachings.

HOW TO HANDLE CRITICISM

A leader should waste no time on critical people and criticism

Twenty Facts about Criticism and Critical People

1. A critical person is someone who sees nothing good in what you do.

How could those who criticized Jesus not have heard or seen his powerful teaching and miracles? A critical person sees nothing good in whatever you do. That is how political parties in the opposition behave. No matter what, they see nothing good in the ruling party.

2. Critical people are often frustrated people who have failed in life.

Frustration creates bitterness. Bitterness is made manifest by criticism.

3. Critical people are often disappointed and disillusioned in their personal lives.

Do not forget to ask a few questions about the one who is criticizing you most. You will be amazed to find that he or she is an immoral, lying and stealing individual.

4. Critical people are often people who build their lives by destroying others.

These people have not succeeded at anything. All they try to do is to pull down everyone to their level of non-achievement.

5. Critical people do not often live long.

The Bible is very clear on this principle. If you love life, keep your mouth from saying the wrong things.

For he that will love life, and see good days, let him refrain his tongue from evil, and his lips that they speak no guile" (1 Peter 3:10).

6 Critical people often have psycho-social problems.

Such people are often rejected and unloved people who have not had the love of a father or mother. Their criticism is often a cry for attention.

7. Jesus did not answer His critics.

Jesus responded to the hunger and thirst of the multitudes and not to the hatred of His enemies.[7] "And as soon as he knew that he belonged unto Herod's jurisdiction, he sent him to Herod, who himself also was at Jerusalem at that time. And when Herod saw Jesus, he was exceeding glad: for he was desirous to see him of a long season, because he had heard many things of him; and he hoped to have seen some miracle done by him. Then he questioned with him in many words; but he answered him nothing. And the chief priests and scribes stood and vehemently accused him" (Luke 23:7-10).

8. Criticism is part of the ministry.

There is nothing like ministry without criticism. Jesus was perfect. If he was criticized, accused and murdered what do you think will happen to someone like you who is not perfect?[8]

9. It is not possible to minister without accusation.

It is part of the package. Jesus promised rewards with persecution. “But he shall receive an hundredfold now in this time, houses, and brethren, and sisters, and mothers, and children, and lands, with persecutions; and in the world to come eternal life” (Mark 10:30).

10. Someone said, "Criticism is the death gargle of a non-achiever."

Think about that![9]

11. I am yet to meet a critical individual who is a good person.

Criticism seems to be a symptom of many other evils stored within an individual. It is people who are defiled and unbelieving who see impurities in everything. "Unto the pure all things are pure: but unto them that are defiled and unbelieving is nothing pure; but even their mind and conscience is defiled" (Titus 1:15).

12. Critical people are often trying to lure you into an argument or a debate.

Do not be deceived. Satan wants your emotions to be worked up because of unbelievable accusations and criticisms.

13. Critical people are often trying to trap you through your words.

Critics are full of suspicion. They suspect you of all sorts of evils. They want further evidence to justify their suspicions.

14. You can learn something from your critics.

Your friends are not likely to point out your mistakes. Your enemies are more likely to magnify your shortcomings in an attempt to bring you down. It is worth taking note of what they say, so that you can make the necessary adjustments.

15. Enemies do not give "constructive" criticism.

Your enemy is not trying to build up (construct) your life. How can he give you anything "constructive"? It is not wrong to label everything that comes from your enemy as destructive. Decide to pick wisdom and direction from this dangerous criticism without being contaminated.[10]

16. Refuse to listen to certain criticisms because they are arrows of accusation intended to injure your heart.

Keep your heart with all diligence for out of it are the issues of life.[11]

17. Critical people are often ignorant.

Much criticism is based on incomplete information. Many critical people are ignoramuses.

18. Critical people are often inexperienced.

Much criticism comes from the mouths of men of straw. These are men of no substance. They have neither knowledge nor experience.

19. Critical people minister poison which spreads to those who hear it.

The people who criticize you, often hate you deeply. They want others to hate you as well.

20. Your response to every criticism should be, "Full stop and back to you!"

This is what my children advise!

Leadership and Authority 35

EXERCISING AUTHORITY IN LEADERSHIP

Every leader must learn to take charge of situations when he needs to. “And when he was entered into a ship, his disciples followed him. And, behold, there arose a great tempest in the sea, insomuch that the ship was covered with the waves: but he was asleep. And his disciples came to him, and awoke him, saying, Lord, save us: we perish. And he saith unto them, Why are ye fearful, O ye of little faith? Then he arose, and rebuked the winds and the sea; and there was a great calm. But the men marvelled, saying, What manner of man is this, that even the winds and the sea obey him!” (Matthew 8:23-27).

1. JESUS TOOK CHARGE OF A SITUATION WHEN HE WAS CALLED UPON.

Jesus was called up when there was a problem. It was raining and everyone was drowning. When Jesus was called, He took charge. I remember my first night alone as the doctor-incharge of the Korle-Bu Hospital emergency room. It was a frightening experience for me. I was a new doctor and I was expected to lead the way and to know what to do in each case. Throughout the night, people were brought in unconscious, sick and some even dead. But I rose to the occasion and became the leader in the emergency room. How did I do it? I just did what I thought was right from the training that I had received. As time went by it became easier.

2. SAUL WAS GIVEN INSTRUCTIONS TO TAKE CHARGE.

When Saul became a new leader, Samuel gave him this very instruction, "Do what you think is right and the Lord will be with you." “And let it be, when these signs are come unto thee, that thou do as occasion serve thee; for God is with thee” (1 Samuel 10:7).

What is the key to taking charge as a leader? The key to taking charge is to simply take charge. Just rise up and speak confidently! Do what you think is best and God will be with you.

COMMAND YOUR TROOPS!

“For if the trumpet give an uncertain sound, who shall prepare himself to the battle?” (1 Corinthians 14:8).

1. A LEADER MUST GIVE A CLEAR COMMAND WHEN HE NEEDS TO DO SO.

There are times that making suggestions and giving advice will not work. You must give a clear command to the troops. The Centurion said to Jesus, "I say to one 'Go', and he goeth. I say to another 'Come', and he cometh." He was just showing Jesus that he was a leader. A leader is often a commander. If you are too weak to give a command you cannot be a leader. Leaders must

give advice and make suggestions. But a leader must also give commands. There are times that you have to say, "Go!"[1]

One night, the Lord revealed that a certain pastor in my outfit was disloyal to me. He said to me, "Give a clear command." I will never forget that night, as the Spirit of God ministered very clearly to me. I could not sleep because the Spirit of God was talking to me. I was wide awake in the middle of the night. All that the Lord told me was to give a clear command. He told me that after I give the command, the disloyal element would be made manifest.

The next day, I called two pastors to my office. I told them, "I have given you suggestions and advice before. But now I am explicitly instructing you to move out of this city into the following towns." I continued, "In other words I am transferring you."

You see, I had taken my place as a strong leader of my church. I said to them, "I am transferring you out of this city."

One of the pastors agreed to go after clarifying a few points. The other pastor smiled and said, "Well, I have been to that town before and I have even worked there. I would be happy to go there, but I think that this is a good opportunity to inform you of my decision to resign." When I heard that, I said to myself, "The cat is out of the bag."

This young man had been hatching a plan for some time. He had not had the courage to disclose it. I had known that his heart was not with me. Giving the strong command had brought out what was in him.[2]

2. A LEADER MUST PRAY FOR STRENGTH AND COURAGE TO BE A GOOD LEADER.

"Be strong and of good courage" (Joshua 1:6). Pray for strength and courage to be a good leader. Giving advice is very different from giving commands. Giving suggestions is very different from giving commands. There is a time to advise and a time to command. Giving commands will establish your position as a leader and will expose disloyal elements within your ranks. Develop the art of commanding. Of course, you must not go about commanding everyone. You can only command your own troops.[3]

The Responsibility of Leadership 36

1. A LEADER MUST TAKE RESPONSIBILITY AND GIVE ACCOUNT.

What you must realize is that every leader will give account for what he or she is doing. Are you ready to account to God for the sheep He gave you? Jesus kept on saying that He had lost none of the sheep except the son of perdition. Paul kept saying that he would have to give account. "Obey them that have the rule over you, and submit yourselves: for they watch for your souls, as they that must give account, that they may do it with joy, and not with grief: for that is unprofitable for you" (Hebrews 13:17).

Leadership is a great responsibility. I remember years ago, I watched as several heads of state and ministers of state were executed by a firing squad. It was pathetic to see important people being humiliated and murdered. The ordinary citizen in his home received no such treatment. This was because the ordinary man had not taken up the responsibility of ruling the country. However, those who had taken up responsibility had to pay with their lives.

If you are conscious of the reality that you will account for your leadership you will discover that you will become a better leader. Always remember that the day of accountability is coming. This will make you do the right thing. I am constantly aware that I will give account for the call of God on my life. I know that I will have to account for the sheep in my churches. This is why I make great efforts to look after them.

Are you a leader? Are you constantly thinking of your day of accountability? Please do! You will be transformed into a natural and effective leader.[1]

2. DON'T THINK OF HOW MUCH MONEY YOU CAN GET FROM THE PEOPLE YOU LEAD. THINK OF HOW MUCH YOU CAN HELP THEM.

"But when he saw the multitudes, he was moved with compassion on them, because they fainted, and were scattered abroad, as sheep having no shepherd" (Matthew 9:36).

a. Jesus wanted to help people.

Jesus had a reason for praying. He had reasons for doing the things He did. He wanted to help people. He was moved with compassion. This means that Jesus felt pity, mercy, kindness and tenderness towards the people. Obviously, Jesus was not thinking about getting any money from them. He was thinking about helping them.[2]

Are you a leader? What thoughts go through your mind? Are they thoughts of how much money you can get from the people you lead? Are they thoughts of how much you will be paid for each move you make? Is your mind filled with thoughts of personal gain and personal profit? If that is the case, then you are not the Jesus type of leader! Your motives are very important.[3]

b. Paul was burdened for his people.

The Apostle Paul described how he was burdened for his people, the Israelites. If you are leading people for any other reason other than a desire to help them, I'm afraid you are in the wrong job. You must be concerned about other people and their problems even if you do not have those problems.[4] "I say the truth in Christ, I lie not, my conscience also bearing me witness in the Holy Ghost, That I have great heaviness and continual sorrow in my heart. For I could wish that myself were accursed from Christ for my brethren, my kinsmen according to the flesh" (Romans 9:1-3).

Since God looks on the heart, your motives are very important. God has made it clear that ministers should not be in the ministry for the money. "Feed the flock of God which is among you, taking the oversight thereof, not by constraint, but willingly; not for filthy lucre, but of a ready mind" (1 Peter 5:2).

This is why I encourage the lay ministry so much. The lay ministry serves as a filter. If you are in the ministry for financial reasons, you will not be happy to be a lay minister. Faithful lay people who desire to serve God at the highest level should be the ones to come into full-time ministry.

3. A LEADER MUST ALWAYS STAY ONE STEP AHEAD.

A leader is someone who is ahead of his followers. That is what makes him a leader. You've got to be seen to be at least one step ahead of the people you are leading. Jesus was a good leader.

He was definitely one step ahead when it came to prayer. He prayed more than His disciples did. He preached more than His disciples did. He sacrificed more than His disciples did.

A Christian leader has invisible areas in which he must stay ahead. It is his leadership in these invisible areas that make him a true leader.

Ten Areas for Every Christian Leader to Stay Ahead in

1. Stay ahead in prayer.

2. Stay ahead in Bible reading.

3. Stay ahead in reading Christian books.

4. Stay ahead in listening to tapes.

5. Stay ahead in sacrificing to God.

6. Stay ahead in the area of giving.

7. Stay ahead in waiting on God.

8. Stay ahead in holiness.

9. Stay ahead in the love of God.

10. Stay ahead in your relationship with God.

Are you a leader? If you are, then you must be at least one step ahead! You must not only be a step ahead in public, but you must be a step ahead in private. If you are prayerful in secret, your followers will recognize it and do likewise.

Some years ago, somebody gave me some advice on my way to church. He told me, "Listen to all that the priest says. Do what he says, but don't do what he himself does." A true leader must be able to say like Paul did, "Follow me as I follow Christ." “Be ye followers of me, even as I also am of Christ” (1 Corinthians 11:1).

If you are not prepared to straighten out your life so that people can see the good thing and follow it, then you are not prepared to be a leader.

4. A LEADER MUST REPRODUCE HIMRSELF IN OTHERS.

“Thou therefore, my son, be strong in the grace that is in Christ Jesus” (2 Timothy 2:1). Being a good leader involves reproducing yourself in others. God made us in His image. He reproduced images of Himself in us. When He sees us walking, He can see Himself.

If you have a forty-year-old son who depends on you for everything, you have failed as a leader. But if you have a forty-year-old son who does not need you anymore to survive, then you have successfully trained up your child. Leadership is not the art of making a whole lot of people dependent on one person.[5]

Jesus, the perfect leader, was constantly preparing His disciples for the time when He would no longer be with them. A good leader is someone who is reproducing himself in others so that he is no longer essential. Jesus used phrases like, "When the time shall come", "In a little while" and "In that day". What day was He referring to----the day when He would no longer be around. Every leader must prepare himself for that day.[6] "But these things have I told you, that when the time shall come, ye may remember that I told you of them. And these things I said unto you at the beginning, because I was with you. But now I go my way to him that sent me" (John 16:4,5). "A little while, and ye shall not see me" (John 16:16). "And in that day ye shall ask me nothing" (John 16:23).

The better your leadership, the more sons and daughters you will have. Your absence will not matter because you have reproduced yourself in so many others.[7]

Five Ways to Reproduce Yourself in Others

a. Be a father.

When you have the heart of a father, those that relate with you will naturally relate to you as sons.

b. Be a teacher.

Do not assume that people will learn things by osmosis. You must actually teach them what you want them to know.[8]

c. Be a friend.

Through friendship you will informally pass on many lessons.

d. Expose them to the challenges of ministry.

Experience teaches you what a hundred years of schooling cannot. e. Send them into the ministry. There are certain things people will never learn until they are sent. "To Titus, mine own son after the common faith… For this cause left I thee in Crete, that thou shouldest set in order the things that are wanting, and ordain elders in every city, as I had appointed thee" (Titus 1:4,5).

5. A LEADER MUST REMEMBER THAT GREAT ACHIEVEMENTS REQUIRE GREAT DISCIPLINE.

To be disciplined means to be controlled, restrained, well-organized, regular, orderly, and regimented. "Then was Jesus led up of the Spirit into the wilderness to be tempted of the devil. And when he had fasted forty days and forty nights, he was afterward an hungered" (Matthew 4:1,2).

Jesus subjected Himself to the strict discipline of fasting for forty days and nights. That is no mean achievement! Anyone who has fasted without eating for even three days and nights will discover the terrible strain it puts on your self-control.

To be a great leader you must discipline yourself in prayer, fasting and reading the Bible. There are times I stay in one room for eight hours, praying to the Lord. I can stay alone for hours in the presence of the Holy Spirit. You cannot do this without self-discipline.[9]

Do you want to be a great leader? It is time to discipline yourself in every way. To write this textbook, involves great self-discipline. For hours and hours, I transmit unto the paper the words that you are reading. It has not been an easy task! But I know that there will be no great achievement without great discipline.

Five Things Every Leader Should Be Disciplined About

a. A daily quiet time

b. To spend several hours in prayer.[10]

c. To read the Bible everyday

d. To fast regularly

e. To read books

6. A LEADER MUST BE ABLE TO IDENTIFY THE DIFFERENT TYPES OF EMPLOYEES IN HIS ORGANIZATION.

There are different types of people who will work under a leader. It is important to identify the real differences that exist.

Five Types of Employees Every Leader Has to Deal with

a. Employees who prefer resting to working

God worked for six days and rested for one day. This means that it is better to work than to rest. Any employee who prefers resting to working, has not found his God-given task.

b. Employees who are not prepared to do anything extra or new

Such employees are not valuable, they want to do what they have always done. They don't want change.

c. Workers who are prepared to do any job

Such people are valuable. They are prepared to learn. They want to advance. They want to please you.

d. Results-producing employees

One of the most valuable things in an employee is his ability to produce results.

e. Workers who are consumed and obsessed with their work.

This is the highest kind of worker. Value them and pay them highly.

Seven Things Every Leader Should Teach His Employee

1. Teach every employee to write instructions down as you speak.

2. Teach your employees to repeat their instructions and ask questions about the instructions you have given them.

3. Teach them to call you, talk to you and consult you frequently.

4. Teach them to be ready to change jobs and accept new responsibilities.

5. Teach them to dress formally whilst at work.

Have you not noticed that the wealthiest organizations, such as banks, instruct their employees to dress very formally?

6. Teach them to solve problems they encounter in the course of their duties.

Instead of reporting problems, they should report how they solved those problems!

7. Teach them to think about their work whilst at home.

Someone who thinks about his work whilst at home is both consumed and obsessed by his job. Such people read books about their career. They spend their money and time in an effort to be better prepared for their task.

How to Be Consumed with Your Work

a. Know that you will only succeed with things that consume your whole being.

b. Find the job which does not make you conscious of time.

That is your God-given task.

c. Continue your work in your mind, even whilst at home.

d. Buy and read books about your work.

e. Have more of friends who are into your kind of work.

This will mean that even your leisure times relate to your work.

f. Spend money to be better trained and prepared for your work.

7. CONSTANTLY THINK ABOUT THE DAY OF ACCOUNTABILITY

Every leader will give account for what he or she is doing. Are you ready to account to God for the sheep He gave you? Jesus kept on saying that He had lost none of the sheep God had given Him except the son of perdition. Paul kept saying that he would have to give account. These were leaders who were constantly thinking about the day of accountability.[11] "Obey them that have the rule over you, and submit yourselves: for they watch for your souls, as they that must

give account, that they may do it with joy, and not with grief: for that is unprofitable for you" (Hebrews 13:17).

Leadership is a great responsibility. I remember years ago, watching as several Ghanaian heads of state and ministers were executed by a firing squad. It was pathetic to see important people being humiliated and murdered. Most ordinary citizens did not receive such treatment. This is because most ordinary men had not taken up the responsibility of ruling the country. However, those who had taken up responsibility of leadership had to pay with their lives.

If you are constantly reminded that you will account for your leadership, you will become a better leader. Always remember that the day of accountability is coming. This will make you do the right thing. I am constantly aware that I will have to account to God for my ministry. I know that I will have to account for the members in my churches. This is why I make great efforts to look after them.[12]

Are you a leader? Are you constantly thinking of your day of accountability? Please do! It is the key to the greatest inner motivation.

Leadership and Concentration 37

THREE IMPORTANT KEYS FOR MAINTAINING YOUR FOCUS

Many people do not know that great achievers are people who have focused and concentrated on one thing for a long time. Concentration is the key to great achievement. Do you consider yourself a leader? You must learn the art of concentration. Concentrate on your vision. Concentrate on your church. Concentrate on your work and you will have great results.

Often when I begin to pray, I switch off all phones. This helps me to concentrate on the Lord. When I was in the university, I had the opportunity to join several Christian groups. I decided to flow with a particular ministry. I realized that I could not divide my time amongst the many Christian ministries on campus. By the time I left the university a new group had been formed which exists up until today.

When you concentrate on one thing, people will accuse you of being proud or unfriendly. They will say that you are inward-looking and unpatriotic. They will say that you are antisocial. Take no notice of them. Concentrate on what you are doing. Wisdom is justified of her children. Never forget that concentration brings growth and keeps you from strife. When Jesus went away He left clear instructions about what the Church was supposed to do.

"Who then is a faithful and wise servant, whom his lord hath made ruler over his household, to give them meat in due season? Blessed is that servant, whom his lord when he cometh shall find so doing. Verily I say unto you, That he shall make him ruler over all his goods. But and if that evil servant shall say in his heart, My lord delayeth his coming; And shall begin to smite his fellowservants, and to eat and drink with the drunken; The lord of that servant shall come in a day when he looketh not for him, and in an hour that he is not aware of, And shall cut him asunder, and appoint him his portion with the hypocrites: there shall be weeping and gnashing of teeth" (Matthew 24:45-51).

THE KEY OF CONCENTRATION

Not long after His departure, the Church had deviated into all sorts of things that were not instructed by Christ. In the name of good works and being socially acceptable, the Church has divided its attention into four main areas: health, education, relief services and Christian teaching. It is no wonder that other religions are said to be growing at a faster rate than Christianity. If the Church were to concentrate on their God-given goal, they would be called all sorts of names.

Some of my pastors and churches have come under criticism because we tend to concentrate on what we are doing. Statistics have proved, to the surprise of many, that excessive cooperation between churches does not lead to growth in the Body of Christ. This comes as a surprise to the proponents of unity in the Body. Remember that unity is different from union. What people often call unity is actually the physical union of congregations.

1. A LEADER UNDERSTANDS THE ESSENCE OF CONCENTRATING ON ONE THING UNTIL HE HAS ACHIEVED IT.

2. A LEADER SHOULD BE ABLE TO DISTINGUISH BETWEEN RELEVANT AND IRRELEVANT ISSUES.

I have realized that the faster I work the more energy I have. Slow work makes you tired. I apply the principle of urgency and concentration to everything I do. I bring all my forces to bear until I conquer it. The more you suspend your projects for other things, the more depressed and unhappy and discouraged you will be.

Are you a leader? Decide to concentrate on one thing at a time. Put away useless socializing, empty chatting and excessive television watching. Concentration will bring you great success. Paul did it and so can you![1] "But this one thing I do, forgetting those things which are behind, and reaching forth unto those things which are before" (Philippians 3:13).

Principles of Concentration

"But this one thing I do…" (Philippians 3:13).

1. Every great human achievement is the result of concentration.[2]

2. Every great military battle is won by bringing all forces to concentrate on a single objective.

3. Every great ministry accomplishes things for God by concentrating on a single vision.

When I was in university, I had the opportunity to join several Christian groups. I decided to stay with a particular ministry. I realized that I could not divide my time amongst the many Christian ministries on campus. Because I concentrated on one thing I was able to establish a ministry, which is still there today.[3]

4. Concentration makes people work faster.

5. The faster you work the more energy and interest you will have.

6. The slower you work the more tired and uninterested you become.

7. The more suspensions and delays to projects, the more discouraged everyone becomes.

Hope deferred maketh the heart sick. “Hope deferred maketh the heart sick: but when the desire cometh, it is a tree of life” (Proverbs 13:12).

8. Concentration depends solely on the ability to distinguish between the relevant and the irrelevant.

Anyone who cannot decide on what is important will never use the power of concentration. Do not be deceived by the pressure of urgent calls, requests, invitations, emergencies and crises. Urgent things are not usually important in the total picture, and important things are seldom urgent.

9. The greatest thief of concentration is the telephone.

When I start praying, I switch off all phones. This helps me to concentrate on the Lord.

10. Another thief of concentration is useless socializing and the television.

11. Inject urgency into all your projects.

This will make people concentrate on the task.

12. Concentration keeps everyone from backbiting, envy, jealousy and strife.

13. Few people can juggle with many projects at the same time.

Finish one thing at a time.

14. Unfinished projects break concentration.

The last uncompleted aspects of projects are often the cause of a future loss of concentration. They distract you and pull you into the past. People who concentrate on their God-given tasks are usually accused of being unsociable, proud, unfriendly, unpatriotic and inward looking. But wisdom is justified of her children.

15. In the name of good works and being socially acceptable, the church has divided its attention into four main areas: health, education, relief services and Christian teaching.

It is no wonder that other religions are growing at a very fast rate. If only the Church were to once again concentrate on her God-given goal!

16. Concentration makes everything grow.

THE KEY OF AVOIDING DISTRACTIONS

“Then he said unto him, Come home with me, and eat bread. And he said, I may not return with thee, nor go in with thee: neither will I eat bread nor drink water with thee in this place: For it was said to me by the word of the Lord, Thou shalt eat no bread nor drink water there, nor turn again to go by the way that thou camest. He said unto him, I am a prophet also as thou art; and an angel spake unto me by the word of the Lord, saying, Bring him back with thee into thine house, that he may eat bread and drink water. But he lied unto him. So he went back with him, and did eat bread in his house, and drank water. And it came to pass, as they sat at the table, that the

word of the Lord came unto the prophet that brought him back: And he cried unto the man of God that came from Judah, saying, Thus saith the Lord, Forasmuch as thou hast disobeyed the mouth of the Lord, and hast not kept the commandment which the Lord thy God commanded thee, But camest back, and hast eaten bread and drunk water in the place, of the which the Lord did say to thee, Eat no bread, and drink no water; thy carcase shall not come unto the sepulchre of thy fathers. And it came to pass, after he had eaten bread, and after he had drunk, that he saddled for him the ass, to wit, for the prophet whom he had brought back. And when he was gone, a lion met him by the way, and slew him: and his carcase was cast in the way, and the ass stood by it, the lion also stood by the carcase" (1 Kings 13:15-24).

Seven Distractions a Minister Should Avoid

1. AVOID THE DISTRACTIONS THAT COME FROM PEOPLE WHO HAVE NOT HEARD FROM GOD THE WAY YOU HAVE.

Although many other people are ministers, like myself, I realize that we are not on the same level. I do not do things just because others are doing them. Once I told a pastor friend about how we were reaching out to certain villages. He smirked and remarked that he had no interest in such ventures. I was discouraged, wondering whether I was doing the right thing. But I strengthened myself in the Lord and persisted in the calling God gave to me. I'm glad I did.

2. AVOID THE DISTRACTION THAT COMES BY TRYING TO COMPETE.

This will drag you into all sorts of activities in which you are trying to outdo another minister.[4]

3. THE DISTRACTION OF PHONE CALLS

The telephone is a modern day distraction that will take you away from the presence of God. Any minister who has not learnt to put the telephone in its right place in his life will constantly be distracted from prayer and Bible study.

4. THE DISTRACTION OF FALSE BRETHREN

False brethren are people who are sent by the enemy to take up your time. The time that should have been spent with real sheep is spent on these false sheep that have sucked up all your time and energy. These are the very people who will turn around one day to accuse you and be ungrateful. They do not remember the hours you spent investing in their lives.

5. THE DISTRACTION OF CARNAL LEADERS AND PEOPLE WHO ARE NOT AS COMMITTED AS YOU ARE.

When I relate with ministers who have my level of commitment they sharpen me and I also sharpen them. Relating with people who do not care about the things of God as much as you do will make you wonder if you are normal. If you are supposed to be a full-time minister and you talk to some lay ministers you may wonder if you are doing the right thing.

6. AVOID THE DISTRACTION OF UNPRODUCTIVE ARGUMENTS AND QUARRELS.

"But foolish and unlearned questions avoid, knowing that they do gender strifes" (2 Timothy 2:23). I hate arguments and rarely have time to debate an issue. I love the Scripture that says you

cannot do anything against the truth. “For we can do nothing against the truth, but for the truth” (2 Corinthians 13:8).

This means that arguments, shouting and proving your point do not affect the truth of the matter. The truth will outlive every lie! Every true minister will be derided, scorned and accused. As you go higher in ministry, more and more lies will be spread about you. “The lip of truth shall be established for ever: but a lying tongue is but for a moment” (Proverbs 12:19).

7. AVOID DOING OTHER PEOPLE'S JOBS

This is one of the greatest distractions of leaders. If I employ someone to look after my security and I have to go around checking the doors myself, then I am doing someone else's job in addition to mine. Many leaders are distracted into doing unnecessary things to compensate for non-performing or irresponsible workers.

Pastors who are called to spiritual things must avoid doing secular and administrative jobs that others can do. I am a pastor so I don't see why I should become an accountant, secretary, banker, security man or protocol officer. This is exactly what Peter did when he ran away from the job of serving tables in order to prevent distraction from holy things. “Then the twelve called the multitude of the disciples unto them, and said, It is not reason that we should leave the word of God, and serve tables. But we will give ourselves continually to prayer, and to the ministry of the word” (Acts 6:2,4).

THE KEY OF BALANCING YOUR PRIORITIES

“A false balance is abomination to the Lord: but a just weight is his delight” (Proverbs 11:1). Leadership is the ability to know what comes first and what comes second. Every leader has a home, a family, a church, a business, a school and the list goes on. What comes first? A leader knows that God always comes first. Almost every seasoned leader will tell you that the family is of utmost importance. Some people place so much emphasis on the family that they neglect God. Others neglect their families in the name of serving God. Both of these are wrong. And the leader is the one who rises up and creates the perfect balance.[5]

1. MAINTAIN THE RIGHT BALANCE BETWEEN ALL THE PRIORITIES THAT GOD HAS GIVEN YOU.

Nobody wants to get to Heaven only to hear that they neglected a whole area of ministry.[6]

Do you consider yourself a leader? Then maintain the right balance between all the priorities that God has given to you. We will be glad to follow your example. Nobody wants to get to Heaven only to be told that they neglected a whole area of ministry.

2. EVEN WITHIN THE OFFICES OF MINISTRY, IT IS IMPORTANT TO BALANCE YOUR DIFFERENT CALLINGS.

Perhaps you are an evangelist and a pastor, you must balance the two and ensure you fulfil each one to its utmost. I believe God has put me in the office of a teacher. That is my first priority! I love evangelising and I love to pastor. But God has directed me to put the first things first![7]

THE IMPORTANCE OF VISION IN LEADERSHIP

The greatest secret about vision is this: Your vision will make you into what you desire to become. Every great leader moves towards the vision and goal that he has set. “Where there is no vision, the people perish: but he that keepeth the law, happy is he” (Proverbs 29:18).

1. THE VISION A MAN HAS MAKES HIM A LEADER.

Your vision is what drives you and propels you out. If you are a leader and there is no vision before you, I really question whether you are a leader or not.[1]

It is what I see ahead that keeps me going. In my mind's eye, I see a mega church! I see thousands of people being brought to Christ. I see many miracles taking place in my life and ministry. That is what keeps me going. You do not make your vision, it is your vision that makes you![2]

2. WITHOUT A VISION, YOU WILL BECOME AIMLESS.

What is the key to having a great vision? I'll give you a good secret. Look around you and see anyone doing the things you like to do. Make it your vision to achieve what that person has achieved and more. Without such a vision, you will flounder in the sea of aimlessness.[3]

3. BE CONSTANTLY AWARE OF YOUR LIFE'S VISION AS A LEADER

“Pilate therefore said unto him, Art thou a king then? Jesus answered, Thou sayest that I am a king. To this end was I born, and for this cause came I into the world, that I should bear witness unto the truth. Every one that is of the truth heareth my voice” (John 18:37).

Jesus knew why He was in this world. Even in times of great stress, He explained His life's purpose. A leader is someone who is constantly aware of his purpose. I am constantly aware of what God has called me to do. Everyday of my life is spent trying to fulfil the calling of God on my life. When you are aware of what you are supposed to do, you are guided aright into spending your time appropriately.[4]

If you only remember that you are a pastor when you arrive in church, then you are probably not a real pastor. When I was a layperson working in the hospital I was constantly aware of my calling into the ministry. Even when Jesus was a child, He said, "I must be about my Father's business." “And he said unto them, How is it that ye sought me? wist ye not that I must be about my Father's business?” (Luke 2:49).

Dear leader, what is your life's purpose? Are you a businessman trying to make money? Then why does your business run like a charity? Why do you not cut your expenses and begin to make profits? Are you a minister of the gospel? Then don't be taken up with the love of money. God did not call you to acquire great wealth. He called you to serve in the ministry. Do the ministry even if you have to live in poverty.

God gave me a dream. In the dream, I saw myself walking on a long road. Along this road were many heaps of gold. As I walked on the path, I would pass by these heaps of gold. The Lord specifically told me, "Do not stop at any of these heaps. There are many heaps of gold on this road. There will be no need for you to stop by any of them."

You see, God was showing me that I should stick with my vision. He was telling me not to deviate into business or the search for money. Are you a leader? Then let your vision fill your heart and mind so that you will not deviate from your original calling. If you are a minister, remember that it is souls, souls and more souls. Not money, money and more money!

4. TRANSLATE YOUR VISION INTO REALITY.

What dreams do you have? If you are a leader, you will be able to make those dreams a reality. Everyone has dreams. But when a leader dreams it becomes a reality. I have a dream of many souls being saved. I have a dream of many churches being established. I have a dream of fulfilling my ministry. I believe I can see these dreams come to pass.[5]

What are you doing about your dreams? If there is a leader in you, rise up and pay the price to have your dreams come true. What is the key to realizing your visions and dreams? You must be determined and ready to make great sacrifices.[6]

THE LEADER AND FORESIGHT

"A prudent man foreseeth the evil, and hideth himself: but the simple pass on, and are punished" (Proverbs 22:3). A leader is someone who sees ahead. A leader is someone who has the future in mind. The leader can see the evil ahead. The leader can see growth and expansion ahead.

Three Things a Leader Should Foresee

1. SEE THE GROWTH AHEAD.

A true leader knows that the population is going to grow. This means that potential souls are going to increase. This also means that we are going to need larger buildings and facilities. We will also need more workers. Build with the future in mind. Train people with the future in mind. Jesus predicted that His church would grow. He could see it coming! "And I say also unto thee, That thou art Peter, and upon this rock I will build my church; and the gates of hell shall not prevail against it" (Matthew 16:18).

Ghana's first president saw many years ahead and built a huge hydroelectric dam for the nation. This dam produced electricity many times in excess of the needs of little Ghana. He was seeing ahead. Open your eyes and see ahead. Know that things will get better as the years go by.

2. SEE THE EVILS AHEAD.

There are some evils that will come whether you want them to or not. Jesus promised that temptations would come. "Woe unto the world because of offences! for it must needs be that offences come; but woe to that man by whom the offence cometh!" (Matthew 18:7).

Betrayal will come as the years go by. Temptations will come. Satanic attacks will come. Know that good times and bad times are sure to come. The marriage vows say: "For better or for worse, in prosperity and in adversity". A real leader can virtually predict the ways things will go. Ask God for wisdom to see ahead. By wisdom, you can predict the future.[7]

3. SEE THE CHANGES AHEAD.

The Lord directed me to plant churches in different parts of my city years ahead. I realized that the city was expanding. It could take people more than two hours to move from one end of the city to the other. I felt that many of the people who lived far away would soon stop coming to church. So I began what I call the Metropolitan Churches. That was one of the most strategic moves I ever made. I have retained many of the people God gave me by establishing almost a hundred churches in the city.

Businessmen need to see ahead. Some of you are engaged in businesses that will soon be unprofitable. I have often advised businessmen to diversify because I could see a change coming which would make their current line of business obsolete. I have watched as people who owned great businesses deteriorated until there was nothing left. A leader is someone who sees ahead.[8]

Leadership and Privileges 39

1. WAIT FOR YOUR SEASON.

"And he shall be like a tree planted by the rivers of water, that bringeth forth his fruit in his season; his leaf also shall not wither; and whatsoever he doeth shall prosper" (Psalm 1:3). All of God's blessings have their season. Church growth has a season. Promotion has a season. Personal prosperity has a season. A leader knows that the blessings he desires will not come overnight. He is prepared to stay at it until the breakthrough and promotion arrive. If you cannot wait for your God-given promotion, you are not a leader. I have had to wait many years for many things.[1] If you cannot wait for the mangoes on your tree to ripen, you are never going to enjoy them. You will always pluck them off before they arrive. Mind you, unripe mangoes are very different from ripe ones. I know of a pastor who bought a very expensive car. For several months, he had to use the entire income of the church to pay off the debt. This caused ripples in the church. Funds were raised in a desperate attempt to pay for this expensive car. In the end a blessing turned into a controversy. "To every thing there is a season, and a time to every purpose under the heaven", "He hath made every thing beautiful in his time: also he hath set the world in their heart, so that no man can find out the work that God maketh from the beginning to the end", (Ecclesiastes 3:1,11). In His time, God makes all things beautiful. Are you a leader? Then never forget that a leader is someone who is prepared to wait for his season.[2]

2. TAKE YOUR PRIVILEGES AT THE RIGHT TIME AND FOR THE RIGHT REASON.

"There is an evil which I have seen under the sun, as an error which proceedeth from the ruler. Folly is set in great dignity, and the rich sit in low place. I have seen servants upon horses, and princes walking as servants upon the earth" (Ecclesiastes 10:5-7).

A leader must be a humble person but he must also be confident. The Bible teaches that it is foolishness when a leader refuses to sit in the appropriate place reserved for him. When it is time to take your privileges, you had better take them or you will be considered a fool. Leadership is not only sacrifice. Leadership is not only responsibility. Leadership goes along with certain privileges and blessings.[3]

Obedience Is More Important than Sacrifice

God's call is to obedience and not to sacrifice per se. There are times when obedience will mean you have to sacrifice. If you sacrifice when God has not asked you to do so, you will separate

yourself from God. Do not forget how Saul was separated from God because he sacrificed things that God had not asked him to.[4]

“And Samuel said, Hath the Lord as great delight in burnt offerings and sacrifices, as in obeying the voice of the Lord? Behold, to obey is better than sacrifice, and to hearken than the fat of rams. For rebellion is as the sin of witchcraft, and stubbornness is as iniquity and idolatry. Because thou hast rejected the word of the Lord, he hath also rejected thee from being king” (1 Samuel 15:22,23).

a. There is a time when princes must sit on horses and servants must walk upon the earth.

"I have seen servants upon horses, and princes walking as servants upon the earth" (Ecclesiastes 10:7). Do not be shy to earn money for all the hard work you put in. I feel sorry for ministers of the gospel who are treated like beggars who don't deserve anything. I know of churches where the pastors are not given money, but all of their domestic needs are taken care of. Church members come to inspect whether there is enough soap and toilet paper in the house. How pathetic! Do the pastors not have enough common sense to buy their own toilet paper?

I have watched church after church enter into crisis because a car was being bought for the pastor. Special funds were raised and the pastor's car became a controversial church matter. When people work at other institutions, is the purchase of a car a special project? Is it not their due? Why are pastors treated like undeserving idlers?

I work hard as a minister of the gospel. I deserve to be paid well. The Bible teaches that they that preach the gospel must live off the gospel. “Even so hath the Lord ordained that they which preach the gospel should live of the gospel” (1 Corinthians 9:14).

b. The leader must reap after sowing in the ministry.

“The husbandman that laboureth must be first partaker of the fruits” (2 Timothy 2:6). I must be able to have a good car for my safety and comfort. I must be able to build a house. There is nothing wrong with that! But there is something wrong when a man sows and does not reap. Everybody knows that! A leader must know when it is time to take his place and enjoy his benefits. It is a mistake to refuse your privileges and blessings when it is your turn to have them. I didn't call it a mistake, the Bible did! The Bible calls it the error that proceedeth from a ruler!

3. ALEADER MUST NOT MAKE A MISTAKE OF A PRINCE WHO EATS IN THE MORNING.

Some nations have had leaders who begin their rule by drinking the lifeblood of the nation. Before a nation can blink, the leaders have siphoned out everything.

I recently visited a wealthy African nation that produces large amounts of oil. Would you believe that this nation, one of the largest producers of oil in the world, had severe petrol shortages? It was amazing! There were very long queues in every city I visited. Fuel was sold only on the black market.

It was later reported that the head of state of that nation had a billion dollars in petty cash. What is a president doing with a billion dollars of petty cash? These vampires have lined their pockets whilst the masses of the nation struggle to make ends meet. Is it not ironic that a nation that supplies a significant percentage of the world's oil, suffers from fuel shortages? This is what the

Bible calls "princes eating in the morning". The prince represents the leader and the morning represents the wrong time. “Woe to thee, O land, when thy king is a child, and thy princes eat in the morning! Blessed art thou, O land, when thy king is the son of nobles, and thy princes eat in due season, for strength, and not for drunkenness” (Ecclesiastes 10:16,17).

Dear friend, when a nation or church has an opportunist at the helm of affairs, get ready for frustration and poverty! In our church, we have a policy that puts the church before the pastor. What do I mean by this? We believe the church must come before the pastor's welfare. This means that the church building is constructed and the church is given a sound footing before the pastor's benefits are considered.

4. PRIVILEGES BECOME BLESSINGS ONLY WHEN THEY COME AT THE RIGHT TIME.

When they come too soon, everything is destroyed. Some people buy cars that they cannot even afford to maintain. Someone once said, "Don't buy a car unless you can afford to maintain three of the same thing." Some people live in houses that they cannot afford to maintain. Why worry yourself? Why do you try to impress people? Be yourself and do not rush to possess certain privileges. As the Lord lifts you up, you will receive everything you need at the right time. “He hath made every thing beautiful in his time” (Ecclesiastes 3:11).

Beauty is only beauty within the context of the "right time". Have you ever noticed that when you look at pictures taken twenty years ago, you often look odd? Why is this? Because they have been taken out of their "time".

His Time Is the Right Time

That car or home will only be a real blessing when it comes at the right time. If it comes too soon, it will not be a blessing. It will cause problems for you. Everyone is happy when a married woman gets pregnant. It is a blessing to be pregnant. However, when an unmarried teenager becomes pregnant, we are not happy. Why is this? Because the pregnancy has been taken out of its context of the "right time".

Are you a leader or a hungry vampire? Wait patiently to take your privileges at the right time. Do not rush; you will only destroy yourself, your business, your church or your nation. Do not kill the hen that lays your golden eggs. Keep it alive so that it can lay golden eggs for you for many more years![5]

Strategies for Effective Leadership 40

1. BE A CREATIVE LEADER

“In the beginning God created the heaven and the earth” (Genesis 1:1). The universe is ruled by a creative God. This world is ruled by creative people. To be able to think of something new and greater and to achieve it is creativity. An ordinary person wants to do what everyone else is doing. A leader is someone who is prepared to be creative and to chart new territories.

There are two groups of people in this world. One group have created new things. The other group have created nothing. Creative people dominate non-creative people. You don't have to look far to see this truth.[1]

The creative rule the non-creative. Be creative in your business. Be creative in your work. Be creative as a minister of the gospel. The fact that something has not been done before does not mean that it's wrong. You will dominate in your sphere of life. The ministry I oversee is made up of mainly lay people. I myself, started out in ministry as a layperson. When I did, people preached about me in their pulpits saying I was not concentrating on my studies. They had never seen the lay ministry in operation. They could only criticize. Today, this creative lay ministry has led to much growth in my ministry. Decide to be a creative leader![2]

Seven Steps to Becoming a Creative Leader

a. Ask the Holy Spirit to teach you what to do.

Realize that you may be in a non-creative environment. You may have to fight a spirit of non-creativity all your life.

b Admire nature.

Be interested in animals, nature and the human body. As you become interested in things God has created, the spirit of creativity will be stirred up in you. Non-creative people are usually uninterested in nature.

c. Overcome the natural resistance to change.

Most people do not like change. Be honest, and deal with every streak of non-creativity and the "anti-change" spirit in your life.

d. Be interested in the amazing creations of ordinary men.

Be interested in medicine, surgery, cars, planes, computers, etc. Non-creative people are usually not interested in such things.

e. Be open to new and unusual ways of doing things.

Do not have a blackout attitude towards every new suggestion. I have often been laughed at when I have made new suggestions. In the end, it is these same suggestions that have been a blessing to many people. Creative people are often laughed at because of their ideas.

f. Be ready to embark on adventure.

Adventure is the sister of creativity.

g. Try introducing variations to already existing models.

Variation is the brother of creativity.

A creative leader is someone who is able to come up with new ideas. New ideas often contain the solutions we need. Are you someone with new ideas?

2. RESPECT PRINCIPLES AND YOU WILL BUILD A GREAT ORGANIZATION.

Three Definitions of a Principle

a. A principle is a fundamental rule which becomes the basis of an action.

b. A principle is the fundamental truth which is the basis of our reasoning.

c. A principle is a general law which is the foundation for a decision.

Seven Types of Organizations That Do Not Last

Organizations are destroyed by leaders who do not base their decisions and reasoning on principles. To build a lasting organization, church or nation, you must base your reasoning, actions and decisions on principles. Principles outlive favoritism, partisanship and political expediency. If you break principles, the principles will break you.[3]

a. An organization that is governed by political expediency rather than principles is doomed.

"It is not politically expedient!" is what many political leaders say. These leaders take bad decisions that destroy entire nations. When decisions in a country are taken to gain political favor rather than to get the right thing done, the country is often doomed.

b. An organization that is run mainly by giving favors to relatives rather than principles will be destroyed.

When a leader decides to place members of his family in certain positions they do not qualify for, he has set aside principles and is governing his organization by emotions. The Bible teaches that partiality and hypocrisy are not wisdom. "But the wisdom that is from above is… without partiality and without hypocrisy" (James 3:16).

Your nation, business or church will break up when you deal with people based on family relationships rather than on important principles.

c. An organization ruled by a leader who takes decisions to gain personal financial advantage will eventually collapse.

I know of a project that should have cost an organization only forty million dollars. However, it ended up costing fifty million dollars. Why? Because somebody was bribed to agree to a higher figure. Such an organization will only end up becoming highly indebted and poor. It is not governed by principles but by leaders who seek to line their pockets. If I sought to make myself rich rather than to build the church, I would see the church collapse.

d. When a nation is governed by greed rather than by principles, it will end up in deep poverty.

This is the story of Africa. It is the story of greedy leaders who have drunk the blood of the nations they have governed. Instead of principled leadership, we have had greedy vampires and vultures who sucked up every drop of blood. Despotic African leaders have left their countries desolate while they have amassed millions of dollars that they can never spend in their lifetime.

e. A nation governed by selfishness rather than by rules and principles is doomed.

Selfish African leaders send their children to schools in Europe and America whilst the educational system of their own country crumbles. These selfish government ministers do not care two hoots if ten million children are not educated. The hospitals of developing Ghana decay, whilst government officials seek medical help for themselves and their favorites in London's Cromwell Hospital. Selfishness is not a basis for good leadership.

Democracy is a political system or government based on giving power to the people through elections. The very nature of this system corrupts leaders. Selfishness drives them to remain in power indefinitely. So-called democratic leaders try to please the masses with sweet words. This is why many democratically elected leaders are liars and hypocrites. Many promises are never fulfilled.

f. An organization ruled by favoritism and partiality rather than by principles is doomed.

When a leader favors one or two people he likes because they are friends or schoolmates, he rules his organization by favoritism rather than by principle. People must be promoted on merit and not on the basis of favoritism. When everything depends on who you know and whose friend you are, the organization deteriorates.

g. An organization ruled by ethnicity rather than by principles is destined for division and war.

A leader whose mind works along ethnic lines rather than in accordance with principles is destroying his organization. Those who are not of his ethnic origin will gradually hate him. This is the basis of many of the civil wars in Africa and Europe. Many African leaders reason along ethnic lines rather than along the lines of principle. Many countries have degenerated into war zones because of this kind of leadership. The Second World War developed as Hitler tried to eliminate Jews and other groups he considered undesirable. The Balkans conflict grew as Muslims, Croats and Serbs tried to get rid of each other. The Tutsis and Hutus of Rwanda are another somber reminder of how leadership based on ethnicity can destroy an entire region.

Three Principles You Need to Build Your Organization

a. Everybody must have an equal opportunity to make the best of his life in your organization.

b. Everyone must be promoted and rewarded based on merit rather than on anything else.

c. The achievement of results, hard work, loyalty, productivity and a good attitude must always be rewarded.

3. NEGOTIATE WITH AUTHORITIES ON BEHALF OF YOUR FOLLOWERS.

This is a vital part of leadership. You will always have to deal with authorities. Learn to be someone who solves problems. Pray for wisdom to deal with unreasonable and difficult authorities. God will give you wisdom every time. “If any of you lack wisdom, let him ask of God” (James 1:5).

Getting approval from various authorities is one of the tasks of a good leader. When I was a student, I had to get permission from principals of schools in order to use their classrooms for

meetings I wanted to hold. Getting permission for what you want to do is not always as simple as it may sound. You may need to deal with city planners, the police and local authorities.

A good leader is able to make higher authorities trust you enough to grant you what you need to accomplish your vision.

Five Ways to Deal with Authorities

a. Recognize that you have to deal with authorities.

There is no way you are going to do anything in this secular world without dealing with the authorities that be. You have to recognize this fact and prepare yourself to deal with them. You cannot avoid them or go around them. "Then the king said unto me, For what dost thou make requests? So I prayed to the God of heaven. Moreover I said unto the king, If it please the king, let letters be given me to the governors beyond the river" (Nehemiah 2:4,7).

Notice how Nehemiah was able to acquire permission from the king to do what he wanted. Some people are not able to get approval or permission for anything. A good leader must be successful in this area of leadership; otherwise, you will build nothing for God.

b. Decide to comply with existing laws and regulations.

The Bible says that these authorities are there for our good. "Obey the government, for God is the one who put it there. All governments have been placed in power by God. " (Romans 13:1 (New Living Translation)

c. Use the appropriate people to help you to deal with these authorities.

For instance, if you are dealing with legal issues involving the government, you will have to employ good lawyers or people with legal minds.

d. Develop and maintain personal and cordial relationships with every relevant authority.

Remember them at Christmas and other important occasions.

e. Deal with them spiritually.

It is important to deal with authorities by praying for them. Over the years, I have learnt to deal with authorities by praying for them. There is a direct promise in the Word for those who pray for authorities. The promise is that you will be able to live in godliness, honesty and contentment. "This is a true saying, If a man desire the office of a bishop, he desireth a good work. A bishop then must be blameless, the husband of one wife, vigilant, sober, of good behavior, given to hospitality, apt to teach" (1 Timothy 3:1,2).

4. FIND SOLUTIONS AND SOLVE PROBLEMS.

Finding solutions and solving problems will distinguish you from other people. One of the last instructions I give my staff when I'm travelling is: "Solve problems, I'll be back." I am happy to have people who can solve problems. Every assignment you will ever give has problems associated with it. The man who can solve problems as they come up, is the one who is truly valuable and truly a leader!

When I give someone an assignment, I expect him to return to me having accomplished it. Unfortunately, many employees only come back with more problems. Sometimes I look at them with amazement as they tell me about all the problems that they have encountered. Most of the time, I just tell them to solve those problems, and come back with results. The greatness of an employee is in his ability to find the solutions to all the problems that arise on the job.

Moses' assignment was to take the people out of Egypt and into the Promised Land. Surely, he ran into all sorts of problems. First, there was the Red Sea, then there was no water, then there was no food. Then they found water but it was bitter. After this, Moses began to have management problems. People began to complain and murmur. Then he had problems of insubordination with his employees and relatives. As you can see, for Moses to lead his people out of Egypt he had to be able to solve all sorts of problems. The world is also full of unsolvable problems.

There are problems everywhere; there are difficulties at every turn. Everyone is looking for someone who will be able to take them forward.

Moses stood by the Red Sea and faced a crisis. The advancing Egyptian army was breathing down his neck. How could there be a way forward? But Moses found a solution. "And Moses stretched out his hand over the sea; and the Lord caused the sea to go back by a strong east wind all that night, and made the sea dry land, and the waters were divided. And the children of Israel went into the midst of the sea upon the dry ground" (Exodus 14:21,22).

If you are a pastor, one of the difficult problems that will face you is how to make your church grow. You must strive to lead the people into growth and prosperity. It is not easy, but that is the job of the leader. A successful pastor is someone who has solved the problem of making the church grow.

If you are a businessperson, you will be faced with the difficulty of making profits in the face of stiff competition. Your job is to lead your company into success. If you are a political leader you will be faced with corruption, industrial action and betrayal at all levels. How can you make something good out of a desperate situation? Remember that it is the leader's job to find solutions and solve problems.[4]

The Master Key to Finding Solutions and Solving Problems

The master key is wisdom. The Bible teaches that Solomon was a very wise man and he became the richest man that ever lived. He became a stable political leader. He had peace and stability in his reign. These things came by the wisdom of God.[5]

Can wisdom solve problems? The Bible teaches about a city that was in crisis. Enemy forces surrounded it and there was no hope for anyone. However, deliverance came to the city through a poor but wise man. Solutions for impossible situations come through wisdom.[6] "There was a little city, and few men within it; and there came a great king against it, and besieged it, and built great bulwarks against it: Now there was found in it a poor wise man, and he by his wisdom delivered the city; yet no man remembered that same poor man" (Ecclesiastes 9:14,15).

Two Ways to Receive Wisdom

a. Wisdom comes through reading.

Read the books of Proverbs and Ecclesiastes everyday and ask God to give you wisdom for the affairs of this life. Take it from me. Life is full of impossible situations. Life is full of problems with no solutions. That is why God raises up leaders, to help bring answers to questions that have no answers.[7]

b. Wisdom comes through prayer.

The most important prayer for a leader is the prayer for wisdom. A leader must constantly ask God for wisdom.[8] "If any of you lack wisdom, let him ask of God, that giveth to all men liberally, and upbraideth not; and it shall be given him" (James 1:5).

5. FAMILIARITY IS A LEADERSHIP EMERGENCY. DEAL WITH IT URGENTLY.

Twenty Things Every Leader Should Know about Familiarity

a Familiarity is the disease that kills the ministry of a prophet.

"But Jesus said unto them, A prophet is not without honour, but in his own country, and among his own kin, and in his own house" (Mark 6:4).

b. It was the most powerful antagonist to the anointing on Jesus' ministry.

"And he could there do no mighty work, save that he laid his hands upon a few sick folk, and healed them" (Mark 6:5).

c. Familiarity is a product of frequent interaction with a leader.

"From whence hath this man these things? and what wisdom is this which is given unto him, that even such mighty works are wrought by his hands? Is not this the carpenter, the son of Mary, the brother of James, and Joses, and of Juda, and Simon? and are not his sisters here with us? And they were offended at him" (Mark 6:2,3).

d. Familiarity is a product of much knowledge of a leader.

This is why every leader should maintain some degree of privacy and mystique. "And he could there do no mighty work, save that he laid his hands upon a few sick folk, and healed them" (Mark 6:5).

e. Familiarity incubates contempt and disrespect.

The inhabitants of Jesus' hometown were angered at His preaching. They were not neutral. They were outraged and thought that Jesus should be silenced. "And all they in the synagogue, when they heard these things, were filled with wrath, And rose up, and thrust him out of the city, and led him unto the brow of the hill whereon their city was built, that they might cast him down headlong" (Luke 4:28,29).

f. Friendship incubates familiarity.

Jesus' friendship with Peter created a problem of familiarity. This showed up when Jesus asked Peter his opinion about His ministry. “He saith unto them, But whom say ye that I am? And Simon Peter answered and said, Thou art the Christ, the Son of the living God. And Jesus answered and said unto him, Blessed art thou, Simon Barjona: for flesh and blood hath not revealed it unto thee, but my Father which is in heaven” (Matthew 16:15-17).

Peter thought he had the right to say things he did not even understand.

g. Promotion incubates familiarity.

Jesus promoted Peter to be the head of the church. “And I say also unto thee, That thou art Peter, and upon this rock I will build my church; and the gates of hell shall not prevail against it” (Matthew 16:18).

Sometimes when people are elevated a little they feel that they are equal to their seniors and teachers. This is unfortunate.

h. Familiarity is detected when subordinates make comments about certain things.

This is presumptuous. The fact that your leader has discussed personal things with you does not mean that you should step out of order.

i. Familiarity is detected when a subordinate attempts to correct his leader.

Peter began to feel "extra free". He thought that he could now correct Jesus. “Then Peter took him, and began to rebuke him, saying, Be it far from thee, Lord: this shall not be unto thee” (Matthew 16:22).

Although a leader needs his fair share of correction, the subordinate is not qualified to do this.

j. Familiarity is detected when a follower attempts to direct his leader.

Peter began to make pronouncements about the ministry of Jesus. Peter thought that his friendship with Christ gave him the authority to direct and to correct Jesus. He thought that his conversation about people's opinions of Christ made him an opinion-holder. Perhaps he thought that Jesus needed his input.

k. Be quick to detect subtle indications of familiarity.

Jesus was very quick to notice that Peter was out of order. I once entered my office and there was a junior pastor holding a meeting with some other pastors. He was sitting in my chair behind my desk and everyone else was sitting around him. He was teaching them something just as if I was conducting the meeting. As soon as I saw him, I knew that something was wrong. I immediately said to him, "Never sit on that chair again. Never sit behind that desk again!" Then I told everyone, "If I am not here, no one should ever sit behind my desk or on my chair."[9]

l. In unambiguous terms, bring down to size every follower who is too familiar.

Suddenly, Jesus was transformed from a kind and gentle Jesus into a Jesus of steel. He rebuked His close friend and associate in the harshest possible way. He called Peter "Satan"! Think about that! Peter was brought down to size instantaneously.[10]

m. Address and confront familiarity anywhere you find it.

There are times I sense familiarity when I am preaching. I address it and make everyone aware of that evil spirit.

n. Yawning is a distinctive sign of familiarity.

Preachers and teachers must watch out for yawning, especially when the yawns come at the beginning of the message. Watch out for "early yawners", they are usually suffering from familiarity.

o. Like Jesus, every leader should avoid the places where familiarity has taken root.

After Jesus detected a spirit of familiarity in Nazareth, He moved His headquarters to Capernaum. "And came down to Capernaum, a city of Galilee, and taught them on the sabbath days" (Luke 4:31).

p. Every leader should spend more time where he is celebrated and welcomed with joy and excitement.

Like Jesus, every leader should avoid the places where familiarity has taken root.

q. Make clear distinctions between the leaders and the followers to prevent familiarity.

Jesus slept in the boat whilst His disciples rowed and worked hard. "Now it came to pass on a certain day, that he went into a ship with his disciples: and he said unto them, Let us go over unto the other side of the lake. And they launched forth. But as they sailed he fell asleep: and there came down a storm of wind on the lake; and they were filled with water, and were in jeopardy." (Luke 8:22,23).

Jesus rode on a donkey whilst His disciples walked. Jesus did not hire twelve donkeys so that they could all ride.

r. Draw boundaries so that you will ensure some level of privacy.

Privacy drives away familiarity. If everyone knows everything about you, do not be surprised that they will be so familiar.

s. Break the monotony. Introduce new ideas. Monotony incubates familiarity.

Repetitiveness, dullness and uniformity are the perfect context for familiarity. The same sermons in the same way from the same person at the same time have a way of incubating familiarity. When the people wanted Jesus to come and preach in the same way, He refused to enter their monotonous pattern and decided to go to the next city. He knew that they would soon be yawning at him so He decided to travel. It is good to have annual programs for instance, but at times it is necessary to break the monotony.[11] "And when they had found him, they said unto him, All men seek for thee. And he said unto them, Let us go into the next towns, that I may preach there also: for therefore came I forth. And he preached in their synagogues throughout all Galilee, and cast out devils" (Mark 1:37-39).

t. Don't always do what people are expecting you to do.

The same people who impress upon you to do what you have been doing all the time are those who become familiar. It is because people know what you are going to do that they become familiar. Remember: too much knowledge incubates familiarity. Sometimes a prayer meeting or a worship session instead of the expected sermon will help to break the familiarity.

6. USE SYMPTOMS AND SIGNS TO GUIDE YOU.

"Behold that which I have seen: it is good and comely for one to eat and to drink, and to enjoy the good of all his labour that he taketh under the sun all the days of his life, which God giveth him: for it is his portion. Every man also to whom God hath given riches and wealth, and hath given him power to eat thereof, and to take his portion, and to rejoice in his labour; this is the gift of God" (Ecclesiastes 5:18,19).

You will notice the phrase "behold that which I have seen". King Solomon often spoke about things that he noticed. Perhaps my medical background has made me sensitive to the concept of symptoms and signs. Symptoms and signs reveal hidden things. They tell you about what is not obvious.

Seven Things You Can Use Symptoms and Signs to Detect

a. Use symptoms and signs to detect disloyalty.

In my book, Loyalty and Disloyalty, I share about several signs of disloyalty. Betrayal is something that does not announce itself. You must look for the signs. If you fail to see the signs that leaders are supposed to notice, you will be at the mercy of traitors.

b. Use symptoms and signs to detect familiarity.

You can detect familiarity by noticing little changes in people's attitudes. Their comments, disinterest and yawning at meetings are all important indicators.

c. Use symptoms and signs to detect backsliding.

In my book, Backsliding, I share about twenty-five symptoms of backsliding. If you use these symptoms, you will be able to detect backsliding in its early stages.

d. Use symptoms and signs to detect unforgiveness.

Many people claim to have forgiven others. In reality, they are full of bitterness. In my book, Forgiveness Made Easy, I outline the signs of lingering unforgiveness.

e. Use symptoms and signs to supervise employees.

You will not always be present to see if people are working well or not. I use certain indicators to supervise the people who work for me. Accomplishing targets within a deadline is the most important indicator for me.[12]

f. Use symptoms and signs to uncover future leaders.

Paul did this. In 1 Timothy 3, he outlined the signs that Timothy was to look for in potential leaders.[12]

g. Use symptoms and signs to detect the call of God on people's lives.

I think that the greatest sign of the call of God is the desire for ministry. I always look out for people who have a desire to work for God.[14]

Dear leader, keep your eyes open and see the things that others do not. Often when I see my church members, I know when something is wrong. Why is that? Because I am a leader. I use symptoms and signs.

7. BE A LOYAL LEADER.

Five People You Must Be Loyal To

"Moreover it is required in stewards, that a man be found faithful" (1 Corinthians 4:2). One of the cardinal qualifications for a leader is loyalty. You must be loyal to your God, your church, your spouse and your friends. A leader must also learn to be loyal to the people who follow him. When it is time for your followers to be rewarded, be faithful and let the rewards be given to the deserving persons.[15]

a. Be loyal to the people who have labored for you.

Do not withhold the blessings of those who have labored with you. When one of your followers is in trouble, show your loyalty. Your followers are watching you closely. They will do what they see. If you do not betray them in their time of difficulty, they will not betray you in your time of difficulty.

b. Be loyal to your superiors.

A leader must be loyal to his superiors. When David had the opportunity to kill Saul, he did not! He was loyal to the king. He did not execute his own father. "Then said Abishai to David, God hath delivered thine enemy into thine hand this day: now therefore let me smite him, I pray thee, with the spear even to the earth at once, and I will not smite him the second time. And David said to Abishai, Destroy him not: for who can stretch forth his hand against the Lord's anointed, and be guiltless? David said furthermore, As the Lord liveth, the Lord shall smite him; or his day shall come to die; or he shall descend into battle, and perish. The Lord forbid that I should stretch forth mine hand against the Lord's anointed: but, I pray thee, take thou now the spear that is at his bolster, and the cruse of water, and let us go" (1 Samuel 26:8-11).

Many years later, David himself made a mistake. He murdered one of his soldiers called Uriah. David could have lost his life through that mistake. Many of his leaders could have revolted. However, this did not happen. His men were loyal to the king's authority. They refused to kill the Lord's anointed because they had learnt it by example.

c. Be loyal to your friends.

A leader must be loyal to his friends. When David became the king, he realized that his position was a privileged one. When he was established, he asked for a way to show kindness to an old friend. "And David said, Is there yet any that is left of the house of Saul, that I may shew him kindness for Jonathan's sake?" (2 Samuel 9:1).

These acts of loyalty to friends teach others about the true character of their leader. A good character is attractive. People are more inclined to follow someone with a good heart.[16]

d. Be loyal to your spouse.

A leader must be loyal to his spouse. Because marriage is such a difficult thing for many people, anyone whose marriage works is hailed as a natural leader. You become a natural leader in society because your domestic affairs are under control. Loyalty to your spouse involves self-control and Christian love. Everyone would like to have a leader with self-control and love. "A bishop then must be blameless, the husband of one wife" (1 Timothy 3:2).

e. Be loyal to your vision.

A leader must be loyal to his vision. Nobody wants to follow someone who is unpredictable. Many years ago, I declared my interest in soul winning and establishing people in Christ. I am still moving with the same vision. Much water has passed under the bridge but the vision is still the same -- a soul is a soul and is precious to God. He may be a beggar, a lawyer or a doctor -- a soul is a soul and is precious to God. She may be a groundnut seller, a prostitute or a nurse -- a soul is a soul and is precious to God.[17]

Keep the same vision. The Bible teaches that you should not associate with people who are prone to sudden mutations and sharp turns. It is dangerous to sit in a car when the driver constantly makes sudden turns.[18] "My son, fear thou the Lord and the king: and meddle not with them that are given to change" (Proverbs 24:21).

Are you a leader? Be a faithful, stable, constant and loyal person. You will have a large following.

8. DO NOT RUSH AROUND FROM ONE EMERGENCY TO ANOTHER.

There are two types of leadership styles.

a. Emergency style leadership.

This involves running around from one crisis to another. It is not an effective style of leadership. The solving of a crisis gives a false feeling of security to the emergency style leader. After settling one crisis, he feels he has accomplished something great. But he does not know that the next crisis is brewing. Pastors solving leadership crises, financial crises, crises over rebellion, crises over debts, crises over breakaways are fully engaged all the time. But there is a better way!

b. Preventive leadership.

Preventive leadership involves a style of leadership, which prevents the occurrence of all these crises. There are fewer crises under this style of leadership. People involved with the preventive style of leadership often hold training conferences, shepherds camps, teaching seminars, etc. Such leaders are more relaxed and more in control of their churches or organizations.

Seven Steps to Preventive Leadership

a. Teach your people what you want them to know.

I have discovered that almost everything can be taught. It is possible to get whatever you desire from your subordinates by teaching them. Every subject on earth is taught by someone. Learn to teach in order to achieve your desired result.

b. Train people to be loyal.

Disloyalty is one of the causes of crises in organizations. Rebels and traitors have a way of destabilizing entire churches. You can minimize your crises by emphasizing loyalty.

c. Hold regular conferences, retreats and camps.

These are opportunities for teaching and discussion.

d. Do not borrow money.

Debts create uncertainty! The possibility that your whole world could come crashing down on you because of debt is disturbing. I hate debt. I do not borrow. And I would not advise you to borrow money. It is possible to live without debt.

"Owe no man any thing, but to love one another: for he that loveth another hath fulfilled the law" (Romans 13:8).

e. Distinguish between unimportant but urgent requests and important but non-urgent duties.

Jesus was summoned urgently to attend to Lazarus but it was more important for Him to do other things. He did not rush around to unplanned activities unless it was absolutely necessary. It is important for a leader to be able to distinguish between requests that require abandonment of scheduled activities and ones that do not. A wise leader will not rush around to unplanned activities unless it is absolutely necessary. "Now a certain man was sick, named Lazarus, of Bethany, the town of Mary and her sister Martha. (It was that Mary which anointed the Lord with ointment, and wiped his feet with her hair, whose brother Lazarus was sick.) Therefore his sisters sent unto him, saying, Lord, behold, he whom thou lovest is sick. When Jesus heard that, he said, This sickness is not unto death, but for the glory of God, that the Son of God might be glorified thereby. Now Jesus loved Martha, and her sister, and Lazarus. When he had heard therefore that he was sick, he abode two days still in the same place where he was" (John 11:1-6).

A pastor has many important non-urgent duties. A pastor must spend time in prayer and in the Word. Praying and studying the Word do not sound as urgent as someone dying in the hospital. Waiting on God does not sound as urgent as having to write cheques or sort out administrative issues. Yet, a leader who attends to his non-urgent but important duties will achieve more.

f. Do not overextend yourself.

You can only do so much with your life. Overextending yourself means you take up things that God has not sent you to do. This creates stress and crises. Evangelists who become pastors have one leadership crises after another. They are incapable of extending themselves into an area God has not ordained for them. God does not expect us to do everything. We are not as essential as we may think. If we were that important, no young pastor would ever die! If we were that

important in the scheme of things, James, the brother of John, would not have died in the middle of his ministry. Do your part and leave the rest to God. Have you never read where God says you must rest? "There remaineth therefore a rest to the people of God. For he that is entered into his rest, he also hath ceased from his own works, as God did from his. Let us labor therefore to enter into that rest, lest any man fall after the same example of unbelief" (Hebrews 4:9-11).

g. Delegate whenever you can.

Jesus ministered for three years and delegated the rest of the work to His disciples. He had no delusions about what He could accomplish on His own. He did not even attempt to go beyond the borders of Israel to minister. He delegated that aspect of His ministry to His disciples.

Do you remember that Jesus sent His disciples to the uttermost part of the earth? Did you notice that Jesus did not attempt to go to the uttermost parts of the earth? He delegated the work of going to the uttermost parts of the earth to the disciples. He did not try to prove to anyone that He could go to the uttermost parts of the earth himself. His role was to minister to the Jews and to die on the cross. Jesus' job was defined in Matthew 15:24. He intended to stick to His assignment. He delegated the rest to us. "But he answered and said, I am not sent but unto the lost sheep of the house of Israel" (Matthew 15:24).

9. VALUE EVERY MOMENT IN THE PRESENCE OF A GREAT LEADER.

There are three people in the Bible who valued their fellowship with great leaders.

a. John the disciple spoke of his interaction with Jesus.

He shared how he had actually touched the Lord and heard Him speak. "That which was from the beginning, which we have heard, which we have seen with our eyes, which we have looked upon, and our hands have handled, of the Word of life; (For the life was manifested, and we have seen it, and bear witness, and show unto you that eternal life, which was with the Father, and was manifested unto us;)" (1 John 1:1,2).

This was the greatest experience of his life. A few moments in the presence of a great leader will teach you many things.

b. Elisha refused to go away from the presence of Elijah.

He knew how important it was for him to stay close. On four different occasions, he refused to go away. "And Elijah said unto Elisha, Tarry here, I pray thee; for the Lord hath sent me to Bethel. And Elisha said unto him, As the Lord liveth, and as thy soul liveth, I will not leave thee. So they went down to Bethel" (2 Kings 2:2).

c. Joshua was also greatly affected by his close interaction with Moses.

Remember that Joshua was the only one who went up the mountain with Moses. "And the Lord said unto Moses, Come up to me into the mount, and be there: and I will give thee tables of stone, and a law, and commandments which I have written; that thou mayest teach them. And Moses rose up, and his minister Joshua: and Moses went up into the mount of God" (Exodus 24:12,13).

All the members of Moses' original team became "someway" as time elapsed. Aaron moved into idol worship. Miriam became disloyal and critical. But Joshua was full of wisdom because of his closeness to Moses. "And Joshua the son of Nun was full of the spirit of wisdom; for Moses had laid his hands upon him: and the children of Israel hearkened unto him, and did as the Lord commanded Moses" (Deuteronomy 34:9).

Seven Things to Notice in the Presence of Great Leaders

a. Notice their vision.

You will be inspired to have a greater vision.[19]

b. Notice their achievements.

It will show you what is possible.

c. Notice their focus.

You will see the secret of concentration at work.

d. Notice their relationship with God.

It will inspire you to be closer to God.

e. Notice their appearance and their language.

You will feel the atmosphere of greatness.

f. Notice how they handle situations.

You will receive wisdom for your own situation.

g. Notice their weaknesses.

When you see their great achievements in spite of their weaknesses, you will be encouraged.

10. MASTER THE ART OF RAISING MONEY.

Every leader is going to need some money to accomplish his mission. If you do not know how to raise money, you will not be a successful leader. Elisha the prophet was a bold fundraiser. He met with a widow who was about to eat her last meal. Elisha convinced this woman to give up her last meal for his ministry. When the woman did that, she was led into a great financial miracle. It took a bold man of God to raise money for the work of ministry.

Five Keys to Successful Fundraising

a. Trust

I have come to accept the fact that part of my job as a leader is to raise money. I am often raising money for different projects. What is the key to successful fundraising? People must trust you! Trust is something that builds up over the years. The more people trust you, the more they will

be prepared to release their wealth. There are people who would give me thousands of dollars if I were to ask. They trust me because they have been with me for many years.[20]

Dear leader, the key to your fundraising ability is integrity. Whenever money is raised for a specific purpose, use the money for that specific purpose. As time goes by people will trust you.[21]

b. Be careful about projects which will take a long time to complete.

If you start something that does not conclude, people will think that you deceived them. They will think that you collected the money and used it for something else.

c. Do not raise money for inappropriate projects.

Do not raise money to meet the personal needs of pastors. I would advise you not to raise money to buy clothes, cars or to finance a holiday for the pastor and his wife. The congregation will not be happy to pay for luxuries that they themselves do not have. People prefer to give money to missionary work, evangelism and building projects.[22]

d. Do not raise funds too often.

Donor fatigue sets in when fundraising is too frequent. Depend on regular tithes and offerings for most things.

e. Be conscious of the 80-20 rule when you are raising funds.

Most people can give very little. However, a few people can give much more. The 80-20 Rule tells us that 80% of our income comes from 20% of the people. Raise funds from the eighty per cent but expect much more from the wealthy twenty per cent.

Never forget this fact. A leader will always need money to fulfill God's vision. Pray for financiers. Be a man of integrity. God will help you and you will never lack![23]

11. MOVE INTO HIGH GEAR BY MOVING TO THE RIGHT GEOGRAPHICAL LOCATION.

Many people waste precious years of their lives oscillating between one location and another. Where you live is very important for your success. This is because God has not called you everywhere but somewhere! No one is successful everywhere! Even Jesus did not succeed everywhere. He never stayed where He was not wanted. I used to think that Jesus did powerful miracles everywhere, but I found out that He didn't. The Bible says that He could not do miracles in His own country. "And he went out from thence, and came into his own country; and his disciples follow him. And he could there do no mighty work, save that he laid his hands upon a few sick folk, and healed them" (Mark 6:1,5).

Even in the places where He had a good flow, Jesus had varying levels of success. He did many mighty works, but most of these were done in particular cities. There were physical locations where there was more success in Jesus' ministry. Be willing to go to places you have never been if God is calling you there. We all love our familiar surroundings and our comfort zones. God's promotion is waiting for you when you are prepared to obey and relocate for His purpose. "Then began he to upbraid the cities wherein most of his mighty works were done… Chorazin… Bethsaida… ...Capernaum" (Matthew 11:20,21,23).

Seven People Who Became Successful When They Moved

a. Jesus' ministry blossomed when He moved away from His birthplace and set up His headquarters in Capernaum.

The people in His hometown were angry when he preached. "And he came to Nazareth, where he had been brought up: and, as his custom was, he went into the synagogue on the sabbath day, and stood up for to read. And all they in the synagogue, when they heard these things, were filled with wrath" (Luke 4:16, 28).

However, the people of Capernaum loved His ministry. In Capernaum, Jesus taught, preached and did many of His mighty works. "And came down to Capernaum, a city of Galilee, and taught them on the Sabbath days. And they were astonished at his doctrine: for his word was with power" (Luke 4:31,32).

I have seen the greatest miracles of my ministry in certain places. I know that God has specific places where He will do great things.

b. Joseph became successful when he moved to live in Egypt.

Sometimes we are unwilling to go where God wants us to be. Like Joseph, we sometimes have to go there as prisoners. "And Joseph was brought down to Egypt; and Potiphar, an officer of Pharaoh, captain of the guard, an Egyptian, bought him of the hands of the Ishmeelites, which had brought him down thither" (Genesis 39:1).

c. Ruth became successful when she moved out of Moab to live in Jerusalem.

"And Ruth said, Entreat me not to leave thee, or to return from following after thee: for whither thou goest, I will go; and where thou lodgest, I will lodge: thy people shall be my people, and thy God my God" (Ruth 1:16).

Sometimes circumstances make people change location. Ruth had become a widow. Her life had taken a sour turn. It was these very circumstances that would lead her to the place where she was destined to become famous. Ruth is important because she became the great grandmother of King David, Israel's greatest king. Ruth is also famous because she was the great-great grandmother of Solomon, the richest man who ever lived.

d. Daniel became successful when he was displaced from Jerusalem to Babylon.

He was destined to be a prime minister for three different regimes. Daniel served in the highest office of Nebuchadnezzar's government, Belshazzar's government and Darius the Persian. Many economic refugees from Africa are being used by God to do His work in atheistic Europe.

e. Abraham's life changed when he moved out of his own country and into Canaan.

"Now the LORD had said unto Abram, Get thee out of thy country, and from thy kindred, and from thy father's house, unto a land that I will show thee" (Genesis 12:1). God wanted to separate Abraham from his idol- worshipping relatives. It was necessary for Abraham to move away. It may be necessary to relocate before God's will for your life can materialize.

f. Jacob's business flourished when he moved to live with his uncle Laban.

"And Laban said unto him, I pray thee, if I have found favour in thine eyes, tarry: for I have learned by experience that the Lord hath blessed me for thy sake. And the man increased exceedingly, and had much cattle, and maidservants, and menservants, and camels, and asses" (Genesis 30:27,43).

g. Paul lived among the Gentiles after God called him.

His ministry was to the Gentiles and not to the Jews, and he knew it. As a wise leader he knew that he would only succeed when he was physically located at the right place. From the very beginning Paul avoided staying in Jerusalem. The remainder of his life was among the Gentiles. This was one of the keys of Paul's success as a leader. "To reveal his Son in me, that I might preach him among the heathen; immediately I conferred not with flesh and blood: Neither went I up to Jerusalem to them which were apostles before me; but I went into Arabia, and returned again unto Damascus" (Galatians 1:16,17).

12. DON'T BE SURPRISED BY INGRATITUDE.

Every leader comes face to face with ingratitude. People are not grateful for the services you render them. It will not take you long to discover this. Many years ago, I found out that people whom I loved could turn around and hurt me. Men that I had trained did not remember that they had been helped. However, I have continued to believe in people and to trust people. I have no choice. If I begin to retaliate because of ingratitude, I will lose my position.[24] "Jesus answered them, Many good works have I showed you from my Father; for which of those works do ye stone me?" (John 10:32).

Jesus experienced ingratitude. He was killed by an ungrateful mob of Jews. After ministering for twenty years, I have seen pastors being run out of town. That is why the constitution of my church does not give anyone the right to throw me out under any circumstances. I have seen it before and I know that if human nature is allowed to run its course, my end will be no better than my Lord's. Jesus was murdered for His good deeds. He was exchanged for an armed robber. But he never responded to the evil spirit of ingratitude.

Do not look to people for gratitude. A leader looks to God for rewards. "Knowing that whatsoever good thing any man doeth, the same shall he receive of the Lord, whether he be bond or free" (Ephesians 6:8).

The Scripture teaches that your rewards depend on God and not on the people you helped. God is the only one who can reward you adequately. Do not expect much from people, expect your rewards from God.

Many years ago, I stopped expecting people to commend me after I had finished preaching. I do not care whether people commend me or not! I am not expecting appreciation from men. My duty is to preach from the Bible. I have done my duty. When I decided not to look for man's approval, I felt a sense of liberty. I was free from men and accountable to the Lord.[25]

Wisdom Keys for Leaders 41

1. RECOGNIZE THE SMALL BEGINNINGS OF A GREAT CAREER.

Many great careers begin in a small way. Unfortunately, many do not recognize the beginnings of greatness. “Though thy beginning was small, yet thy latter end should greatly increase” (Job 8:7). “For who hath despised the day of small things? for they shall rejoice, and shall see the plummet in the hand of Zerubbabel with those seven; they are the eyes of the Lord, which run to and fro through the whole earth” (Zechariah 4:10).

The Bible teaches us not to despise small beginnings. Countless Christians throw away great careers in the ministry because they cannot recognize the beginnings of a great career. Never forget this! The greatest careers begin in the smallest ways. A tiny mustard seed brings a mighty tree forth. There is no relationship between the size of the mustard seed and the size of the tree.

Six People Who Recognized the Small Beginning of a Great Career

a. Elisha began his career as a prophet by washing the hands of Elijah.

“But Jehoshaphat said, Is there not here a prophet of the Lord, that we may enquire of the Lord by him? And one of the king of Israel's servants answered and said, Here is Elisha the son of Shaphat, which poured water on the hands of Elijah” (2 Kings 3:11).

b. The great army general Joshua began his career as a servant to an old prophet.

“And Moses rose up, and his minister Joshua: and Moses went up into the mount of God” (Exodus 24:13).

c. King David began His career by playing instruments in the king's palace.

“And Saul sent to Jesse, saying, Let David, I pray thee, stand before me; for he hath found favour in my sight. And it came to pass, when the evil spirit from God was upon Saul, that David took an harp, and played with his hand: so Saul was refreshed, and was well, and the evil spirit departed from him” (1 Samuel 16:22,23).

d. Aaron began His career by holding up the hands of Moses.

“But Moses' hands were heavy; and they took a stone, and put it under him, and he sat thereon; and Aaron and Hur stayed up his hands, the one on the one side, and the other on the other side; and his hands were steady until the going down of the sun” (Exodus 17:12).

e. Ruth began her career by helping an elderly frustrated widow.

“And Ruth said, Intreat me not to leave thee, or to return from following after thee: for whither thou goest, I will go; and where thou lodgest, I will lodge: thy people shall be my people, and thy God my God: Where thou diest, will I die, and there will I be buried: the LORD do so to me, and more also, if ought but death part thee and me” (Ruth 1:16,17).

f. Jesus began His career as a carpenter.

“Is not this the carpenter, the son of Mary, the brother of James, and Joses, and of Juda, and Simon? and are not his sisters here with us? And they were offended at him” (Mark 6:3).

2. NEVER USE POWER WITHOUT WISDOM OR WISDOM WITHOUT POWER!

A leader is someone who employs wisdom as an essential tool of life. Christian leaders have the task of combining the Spirit of God and the wisdom of God. That is the will of God. Every Christian leader must learn to achieve a balance between the power and the wisdom. “But unto them which are called, Jews and Greeks, Christ the power of God, and the wisdom of God” (1 Corinthians 1:24). I have highlighted the words "Power" and "Wisdom". That is what I want you to get as you read this section. Christ Jesus is not only power to us. He is power and wisdom. When you are able to effectively combine the power and the wisdom of God, you will begin to experience success as a leader. Remember, one without the other is not enough. If you are a pastor, do not rely solely on spiritual direction; remember that pastors are supposed to use their minds as well. If you use your mind, God will lift you up in ministry. I once noticed a church that was meeting in somebody's house in an exclusive and quiet residential neighborhood. Although I was about one hundred meters away, I could hear everything that was being said in the service. The prayer, the worship and the praise were so loud and offensive that no one on the entire street could concentrate as long as they were shouting through their microphones. The pastor was anointed and he had the power of God at work for him. Unfortunately, he had left out wisdom. Although there were just a few people there, they were using a public address system meant for large halls and hundreds of people. Even Jesus spoke to five thousand people without a microphone. I thought to myself, "Very soon this church will be shut down by the neighbors or the police." I knew that church was soon going to come face to face with a very big enemy it would be unable to handle. Never use power without wisdom and never use wisdom without power!

3. COUNT YOUR PENNIES!

“When they were filled, he said unto his disciples, Gather up the fragments that remain, that nothing be lost” (John 6:12). A frugal person is someone who counts his pennies. Every leader is going to need a lot of money to help him fulfil his vision. How is this money going to come? By being frugal! Years ago I wrote a book on frugality. It was something that I had taught in my church. I believed that it was a key that had helped me greatly in ministry.

I recently read a book on millionaires in America. I was surprised to find out that a study on millionaires had shown that the most common characteristic of wealthy people was frugality. I read this book many years after I had taught and written on frugality. You see, the principles are the same. A frugal person is someone who counts his pennies.

There is no limitless amount of money sitting anywhere. Many rich people are cash-strapped. Very few people have anything to spare. Years ago, when our church began a building project we asked a multi-millionaire to help us with some money. Someone even offered a building as security for a loan. But the millionaire was not moved by our request. He was not even moved by the offer of the building as security. No one helped us. The Spirit of God spoke to me and said, "You will accomplish this vision if you count your pennies." True to His word, we counted our pennies and we accomplished the vision.

Neither a wasteful person nor an extravagant person can accomplish much. Are you concerned about impressing people? Then you are not a good leader. Are you concerned about showing off expensive things? Then you are not a leader. A leader knows that in order to get to his goal he is going to have to count his pennies.

Why did Jesus ask the disciples to gather the crumbs? Was He trying to humiliate the disciples? Was He trying to keep the environment clean? No, He said very clearly that He was preventing losses. "When they were filled, he said unto his disciples, Gather up the fragments that remain, that nothing be lost" (John 6:12).[2]

The best way to become rich is to minimize your losses. If you are the leader of a company, your duty is to minimize your losses and prevent stealing. If you can do these two things, your company will prosper naturally. If you are a political leader, aim at reducing corruption. If the money stolen from African nations were to be recovered, we would no longer need loans from the IMF or the World Bank![3]

4. PREDICT THE FUTURE IN A GENERAL WAY.

“Behold, the hour cometh, yea, is now come, that ye shall be scattered, every man to his own, and shall leave me alone: and yet I am not alone, because the Father is with me. These things I have spoken unto you, that in me ye might have peace. In the world ye shall have tribulation: but be of good cheer; I have overcome the world” (John 16:32,33).

A leader is someone who sees ahead. Generally speaking, a good leader is able to predict what will happen in the future. Jesus said that the disciples would experience persecution. And they certainly did! You don't need to be a special prophet to know that the members of a new group will experience some trouble.[4]

Using a combination of history, common sense, the Word of God and the Spirit of God, every leader can generally predict the way things will go. The Bible teaches us that there is nothing new under the sun. The Bible says explicitly that what is going to happen is only what has happened already.[5] “The thing that hath been, it is that which shall be; and that which is done is that which shall be done: and there is no new thing under the sun” (Ecclesiastes 1:9).

A good manager should be able to predict from the general trend of affairs that certain businesses are going to go out of date in the near future. Certain politicians must see that the course on which they are walking will only end in disaster. Ministers of the gospel must be able to predict the future in a general way. I am not talking about predicting events and dates. I am talking about using common sense!

A few years ago, I realized that members of my congregation were moving to different parts of the city. I also realized that the city was becoming very large. I predicted that many of the members who were living far away would stop coming to church because of the distance. I could predict it because I could predict human behavior.

As a leader, I notice my people don't come to church when it rains. I notice how they come one week and they don't come the next. It is my duty to see that when it is very inconvenient the sheep will no longer follow. That is why I began metropolitan churches in the city of Accra.

Today, we have over fifty-five metropolitan churches in the city of Accra alone. We have thousands of members in these citywide churches. If I had not acted on my observation and predicted, I would have lost thousands of members. I am not talking about predicting when Jesus will return. I am talking about predicting the obvious and seeing ahead as a wise leader.

5. BE FLEXIBLE, RIGIDITY IS COSTLY!

"To the weak became I as weak, that I might gain the weak: I am made all things to all men, that I might by all means save some" (1 Corinthians 9:22). A true leader exhibits flexibility. Being flexible does not mean that you compromise in things you believe in. A leader must not be rigid. An old rigid tree will be broken, but a young supple tree can be bent over. Paul said that he became all things to all men so that he might save them all. Are you prepared to do anything to achieve good results? There are times that you may have to vary your dressing to flow with the people around. You are not always right, you know![6]

In certain cultures, people are not punctual. When you say the programme starts at six o'clock, they will leave their homes at six and be there for seven. If you are very rigid with your timing, you may end up preaching to empty chairs and closing your service as the majority of people walk in.[7]

A pastor must be flexible with ignorant baby sheep. Sometimes, sheep will ask you to counsel them about things you have just preached about. The message is very clear but they still want you to talk to them. There are times you have to be flexible and accommodate these sheep. Without being flexible you will not be able to flow in a miracle service where the Holy Spirit has the liberty. If you really want to keep your service to two hours, you may miss certain moves of the Spirit.

A leader tries new things. Try new ways of evangelism. Be open to methods that you did not invent. Listen to young people who have fresh ideas. Do not rigidly think that God only speaks through a grey-haired sixty-year-old prophet. Flexibility will allow you to receive from a twenty-year-old anointed youth.[8]

Are you a leader? Then you must be flexible and open to new ideas.[9]

6. GET ANGRY SOMETIMES.

"And Jesus went into the temple of God, and cast out all them that sold and bought in the temple, and overthrew the tables of the moneychangers, and the seats of them that sold doves, And said unto them, It is written, My house shall be called the house of prayer; but ye have made it a den of thieves" (Matthew 21:12,13).

If you are a leader, you will become happy with the things that make God happy. You will also become angry with the things that make God angry. You see, Jesus got angry when He saw the evil that was being perpetrated by backslidden worshippers. They had converted the church into a business centre.

Most people are only capable of natural fleshly anger. But the Bible speaks of anger that is different. That is what I call holy anger.[10] "Be ye angry, and sin not: let not the sun go down upon your wrath" (Ephesians 4:26). In this Scripture, Christians are actually instructed to get angry sometimes. The important thing is not to sin whilst you are angry. Holy anger is the anger that rises within you against the devil, sin and wickedness in the world. Holy anger is the anger that rises against injustice and oppression.[11]

When holy anger comes upon you, you are expected to take certain decisions. Just as Jesus threw out the moneychangers from the temple, there is a time to throw certain people out of your organizations. Many businesses and companies fail because they fail to act appropriately in righteous anger. Leaders must know how to operate in righteous biblical anger.

7. UNDERSTAND THE DIFFERENCE BETWEEN THE IDEAL AND THE REAL.

An experienced person is someone who knows the difference between the ideal and the real. The "ideal" is like the stars of the sky. It tells us where we want to go. The real is what is "on the ground". It tells us where we really are. Theoretical knowledge will tell you the ideal but experience will tell you what is real.

Young and inexperienced politicians have often come on the political scene with all sorts of idealistic philosophies. Many of such people have communist and socialist leanings. With time and experience, they often realize that things are not as straightforward as they thought. You will often find such people switching to capitalist ideologies.

The ideal and the real are also seen in the ministry. You may think that if you do certain things you will get certain results. As you mature you will discover that it is not as simple as that. Church growth principles may be applied, but the church will still not grow. This is because the ideal is different from the real. Experience will teach you that.

It is ideal to live up to seventy years, but I have watched as young pastors have died in the midst of their years. It is ideal for everyone to be healed, but the real is not so. Even Jesus did not try to heal everyone. Experience will make you mature and make you a more capable and able leader.

Do not despise the lessons of maturity that you are learning. Do not change your theologies because of your experiences. The Word of God is still true. The fact is that we don't know everything. There is a reason why the real is often different from the ideal. There are often other factors at work that we are not aware of. It is not everything that we know or understand. Paul did not understand everything. He described it as seeing through a dark glass. "For now we see through a glass, darkly; but then face to face: now I know in part; but then shall I know even as also I am known" (1 Corinthians 13:12).

8. IDEALISM AND DELUSIONS

Leadership often requires maturity. Maturity comes from experience. Experiences in life will harden you. Maturity is required for leadership. Maturity drives away delusions and idealism. "Not a novice, lest being lifted up with pride he fall into the condemnation of the devil" (1 Timothy 3:6)

Have you ever wondered why a presidential candidate must be at least forty years old? By the age of forty, experience would have driven delusions and idealism away. Walk on the road that will harden you and make you more experienced. Learn from each experience you have.

As I write this textbook, I am listening to music by Keith Green. I cannot understand why such a person's life should be cut short at the age of twenty-eight. The passion, zeal and anointing of his music can hardly compare with the watered down Christian music of today. Yet, Keith Green was removed in the midst of his years. He left behind a wife and little children. Do you have an

explanation for this? I do not! The secret things belong to the Lord. Be mature! "The secret things belong unto the Lord our God: but those things which are revealed belong unto us and to our children for ever, that we may do all the words of this law" (Deuteronomy 29:29).

9. CAREFULLY CHOOSE YOUR MENTORS.

A mentor is someone who is an advisor, guide, counsellor, teacher, and tutor to you. Your mentor is a picture of your future. There are several ways to predict the future. One of the ways is to simply look at someone's mentor. If you look at Joshua you could predict his future by looking at his mentor, Moses. You could predict the future of Peter, James and John by looking at their mentor, Jesus. You could predict the future of Elisha by looking at his mentor, Elijah.[12]

There are several people who have mentored me. There are some things I would not like to have in my life. I see them in some of the people who are ahead of me. Because of this, I carefully choose who mentors me. Someone who has lived long, achieved a lot, worked faithfully for the Lord, and stayed successfully married would be a good mentor.[13]

Eight Things a Leader Should Know about Mentoring

a. Not every successful person can be your mentor.

Not everyone in the world can be your mentor. God has chosen certain people to mentor you.

b. You can be mentored from afar.

Someone who does not even know you can mentor you. Most of the mentors I have do not know me personally. They have mentored me through their books and tapes.

c. Your future can be predicted by looking at your mentor.

You could predict the future of Peter, James and John by looking at their mentor, Jesus.

d. You can be mentored to a greater or lesser extent depending on how close you become to your mentor.

Jesus did not affect everyone in the same way. He had five hundred people whom He appeared to after He rose from the dead. He had one hundred and twenty people who waited for the Holy Ghost in the upper room. And He had twelve disciples who followed Him everywhere. He also had a whole lot of women who ministered to Him of their substance. "And it came to pass afterward, that he went throughout every city and village, preaching and shewing the glad tidings of the kingdom of God: and the twelve were with him, And certain women, which had been healed of evil spirits and infirmities, Mary called Magdalene, out of whom went seven devils, And Joanna the wife of Chuza Herod's steward, and Susanna, and many others, which ministered unto him of their substance" (Luke 8:1-3).

Then He had Mary, His mother, and Mary Magdalene who stood by the cross during His last moments on earth. He had the inner core made out of Peter, James and John. Then he had Peter who was the head of His team. He also had John whom He loved specially.

e. Almost every successful Bible character had a mentor.

i. Jesus' mentor was the Father.

ii. Jesus was the mentor of Peter, James and John.

iii. Joshua's mentor was Moses.

iv. Elisha's mentor was Elijah.

f. You cannot mentor a proud person.

You cannot be mentored if you are too proud to learn from another.[14]

g. There are natural and spiritual mentors.

Moses had a natural mentor in Pharaoh. He learnt about leadership and government from Pharaoh. David also studied leadership and government in the courts of his mentor, the demonised King Saul. These were natural mentors given by God to train His servants in natural things. After this natural training, spiritual training takes place. I received my natural training from my parents and from my formal education.

My medical training has provided me with an essential part of my preparation for ministry.[15]

h. Your mentor is a human being.

Pick the good things and leave the bad ones. When you are served with a meal, and you do not like something on the plate, you eat what you like and leave the rest!

10. DON'T FORGET THOSE WHO HELPED YOU.

“And thou shalt remember all the way which the LORD thy God led thee these forty years in the wilderness, to humble thee, and to prove thee, to know what was in thine heart, whether thou wouldest keep his commandments, or no” (Deuteronomy 8:2).

The Lord took the Israelites out of Egypt and warned them about forgetting all that He had done for them. In the natural world, it is important to remember whose seed you are. It is important to remember your mother and your father. Remember the provision they made for you. You must remember who helped you to go to school and who put food on your plate for many years. Unfortunately, with the passage of time many people forget where they came from. They also forget how they came to have the blessings they have. Others want people to think that they are self-made and have had no input from anywhere.[16]

“When thou hast eaten and art full, then thou shalt bless the Lord thy God for the good land which he hath given thee. Beware that thou forget not the Lord thy God, in not keeping his commandments, and his judgments, and his statutes, which I command thee this day: Lest when thou hast eaten and art full, and hast built goodly houses, and dwelt therein; And when thy herds and thy flocks multiply, and thy silver and thy gold is multiplied, and all that thou hast is multiplied; Then thine heart be lifted up, and thou forget the Lord thy God” (Deuteronomy 8:10-14).

A good leader is someone who remembers who inspired, motivated and influenced him. A good leader is someone who remembers his teachers. One of the first tenets of the physician's oath

speaks of doctors remembering their teachers. Remembrance is important in every sphere of life. A good leader remembers the one who believed in him when he was nothing. A good leader remembers the one who helped him financially, and advised him.[17]

When leaders forget, they often become rebellious. Pastors who have bad memories often do not preach well because they cannot give testimonies of what God has done. My preaching is full of testimonies of what the Lord has brought me through. A leader who has a bad memory lacks true compassion. He cannot remember where he came from. When he sees someone in the same state he had been in a few years before, he cannot relate with the person. This is unfortunate! The Bible teaches us that God brings us through situations so that we will be able to help others one day.

"And whether we be afflicted, it is for your consolation and salvation… or whether we be comforted, it is for your consolation and salvation" (2 Corinthians 1:6).

Paul said very clearly, that the experiences that he had had were for the benefit of others. A dangerous feature of a leader with a bad memory is that he may mock those who once helped him. He may even despise those below him.[18] All these traits have dangerous consequences. This is why I am teaching that a good leader must have a good memory. I try to remember the difficult times I have had in ministry. I try to remember the mistakes I have made in ministry. It gives me a lot of compassion for those coming after me. I remember the days I was ridiculed and criticized by all and sundry because I had begun a new church. That is why I am very sympathetic towards up and coming pastors.

Practical Leadership Skills 42

1. GIVE PEOPLE HOPE.

Do you wonder why nobody stays in your company or church for very long? Perhaps there is not much hope for the future. Perhaps they cannot see good things in store for them in the future.

Six Ways to Give People Hope

a. Make promises and keep them.

Every time you break a promise, you erode people's trust in you. It is very difficult to make people trust you. When people do not trust you they will not follow you. The whole of Jesus' ministry was centered around a promise for the future, "…I go to prepare a place for you. And if I go and prepare a place for you, I will come again, and receive you unto myself; that where I am, there ye may be also" (John 14:2,3). Jesus' disciples were made to believe that there were good things in store for them in the future. They knew that Jesus would keep His promise so they had hope.

b. Preach the Word of God.

The Word of God is full of hope. Anyone who preaches the Word of God will not minister discouragement, disappointment and disillusionment.[1]

c. Speak more about rewards than punishment.

The disciples had hope. They had hope in the glory and the rewards of heaven. This was a great source of motivation to them. You must understand that Jesus' disciples were so highly motivated that they had left their secular jobs for the ministry. They eventually died for their beliefs.[2]

d. Show positive examples that inspire hope.

In your business or church, you must accept the fact that people need to be motivated. The key to having motivated people is "hope for the future". That is why Jesus often spoke of Heaven and the rewards that await His faithful servants. If you want to inspire pilots for instance, show them how many pilots have successfully flown for years and eventually retired. That is the sort of example that will give hope. If you want to inspire pastors, show them examples of ministers who have made it in ministry.[3]

e. Avoid speaking about examples that bring about discouragement and depression.

If people see how badly others have fared, they will be discouraged. They will say to themselves, "This is how I will end up one day." If you are an airline pilot, there is no point in discussing all the terrifying air crashes in aviation history.

f. Build permanent structures.

People have more hope in permanent things. It is natural to gravitate towards something that is more permanent. Every pastor who puts up a building, inspires hope in his congregation.

2. DO NOT BE A LIFELESS LEADER HAVE A CONVICTION!

The Apostle Paul was a man of conviction. He was a man with a strong belief in God and he was ready to die for it. At one point he said openly, "I am ready to die." " For I am now ready to be offered" (2 Timothy 4:6). If you really consider yourself a leader, you must have a conviction about something! A leader without a conviction is a lifeless personality. People who have convictions rule the world. Suicide bombers who attack innocent citizens have the conviction that they are doing something right. They also believe that they will go to Heaven for that act of brutality. Men of conviction are difficult to contain. You cannot put them in a box. You cannot tie them down. You cannot keep them still. You cannot de-motivate them. I firmly believe that it is conviction that many lifeless leaders lack. Why do I do the things I do? Because I have a conviction. I believe in Heaven and Hell. I have a conviction that one day Christ will reward me for all my labour on this earth. I believe that Jesus is the Son of God and that He rose from the dead. I believe that Jesus is the only way to Heaven. I do not just give mental assent to these facts. I believe them with all my heart. That is the driving force that made me abandon my medical career. A leader without a conviction is a lifeless, speech-reading and emotionless puppet. Nobody takes any notice of him. Nobody believes his words. Nobody follows him. Do you sometimes wonder why people are not following you? It may be because you are not a man of conviction. A man of conviction is prepared to sacrifice many things for his conviction. When I see people who claim to be called by God, but are not prepared to sacrifice anything for their calling, I wonder if they are really called. A calling is a conviction to work for the Lord. In the political world, the masses will follow someone who seems to have a conviction. They will follow someone who speaks from his heart. They will follow someone who is prepared to die for his beliefs.

Are you a real leader? Decide to be a man of conviction. Conviction, of what you may ask? Have conviction about the things God has called you to do. Have a conviction about the things you are supposed to accomplish in your lifetime. Have a conviction about the things that God has told you. Live by these convictions! Be prepared to give up anything so that you can fulfil your conviction.

3. STRIVE FOR EXCELLENCE.

Excellence is the attainment of the highest level of quality and perfection. Being excellent means becoming a person of distinction. A true leader is someone who wants to distinguish himself in his field. The blessings of the Lord are to make you the head and not the tail. "And the Lord shall make thee the head, and not the tail; and thou shalt be above only, and thou shalt not be beneath; if that thou hearken unto the commandments of the Lord thy God, which I command thee this day, to observe and to do them" (Deuteronomy 28:13).

God had plans for His people to attain the highest levels of excellence. That is why He said you would be above only. Excellence is not an accident. It is something you must strive for. If you want to work for eight hours a day, you are not likely to achieve distinction in this life. People who distinguish themselves in this life often work for more than sixty hours a week. Excellence demands hard work. Excellence in ministry, government or business does not come by osmosis. It comes by diligence.

To become excellent you must emulate excellent people. Life is too short to discover everything yourself. Life is too short not to learn from your fathers and seniors. Excellence in the practice of medicine has been achieved by constantly building upon what our predecessors have learnt. That is why today, we are able to transplant hearts. If the heart surgeon used his time to discover which direction the blood flowed, he would be taking us back to the eighteenth century.

Be humble and depend upon the discoveries of others. God does not want you to be mediocre. Insist on the highest standards. You can be an excellent businessman. You can have a high yielding factory. Your church can be the best in the city. Decide today for excellence. Read the books that excellent people have written. Read the books. Listen to the tapes. Excellence is yours for the taking!

4. HAVE GENUINE FRIENDS.

One of the first things a real leader does is to make friends. It is these same friends who will help you. The people who support you will become your followers. Are you a person who makes friends, or scatters people? Your friendships form a basis for acts of loyalty, support and even sacrifice.

What is the secret to having genuine friends? Be a genuine friend yourself.[4] "A man that hath friends must show himself friendly: and there is a friend that sticketh closer than a brother" (Proverbs 18:24).

Never forget that you reap what you sow. If you are a traitor, traitors and rebels will surround you. If you are a loyal person, loyal people will surround you. No matter how loyal you are, you will still have some traitors. Betrayal is a part of real life. Jesus was a loyal friend and leader, but he had Judas.

In spite of this, decide to be a real friend so that you will gather genuine people around you. If you are honest, dishonest people will not flow with you. If you are holy, unholy people will not feel free to become your friends. As they say, "Birds of a feather flock together."[5]

5. BE READY FOR A LONG FIGHT!

"I have fought a good fight, I have finished my course, I have kept the faith" (2 Timothy 4:7). Leadership is one long fight. Paul said that he had fought a good fight. His whole life was full of fighting. I remember a conversation I had with a pastor. He told me what his wife had asked him the day before.

I asked, "What did she say?"

He said his wife asked him, "You at all, when will you have peace?" His wife was wondering when the fight would be over!

Dear Christian friend, if you consider yourself to be a leader, get ready for one long fight! If you are not fighting the devil, you will be fighting demons. If you are not fighting demons, many unbelievers will fight you. If you are not fighting unbelievers, you will be fighting Christians who hate you.[6]

Do you call yourself a leader? Brace yourself for a long fight! It's a good fight. The fight for eternal crowns and the fight to hear Him say, "Well done, good and faithful servant." "I have fought a good fight, I have finished my course, I have kept the faith' (2 Timothy 4:7).

6. BE A LEADER WITH EMOTION.

People are attracted to people who show emotion. Don't be afraid of showing emotion. People will gather around you and listen to what you have to say because you are real. There is no need to live in pretence because you are a leader. Everyone born on this earth laughs, cries, gets angry and becomes happy. There are highs and lows in everyone's life.

To be a leader you must exhibit reality. We live in a real world with lots of problems. A leader is a real human being with real emotions. A leader will experience all the emotions his followers feel. Most people don't know what to do with their emotions. If they find someone who is successful in spite of the real emotions he feels, they would like to relate with him.[7]

Eight Reasons Why People Who Show Emotion Are Attractive

a. People who do not show emotion are often boring and are not interesting to be with.

b. People who do not show emotion kill the atmosphere around them.

There is a lot of tension when you sit with a strict and unsmiling individual who makes no contribution or comment about the conversation going on.

c. Emotionless men and women are often strict, stern, authoritarian, exacting and rigorous.

d. Emotionless people may be phoney and artificial. People simply do not want to deal with a pretender.

e. People feel that if someone reveals his true emotions, the things he says will also be true.

f. A show of emotion stirs up the emotions of others.

When people are stirred up emotionally, they become more committed.

g. People love to listen to a preacher who ministers varied emotions of joy, anger, sadness and suspense.[8]

h. Jesus, our great example-setter, showed emotion on many occasions.

Five Examples of Jesus Showing Emotion

a. Jesus was excited when He saw the man with great faith.

"When Jesus heard these things, he marvelled at him, and turned him about, and said unto the people that followed him, I say unto you, I have not found so great faith, no, not in Israel" (Luke 7:9).

b. Jesus wept over cities.

"And when he was come near, he beheld the city, and wept over it" (Luke 19:41).

c. Jesus was moved with compassion for lost and helpless people.

"But when he saw the multitudes, he was moved with compassion on them, because they fainted, and were scattered abroad, as sheep having no shepherd. Then saith he unto his disciples, The harvest truly is plenteous, but the labourers are few" (Matthew 9:36,37).

d. Jesus was angry with hypocrites.

"And the Jews' passover was at hand, and Jesus went up to Jerusalem, And found in the temple those that sold oxen and sheep and doves, and the changers of money sitting: And when he had made a scourge of small cords, he drove them all out of the temple, and the sheep, and the oxen; and poured out the changers' money, and overthrew the tables" (John 2:13-15).

e. Jesus wept over individuals.

"Jesus WEPT. Then said the Jews, Behold how he loved him!" (John 11:35,36).

7. BUILD SOMETHING IF YOU ARE A LEADER!

Many people think that it takes wealth and riches to build a house. From experience, I know that it is does not require money per se, but wisdom. People who are able to rally their resources together and use them wisely often become builders. Often such a person is a leader. Have you built a house? Have you built a church? What you build will testify of your leadership. Decide to build something for God in your lifetime. "Through wisdom is an house builded; and by understanding it is established: And by knowledge shall the chambers be filled with all precious and pleasant riches" (Proverbs 24:3,4).

Leadership qualities make a pastor acquire a church building for his church. Buying buses or instruments for your church is different from building a church facility. A wise manager would acquire properties for his company. I can assure you that it takes the strength of leadership to build a nation. Weak leaders cannot build anything! Decide today to be a builder. A husband who builds a house for his wife and children is a true leader.[9]

The first president of Ghana, Kwame Nkrumah, is often hailed as a great leader. One of the things he did was to build many things for the nation. For instance, he built the Akosombo Dam, which has the largest man-made lake in the world. The things he built testify to the fact that Ghana once had a great leader. Leadership is manifested by the presence of buildings. A good leader leaves something behind.[10]

Western countries have well-developed infrastructure that testify of the kind of leadership they have enjoyed. African countries that have been ruled by illiterate dictators and vampire-style despots, have very little infrastructure. Truly, buildings and development are a sign of good leadership. Solomon was a wise leader.

"I made me great works; I builded me houses; I planted me vineyards: I made me gardens and orchards, and I planted trees in them of all kind of fruits: I made me pools of water, to water therewith the wood that bringeth forth trees" (Ecclesiastes 2:4-6). Because I have been involved in building, I can understand why most people shy away from it. But I believe that God has called leaders to build. Nehemiah, one of the great leaders of the Bible, motivated the people of God to rise up and build. His famous sermon was simple------arise and build! "The God of heaven, he will prosper us; therefore we his servants will arise and build" (Nehemiah 2:20).

8. AVOID BECOMING AN ARTIFICIAL LEADER. DEVELOP NATURAL LEADERSHIP SKILLS.

Eighteen Signs of a Natural Leader

1. A natural leader inspires.

2. A natural leader speaks off the cuff.

3. A natural leader acts out his belief.

4. A natural leader is practical.[11]

5. A natural leader is emotional.

6. A natural leader leads by example.

7. A natural leader makes great sacrifices for his beliefs.[12]

8. A natural leader uses himself as an example because he is a good one.[13]

9. A natural leader is God-made and God-appointed.

10. A natural leader says what he believes.

11. A natural leader is often criticized.

12. A natural leader is often controversial.

13. A natural leader has a genuine concern.

14. A natural leader is concerned about the real thing.

15. A natural leader is not keen on much debate and analysis. He wants to get to the job.

16. A natural leader is not interested in what title he is given. He is more interested in the job.

17. A natural leader is not motivated by money.

18. A natural leader loves people.[14]

Fifteen Signs of an Artificial Leader

1. An artificial leader is boring.

2. An artificial leader often reads his speeches.

3. An artificial leader holds seminars and conferences but takes no action.

4. An artificial leader is theoretical.

5. An artificial leader shows no emotion.

6. An artificial leader prepares ideal speeches, says the right things but does nothing.

7. An artificial leader never uses himself as an example (as he is not a good example).

8. An artificial leader is man-made and man-appointed.

9. An artificial leader says what people want him to say.

10. An artificial leader is often not criticized.

11. An artificial leader fits the accepted mode.

12. An artificial leader is concerned in an official capacity but not in a real way. He does not love the people.

13. An artificial leader is concerned about the ceremony and not the job.

14. An artificial leader is very concerned about titles.

15. An artificial leader is most concerned about salaries and benefits.

How to Induce Natural Leadership Qualities

a. Form an opinion and develop a conviction. It is your conviction that makes you stand out.

b. Observe natural leaders. Observe and admire natural leaders. Notice what they do and do not do. Watch the artificial appointed leaders and don't do what they do.

c. Fellowship with natural leaders. Do not miss an opportunity to spend a few moments with great leaders.

d. Study the lives of different natural leaders.

e. Fellowship with great leaders through their books and tapes.

f. Listen to great natural leaders.

9. GAIN CONTROL OVER YOUR DOMESTIC LIFE.

One of the first qualifications that Paul gave for leadership was to have a wife and disciplined children. It is interesting that the qualifications for ministry were basic and domestic.[15] "A bishop then must be blameless, the husband of one wife, vigilant, sober, of good behaviour, given to hospitality, apt to teach; One that ruleth well his own house, having his children in subjection with all gravity" (1 Timothy 3:2,4).

Six Signs That You Are in Control of Your Domestic Situation

1. The sign of having acquired a wife or husband.

2. The sign of a stable home.[16]

3. The sign of a marriage that is working.

4. The sign of a student who does well in school.

5. The sign of financial stability and being debt- free.

6. The sign of a stable job.

Have you been able to instil peace and order in your own home? Is your marriage working? If you are a student, have you been able to get your academic life under control?[17] I was a pastor when I was a medical student. I made sure that I did well in all my exams. I made sure that I had no problems with school. Leadership begins by bringing your domestic affairs under control. Look at your domestic affairs: your school, your job, your home and your marriage. If these are in order then you are well on the road to leadership.[18]

10. BE SINCERE, NOT A HYPOCRITE.

When Jesus was alive, there was a group of people He did not get along with. They were the hypocritical Pharisees and Sadducees.[19] "Woe unto you, scribes and Pharisees, hypocrites! for ye are like unto whited sepulchres, which indeed appear beautiful outward, but are within full of dead men's bones, and of all uncleanness" (Matthew 23:27).

Sooner or later, people will see the different standards that you maintain. They will see beauty on the outside, but ugliness inside. This has the potential to drive away every follower. A leader wants to have followers. Hypocrisy is an offensive vice. It has the power to scatter all your followers in a short period. Make sure that what you do outside is what you are inside.[20]

The reason why so many children do not obey their parents is because they resent what they see at home. They see hypocrisy. They hear their parents talking about ideal values in public but there is only ugliness at home. This makes many children decide within themselves: I will never be like daddy, and I will never be like mommy. They turn away from all the high standards and expectations of their parents. Do you consider yourself a leader? Remove all skeletons from your wardrobe. Be as pure inside as you are outside and you will have a good following.[21]

A good leader is able to sustain trust over a long period. Unfortunately, as time goes by, much trust is eroded. But God is raising up a new breed of leaders who do what they say and say what they do.[22]

11. BE COURAGEOUS.

Do you want to lead people? You are going to need a lot of courage. In Joshua 1, God exhorted Joshua three times to be courageous. "Be strong and of a good courage: for unto this people shalt thou divide for an inheritance the land, which I sware unto their fathers to give them. Only be thou strong and very courageous… Have not I commanded thee? Be strong and of a good courage; be not afraid" (Joshua 1:6,7,9).

This was the beginning of Joshua's life as a leader. Obviously, courage was very important for the ministry of Joshua to succeed. It takes a courageous person to advance into fearful and frightening circumstances. It takes courage to advance when the outcome is uncertain. You need a lot of courage when failure looks like a real option.

When defeat is rallying around to welcome you, you need to be bold to press on to victory. We all know that the bystanders are waiting for our downfall. It takes courage to continue on a certain course of action. Without courage, you cannot call yourself a leader. It takes courage to start a church or a business. What about if it fails? What about if it doesn't? It takes courage to follow a new idea.[23]

It is only courageous people who can be leaders. Success or failure depends on being courageous. It takes courage to stand up for the truth. The reason why many people do not try new aspects of ministry is because they lack courage. It takes courage to pray for the sick. It takes courage to minister the Spirit. It takes courage to launch out! What if no one is healed?

Ask God for the Spirit of Joshua. You will find yourself advancing on to higher heights when you are very courageous!

12. BE A CAN-DO LEADER.

Twenty-Five Statements of a Can-Do Man

1. All things are possible.[24]

"For with God nothing shall be impossible" (Luke 1:37).

2. Let us work hard.

3. Let us try it. Let us give it a chance.

4. We have nothing to lose.

“Then Elisha said, Hear ye the word of the LORD; Thus saith the Lord, To morrow about this time shall a measure of fine flour be sold for a shekel, and two measures of barley for a shekel, in the gate of Samaria. Then a lord on whose hand the king leaned answered the man of God, and said, Behold, if the LORD would make windows in heaven, might this thing be? And he said, Behold, thou shalt see it with thine eyes, but shalt not eat thereof. And there were four leprous men at the entering in of the gate: and they said one to another, Why sit we here until we die?” (2 Kings 7:1-3).

5. Let us copy the one who has done it successfully.

“That ye be not slothful, but followers of them who through faith and patience inherit the promises” (Hebrews 6:12).

6. I will do it even if no one helps me.

7. We are as good as those who have done it.

8. It is not too late to learn something new.

9. Let us make the change now.[25]

10. It is not too late to start.

11. Let us start right now.

12. Let us work until it is finished.

13. Let us not go home till we have accomplished it.

14. I will never give up.

15. I have no time for the opposition.

16. God is the same; He will help us in the same way.

“Jesus Christ the same yesterday, and to day, and for ever” (Hebrews 13:8).

17. Why not?

18. I will survive.

19. I will shine.

20. I will not stay down forever.

“Rejoice not against me, O mine enemy: when I fall, I shall arise; when I sit in darkness, the Lord shall be a light unto me” (Micah 7:8).

21. My enemies will be disappointed.

22. I want your opinion.

“When Jesus came into the coasts of Caesarea Philippi, he asked his disciples, saying, Whom do men say that I the Son of man am?” (Matthew 16:13).

23. Though my beginning is small, my end shall be great.

24. Let us go.

25. Let us try the new plan.

Secrets of the Can-Do Leader

1. A can-do leader does not mind being in the minority.

“But the men that went up with him said, We be not able to go up against the people; for they are stronger than we” (Numbers 13:31).

2. A can-do leader has an independent opinion about what to do.

“And Caleb stilled the people before Moses, and said, Let us go up at once, and possess it; for we are well able to overcome it” (Numbers 13:30).

3. A can-do leader sees good and positive things.[26]

“And they spake unto all the company of the children of Israel, saying, The land, which we passed through to search it, is an exceeding good land” (Numbers 14:7).

4. A can-do leader goes into action at once.

“And Caleb stilled the people before Moses, and said, Let us go up at once, and possess it; for we are well able to overcome it” (Numbers 13:30).

5. A can-do leader knows that every project can, and should start immediately if it is to succeed.

“And Caleb stilled the people before Moses, and said, Let us go up at once, and possess it; for we are well able to overcome it” (Numbers 13:30). He knows that visions often die when they are delayed.[27]

6. A can-do leader is loyal to his father.

Joshua was faithful to Moses.

“And Joshua the son of Nun, and Caleb the son of Jephunneh, which were of them that searched the land, rent their clothes” (Numbers 14:6).

7. A can-do leader does not allow negative people to influence him, but he rather influences them.

“And Joshua the son of Nun, and Caleb the son of Jephunneh, which were of them that searched the land, rent their clothes” (Numbers 14:6).

8. A can-do leader has faith in God.[28]

“If the Lord delight in us, then he will bring us into this land, and give it us; a land which floweth with milk and honey” (Numbers 14:8).

9. A can-do leader is ready to fight.

10. A can-do leader is ready to die.

11. A can-do leader is ready to take a risk.

12. A can-do leader does not see himself as a grasshopper.

“And there we saw the giants, the sons of Anak, which come of the giants: and we were in our own sight as grasshoppers, and so we were in their sight” (Numbers 13:33).

13. A can-do leader is unpopular when he is in a backward and unprogressive community.

“But all the congregation bade stone them with stones. And the glory of the Lord appeared in the tabernacle of the congregation before all the children of Israel” (Numbers 14:10).

14. A can-do leader is not intimidated by the enemy.

“Only rebel not ye against the Lord, neither fear ye the people of the land; for they are bread for us: their defence is departed from them, and the Lord is with us: fear them not” (Numbers 14:9).

15. A can-do leader has a spirit of boldness.

16. A can-do leader has a spirit of adventure and discovery that leads to development.

17. A can-do leader will be vindicated in the long run.

“But all the congregation bade stone them with stones. And the glory of the Lord appeared in the tabernacle of the congregation before all the children of Israel” (Numbers 14:10).

13. BE MERCIFUL.

“Blessed are the merciful: for they shall obtain mercy” (Matthew 5:7). A leader is someone who knows the importance of showing mercy. Certain political leaders came on the scene spitting fire and brimstone. They passed judgements on others for minor crimes and sentenced them to death. Years later, they discovered that members of their own government were doing worse things. If they were to apply the same measuring rod to these individuals, they would probably have to execute their entire government. Blessed is the merciful for he shall obtain mercy. A wise leader knows that he may need mercy himself one day. That is why a true leader is merciful to his followers.[29]

“Brethren, if a man be overtaken in a fault, ye which are spiritual, restore such an one in the spirit of meekness; considering thyself, lest thou also be tempted” (Galatians 6:10). This Scripture says that people who are spiritual must be careful to be merciful. Have you caught a thief today? Please show mercy! I know that you find it difficult to appreciate the circumstances under which you could be accused of being a thief one day.[30]

I am not predicting that every man of God will fall. All I am saying is that it is wise to be merciful rather than judgmental. Mercy triumphs over judgement. Surely you will need the mercy of God in your life. God looks at how much mercy you show to others.[31]

The blessing of merciful people is that they will also receive mercy. A leader is a humble person who also knows that he is capable of falling one day.[32]

Years ago, I met a pastor who was so judgmental about Kenneth Hagin. He spoke at length and described the faults of Kenneth Hagin to me. He then gave me a book full of criticisms about Kenneth Hagin. As this pastor spoke, I marvelled at the critical spirit he possessed. Some years later, this critical pastor divorced his wife and lost his ministry. The next I heard of him, he was in prison. There is no need to be judgemental. Are you a leader? Be merciful; you may need it one day.[33]

14. ACCEPT THE REALITY OF LONELINESS.

"At my first answer no man stood with me, but all men forsook me: I pray God that it may not be laid to their charge" (2 Timothy 4:16). The very nature of leadership makes you a lonely person. To be a leader means to be ahead of the crowd. Leaders are lonely people. Many decisions are left to them. They have no one to help them when it comes to certain things.[34]

Loneliness is the way of all leaders. They often have no one to share their problems with. They cannot voice their fears openly. Many followers feel that their leaders are fearless but any honest leader will tell you about real fears that ravage his mind on a daily basis.

Many followers think that their leaders will live forever. But the leader often fears that he could die suddenly. Who can the leader speak to about his marital problems? Who would understand that the pastor also has a problem? No one! This is what makes leaders lonely. Leaders must fellowship with other leaders. All they have is each other.

When a leader comes up with a new vision, old friends often back off. Once again, the leader is left all alone. When the Lord was sending a message to the churches in Asia, the message was sent to the leaders of the churches. Leaders are often alone when they hear God speaking to them. The Bible tells us how Moses went up into the mountain and waited on God for forty days and forty nights.

The word "consecration" means "to be set apart". If you have been consecrated as a leader, it means that you have been set apart in many ways. That is the responsibility of a leader. This is the reason why leaders are often paid much more than followers. It is an attempt to compensate them for the cost of leadership.

Eight Leaders Who Experienced Loneliness

a. Jesus prayed alone in the garden of Gethsemane whilst everyone else slept.

"And he went a little farther, and fell on his face, and prayed, saying, O my Father, if it be possible, let this cup pass from me: nevertheless not as I will, but as thou wilt. And he came and found them asleep again: for their eyes were heavy. And he left them, and went away again, and prayed the third time, saying the same words" (Matthew 26:39,43,44).

He went to the cross alone whilst everyone ran away. “Then all the disciples forsook him, and fled” (Matthew 26:56b).

b. Elijah was alone in the wilderness when he was fed by ravens.

That is where he heard the call of God. “But he himself went a day's journey into the wilderness, and came and sat down under a juniper tree: and he requested for himself that he might die; and said, It is enough; now, O Lord, take away my life; for I am not better than my fathers. And as he lay and slept under a juniper tree, behold, then an angel touched him, and said unto him, Arise and eat” (1 Kings 19:4,5).

c. John the Baptist lived a lonely life in the wilderness.

He was described as a voice crying in the wilderness. “As it is written in the book of the words of Esaias the prophet, saying, The voice of one crying in the wilderness, Prepare ye the way of the Lord, make his paths straight” (Luke 3:4). Do not be depressed if you seem to be a lonely voice in a wilderness. It is part of the call to leadership.

d. David spent many lonely years running away from King Saul.

Even outsiders noticed that he was alone. “Then came David to Nob to Ahimelech the priest: and Ahimelech was afraid at the meeting of David, and said unto him, Why art thou alone, and no man with thee?” (1 Samuel 21:1).

e. Jonah was the only person cast out of the ship.

He went alone into the belly of the fish. He prayed out of that dark hole and God heard him. “Then Jonah prayed unto the Lord his God out of the fish's belly” (Jonah 2:1).

f. Noah was the only one who went into the ark.

The whole world was full of wickedness. Not even one other human family went along with him. “And the Lord said unto Noah, Come thou and all thy house into the ark; for thee have I seen righteous before me in this generation” (Genesis 7:1).

g. Abraham was selected out of his family.

God separated him into a life of loneliness away from the country and the family that he knew. “Now the Lord had said unto Abram, Get thee out of thy country, and from thy kindred, and from thy father's house, unto a land that I will show thee” (Genesis 12:1).

h. Moses was alone when he met the Lord in a burning bush.

He was also alone when he went up onto the mountain. “And Moses alone shall come near the Lord: but they shall not come nigh; neither shall the people go up with him” (Exodus 24:2).

15. FIGHT FOR SURVIVAL

All leaders can be sure of having some level of disloyalty within the ranks of their followers. Jesus' ministry survived the betrayal by Judas. Betrayal is part of life. No matter who you are or what type of leadership you have, you will experience betrayal. But you must be a survivor![35]

“The Lord is my shepherd; I shall not want. He maketh me to lie down in green pastures: he leadeth me beside the still waters. He restoreth my soul: he leadeth me in the paths of righteousness for his name's sake. Yea, though I walk through the valley of the shadow of death, I will fear no evil: for thou art with me; thy rod and thy staff they comfort me. Thou preparest a table before me in the presence of mine enemies: thou anointest my head with oil; my cup runneth over.. Surely goodness and mercy shall follow me all the days of my life: and I will dwell in the house of the Lord for ever.” (Psalm 23:1-6).

King David spoke of surviving the valley of the shadow of death. Survival is a central theme of the ministry. All true ministers must have a survival mentality. God did not promise us an easy road when we chose to serve Him. God expects us to survive after the attacks are over.[36]

“And having done all, to stand” (Ephesians 6:13). If you cannot survive you cannot be a leader because leadership involves surviving.

Ten Things Every Survivor Must Do

1. A survivor must continue to exist or function in spite of adverse conditions.

We are in a battle with a real enemy. The conditions are not good. Satan is the god of this world and in a sense we are on his turf.

2. To come through.

Every survivor must come through and pull through. After I had preached in one church, the pastor told me, "It seems you have been through hell." Certainly, I have been through a lot, but I am still around.

3. Every survivor must carry on and carry through.

4. Every survivor must continue.

“Then said Jesus to those Jews which believed on him, If ye continue in my word, then are ye my disciples indeed” (John 8:31).

5. Every survivor must remain alive after the challenges of life.

6. Every survivor must last.

Paul was a leader who lasted.

7. Every survivor must outlive the storms.

When the storm is over you must still be around.

8. Every survivor must recover and revive.

9. Every survivor must live to fight again.

10. Every survivor must continue to live or exist in spite of danger.

Fifteen Things Paul Survived

1. Paul survived frequent imprisonments.

2. Paul survived five beatings from the Jews.

3. Paul survived three beatings with rods.

4. Paul survived stoning.

5. Paul survived three shipwrecks.

6. Paul survived forty-eight hours in the deep sea.

7. Paul survived several journeys.

8. Paul survived dangers from robbers.

9. Paul survived dangers in the city.

10. Paul survived dangers from his own countrymen.

11. Paul survived dangers in the wilderness.

12. Paul survived dangers from disloyal people.

13. Paul survived extreme exhaustion.

14. Paul survived a lot of pain.

15. Paul survived the cold and nakedness.

“Are they ministers of Christ? (I speak as a fool) I am more; in labours more abundant, in stripes above measure, in prisons more frequent, in deaths oft. Of the Jews five times received I forty stripes save one. Thrice was I beaten with rods, once was I stoned, thrice I suffered shipwreck, a night and a day I have been in the deep; In journeyings often, in perils of waters, in perils of robbers, in perils by mine own countrymen, in perils by the heathen, in perils in the city, in perils in the wilderness, in perils in the sea, in perils among false brethren; In weariness and painfulness, in watchings often, in hunger and thirst, in fastings often, in cold and nakedness” (2 Corinthians 11:23-27).

Six Things Every Leader Must Survive

a. Survive persecution.

I have been strongly persecuted for my beliefs. I have been persecuted for starting a church. I have been ridiculed for starting a ministerial association. In 1988 and 1989, two different people called me "Jim Jones"! One of them was my classmate, a fellow medical student. The other person who called me "Jim Jones" was a professor in the medical school and a family friend. By the grace of God I have survived these persecutions.

I needed a church hall for my wedding, but this professor told my parents that he would only help if I promised to close down my church. He was so convinced that I was another "Jim Jones". Who was Jim Jones? He was a cult leader who led thousands of people to their deaths. I

was portrayed as a cult leader and a lunatic. Those were difficult moments, but I came through. I have survived these hateful persecutions and I am still around by the grace of God. Don't be discouraged because of your persecutions. A leader is supposed to be a survivor.[37]

b. Survive rejection.

I have survived rejection as a minister of the gospel. When I was getting married, there was no external minister I could trust to officiate my wedding. My associate pastor had to officiate my wedding. I invited all the pastors in the city but no one turned up. These ministers were not interested in my wedding. When it was time to take pictures with all pastors, none were present. The MC called for all pastors but no one came forward. I was completely rejected. But I have survived and many of the people who rejected me then, show respect to me today. Do not allow rejection to kill your vision for leadership. Leadership includes surviving everything that is thrown at you.

c. Survive bad stories.

A leader is someone who survives bad stories. When Jesus rose from the dead some people spread a rumour about his disciples. They claimed that the disciples were grave looters who had stolen the body of Jesus. In other words, their claim was that He did not really rise from the dead. But the gospel has survived this story.

"And when they were assembled with the elders, and had taken counsel, they gave large money unto the soldiers, Saying, Say ye, His disciples came by night, and stole him away while we slept. And if this come to the governor's ears, we will persuade him, and secure you. So they took the money, and did as they were taught: and this saying is commonly reported among the Jews until this day" (Matthew 28:12-15). Before Peter could begin his ministry, many people saw him as a liar and a thief. Others saw him as the greatest deceiver to live in Jerusalem for centuries. Yet, he was a genuine minister of the gospel, proclaiming only what he had seen and heard.

This is the lot of all true leaders or ministers of the gospel. You will have to survive the unbelievable stories that go on around you. I have heard people say amazing things about me. Once, somebody said we were printing money in our church. Someone even accused us of dealing in drugs. How do we explain all these stories?

Government officials sometimes describe church leaders as charlatans who rip and rape the people. This is the impression that many people have of us. What can we do about it? We can only survive! To survive means to outlive and outlast every storm. A leader is a survivor. To survive, you need determination and a whole lot of faith. You need to believe in yourself and you need to believe that what you are doing is the right thing. You need to believe that God will help you.

d. Survive every crisis.

A leader survives every crisis. You've got to hold on in the midst of your crisis. I know we all want peace and perfect harmony. That is the way it should be, but life has its twists and turns. You have to survive. You need self-confidence and self-determination. You can do it! If you

believe, you can conquer it all! A leader needs friends and family in times of crisis. I have found that God is your best friend in such times.

Jesus was a survivor. He met with stiff rejection and hatred. People wanted Him killed from day one, but He survived. When Jesus announced that He was anointed and had a healing ministry, many people rejected Him outright. "And there was delivered unto him the book of the prophet Esaias. And when he had opened the book, he found the place where it was written, The Spirit of the Lord is upon me, because he hath anointed me to preach the gospel to the poor; he hath sent me to heal the brokenhearted, to preach deliverance to the captives, and recovering of sight to the blind, to set at liberty them that are bruised, To preach the acceptable year of the Lord. And all they in the synagogue, when they heard these things, were filled with wrath, And rose up, and thrust him out of the city, and led him unto the brow of the hill whereon their city was built, that they might cast him down headlong. But he passing through the midst of them went his way" (Luke 4:17-19,28-30).

Jesus survived! I see you surviving! Your children will survive! Your family will survive! Jesus survived and so will you! A leader cannot please everyone; he has to do what God has told him to do!

e. Survive envy, jealousy, disloyalty and betrayal.

"Now the man Moses was very meek, above all the men which were upon the face of the earth" (Numbers 12:3). As you go higher in ministry, you will attract lots of envy and jealousy. Most of that will come from your own brothers and sisters. "Now Israel loved Joseph more than all his children, because he was the son of his old age: and he made him a coat of many colours. And when his brethren saw that their father loved him more than all his brethren, they hated him, and could not speak peaceably unto him" (Genesis 37:3,4).

Joseph obtained favor and was given a coat of many colours. Soon he attracted the hatred of his own brothers. A leader must survive the envy and jealousies of his brothers. The people who have said some of the nastiest things about me are ministers of the gospel in my own city. Things have a way of getting round to you. One minister told me, "If you knew what one pastor said about you, you would never ever go to his church again."

A leader thrives in the midst of petty jealousies and hatred. Joseph survived the test of slavery. He survived going to prison. He survived the lies and bad stories of Potiphar's wife. A leader is a survivor! Joseph's ability to lead Egypt in a time of crisis was partly because of his ability to survive the envy and jealousy of everyone around him.

Sometimes people want you to apologize for being blessed. How can I apologize for the blessing of God upon my life? Many of the things I have today, I did not even ask for. They just came my way. Are you a leader? Do not be intimidated by the hatred of those around you. David's first problem began when he killed Goliath. The Bible says that Saul eyed David after that victory. "And the women answered one another as they played, and said, Saul hath slain his thousands, and David his ten thousands. And Saul was very wroth, and the saying displeased him; and he said, They have ascribed unto David ten thousands, and to me they have ascribed but thousands: and what can he have more but the kingdom? And Saul eyed David from that day and forward"

(1 Samuel 18:7-9). Are you a leader? Get ready for envy, jealousy and betrayal as you rise to prominence. To survive all these, you need determination and a great deal of faith.

Jesus' ministry survived the betrayal by Judas. Betrayal is part of life. No matter who you are or what type of leadership you have, you will experience betrayal. If Judas is anything to go by, then one out of twelve people may be disloyal.

I recently heard of a church that voted for a new pastor. This new pastor received ninetyone percent of the votes. What did that mean? It meant that nine percent of the people did not really want the new pastor. This poor pastor will not even know who voted against him. However, he can be sure that the disapproving group will be within the congregation.

All leaders can be sure of having some level of disloyalty within the ranks of their followers. Keep disloyalty to a minimum and survive the rebellion that comes against your leadership. Do not cry about it. Do not moan about it. That is leadership. Jesus was betrayed. And Paul was betrayed. How can it be that you will not experience the same?

I have had friends who were very close to me, turn around against me. People I ate with, slept with and played with turned against me in bitter hatred. “Yea, mine own familiar friend, in whom I trusted, which did eat of my bread, hath lifted up his heel against me” (Psalm 41:9).

At one point, I thought I would not survive the betrayal. The betrayal of one friend cut me like a knife through the heart. I became ill for two weeks as I endured the lies and slander of an old friend. But I survived! A leader is a survivor! A leader is not someone who has had things rosy. Be determined, dear friend, to be a survivor. You will live through whatever storm you are experiencing!

f Survive pressure. Real leaders often come under extreme and varied pressures because they are out there in the front. They are the ones who receive all the blows. The pressure is always on them. If you cannot stand pressure then you cannot be a leader.

Develop a hard forehead. Do not go mad. Do not go crazy. Some people break down under pressure. God told Ezekiel not to be afraid of the people's faces. Be harder than everything that comes against you.

Confess boldly, "I can do all things through Christ who strengthens me." Say aloud, "I am able, more than able to prevail and to win this battle. Though a thousand fall at my side and ten thousand at my left hand, I shall survive. I am a survivor in the name of Jesus. God will strengthen and keep me in all my ways!"

SECTION VI

Rules for Full-Time Ministry

The Timing and Readiness for Full- Time Ministry 43

PART-TIME VERSUS FULLTIME MINISTRY

Failure or success in the ministry often hinges on whether to be a full-time minister or to be a layperson. There are many people who should be part-time ministers but are full time paid

workers. There are also part time ministers who should be in full-time ministry. When someone called into part-time ministry goes into full-time ministry, he becomes a misfit. He lacks the grace for what he is doing and often misrepresents true ministry. Unfortunately, the church is replete with examples of these errors.

Does the ministry really have to be done on a full-time basis? If it is to be done on a full-time basis, what are the reasons for such a decision? Who should be a full-time minister and who should be a part-time (lay) minister? These are some of the questions I want to address.

The First Vision

Years ago, I was an executive member of a Christian fellowship. Seven people formed the leadership committee. One day, I had a vision in which I saw three waddling ducks wearing top hats. It was indeed a strange sight. You must know that a top hat is much bigger than the head of a duck. Obviously, these three ducks were a strange sight to behold. Something was wrong, and something was in the wrong place. Ducks are not supposed to wear hats!

Somebody was wearing something he was not supposed to. Somebody in the executive was holding a position he was not supposed to. That is what God showed me through this vision.

I began to find out more and to seek God's will concerning this vision. After a while, we discovered that one member of the executive was completely out of place. He did not qualify in the least for the position he held. I do not know how he came to be among us.

By the time we had finished delving into this fellow's issues we had no choice than to ask him to leave the group. It was a painful and embarrassing experience for us all. I do not wish to go into details, but believe me, the description of a duck wearing a top hat should be enough to explain how inappropriate it was for him to be in the executive.

That is how it is when people are wrongly placed. It is time to move into what God has called you to. You will be rewarded for faithfulness. If God has called you to full-time ministry, you will be rewarded for doing it faithfully. If He has called you to be a layperson, remain in lay ministry and be faithful.

FOUR EFFECTS OF WRONG PLACEMENT IN FULL-TIME MINISTRY

1. GOD WILL NOT GIVE YOU THE ANOINTING FOR FULL-TIME MINISTRY.

There will be no oil on your head as you attempt to function in a full-time capacity. It will be just like frying an egg without oil. “Let thy head lack no ointment” (Ecclesiastes 9:8).

2. GOD WILL NOT GIVE YOU HIS FINANCIAL SUPPORT FOR FULL-TIME MINISTRY.

Such people often lack the financial support that is necessary. God does not support things that he has not ordained. Because they don't have God's financial support, some ministers give the picture of poverty and suffering. Such people make ministry look like the most unfortunate vocation a person could ever have. The priesthood is despised and full-time ministry is relegated to school dropouts and people without any secular future.

3. GOD WILL NOT PROTECT YOU IN FULL TIME MINISTRY.

There are many evils in the ministry. There are many temptations and trials that await full time ministers. Lay ministry is like walking on the sandy part of the beach but full-time ministry is like walking on the rocky part of a beach.

God is the only one who can protect you in ministry. People do not survive temptations because they are clever. People do not survive attacks of the enemy because they are morally strong. It is the grace of God that carries us through. You will need God's protection. You cannot make it without God's grace.

4. YOU WILL MAKE A FOOL OF YOURSELF IN FULL-TIME MINISTRY.

You will incur the wrath of God for not staying in your calling. It is important not to force yourself into areas that you have not been called to.

The Story of Saul

Saul was a king and not a priest but he forced himself to do priestly work. Samuel told him that he had been a fool. “Therefore I said, "Now the Philistines will come down against me at Gilgal, and I have not asked the favor of the LORD.' SO I FORCED MYSELF and offered the burnt offering." Samuel said to Saul, "YOU HAVE ACTED FOOLISHLY; you have not kept the commandment of the LORD your God, which He commanded you, for now the LORD would have established your kingdom over Israel forever” (1 Samuel 13:12-13 NASB).

The Story of Uzziah

Another example of someone who forced himself into ministry without invitation was Uzziah, the king. The priests warned that “it appertaineth not onto thee”. Azariah the priest told Uzziah that it was a sin for him to operate in the office of a priest. He warned "You will have no honor from the LORD God" (2 Chronicles 26:18 NASB). “But when he was strong, his heart was lifted up to his destruction: for he transgressed against the LORD his God, and went into the temple of the LORD to burn incense upon the altar of incense. And Azariah the priest went in after him, and with him fourscore priests of the LORD, that were valiant men: And they withstood Uzziah the king, and said unto him, It appertaineth not unto thee, Uzziah, to burn incense unto the LORD, but to the priests the sons of Aaron, that are consecrated to burn incense: go out of the sanctuary; for thou hast trespassed; neither shall it be for thine honour from the LORD God.

Then Uzziah was wroth, and had a censer in his hand to burn incense: and while he was wroth with the priests, the leprosy even rose up in his forehead before the priests in the house of the LORD, from beside the incense altar. And Azariah the chief priest, and all the priests, looked upon him, and, behold, he was leprous in his forehead, and they thrust him out from thence; yea, himself hasted also to go out, because the LORD had smitten him. “And Uzziah the king was a leper unto the day of his death, and dwelt in a several house, being a leper; for he was cut off from the house of the LORD: and Jotham his son was over the king's house, judging the people of the land” (2 Chronicles 26:16-21)” This is a somber warning for those who have not been called into such things. The Bible says that “many” are called but it does not say that “all” are called.

THE ERROR OF BEING PLACED WRONGLY IN LAY MINISTRY

On the other hand, lay people who are supposed to be in full-time ministry are equally out of place. Full-time ministry involves abandoning yourself to God's grace. You can no longer trust in your own strength for your life. You now have to depend on God's supernatural supply of finances. God's call cannot be ignored. You ignore what the Lord has asked you to do at your own peril.

1. JESUS AND FULL-TIME MINISTRY

Our Lord Jesus was a carpenter. At a point, he laid aside his carpentry, and branched into preaching, teaching and healing. What would have happened to us if he had continued as a carpenter? “Have this attitude in yourselves which was also in Christ Jesus” (Philippians 2:5 NASB).

2. PETER AND FULL-TIME MINISTRY

Peter was a fisherman. But a time came when he had to stop fishing and follow the Lord. That was full-time ministry. Peter said, "Behold, we have left everything and followed You" '(Mark 10:28 NASB).

3. PAUL AND FULL-TIME MINISTRY

Paul was a tent maker. A time came when he gave himself wholly to the Lord and the benefits were seen by all. “More than that, I count all things to be loss in view of the surpassing value of knowing Christ Jesus my Lord, for whom I have suffered the loss of all things, and count them but rubbish so that I may gain Christ” (Philippians 3:8 NASB). Paul explained that he had suffered the loss of everything in order to do the work of God. A lay person does not suffer the loss of all things.

A lay person does not suffer the loss of his job, his profession, his prestige, etc. When you come into full-time ministry you will suffer the loss of many things. You just have to imagine what it would be like if these great ones had continued in their secular professions. It would truly have been the sin of neglect. We would not have been saved if Jesus had insisted on being a carpenter. The foundations of the Church would not have been laid if Peter had insisted on continuing with his fishing business.

DESPISING FULL-TIME MINISTRY

When God called me into full-time ministry, I knew that it was of paramount importance that I obey. I had been a very successful lay minister. As a lay minister, I had built a church and had a sizable congregation. I had won many souls without being in full-time ministry. I actually prided myself in working for God without being paid. I remember one occasion where I stood by the gate of my house talking to my friend Uncle James. I told him how I had won so many souls that week. I also told him how I did not think there was a need to do the ministry on a fulltime basis. However, at the end of 1990 the Lord directed me differently. He said very clearly, "Give thyself wholly to me and to the ministry." At that time I was a doctor turned businessman but I knew then that the Lord wanted me to go all out. I love obeying the Lord and I find His commands quite exciting. It was a new challenge for me and an exciting one at that. I began what I call full-time ministry from January 1991. I have been serving the Lord full time ever since. I have never looked back and I have never regretted that decision.

THE SEASON OF FULL-TIME MINISTRY

“I know both how to be ABASED, and I know how to ABOUND: every where and in all things I am instructed both to be FULL and to be HUNGRY, both to ABOUND and to SUFFER NEED” (Philippians 4:12 NASB).

You can see from this Scripture that God sometimes gives very contrasting instructions. Paul explains that he had received instructions from the Lord. Sometimes he was asked to be full, at other times he was asked to be hungry. Sometimes he was asked to be abased and at other times he was asked to abound. Dear Christian friend, if you think that God is going to say the same thing all the time, think again. God is not a computer neither is he a robot. He will lead us when and where He wants.

The Pillar

The children of Israel had to learn to follow the moving pillar of God. There were times the cloud would stay in a place and all the Israelites would camp there. There were times the cloud would move on. "The LORD was going before them in a pillar of cloud by day to lead them on the way, and in a pillar of fire by night to give them light, that they might travel by day and by night" (Exodus 13:21 NASB).

Why did it stay sometimes and why did it move on other days? Somebody would have said, "Can't God make up His mind? Does He want us to stay or go? Are we children? Are we traveling by day or traveling in the night?” Well, that was the will of God! Questioning God will not help you. Learning to bend, to flow, to yield and to give in will help you much more in your walk with God.

In my walk with God, I have found that there is no fixed method by which God operates. You simply need to put your ear to Heaven to receive daily guidance from the Holy Spirit. In your ministry, there may be a season for lay people to do a substantial portion of the pastoral work. However, there may be another season for fulltime workers to take up the mantle.

Some years ago, there were hardly any fulltime workers in my ministry. Most of the work was done by lay people. The lay people were fantastic champions who built churches in many countries of the world. But a time came when the Lord began to lead me to employ people. On one occasion, he asked me to employ twenty more people. I did not know what work these twenty people would do. I resisted but the Lord repeated the instruction so I obeyed Him. Mysteriously, we needed far more than twenty new employees.

The Cloud

As the years have gone by, the emphasis of my ministry has shifted from lay people to full-time people. Large sections of the outreaches and new missions are run by full-time ministers. The Lord told me about how He had shifted the mantle from the lay people to full-time people. I therefore began a campaign over some years to recruit full-time priests.

A Call for Full-Time Workers

I went to my people and began to encourage them into full-time ministry. For a season, God gave me messages that centered on coming into full-time ministry. I preached powerful messages about being set free from working for Pharaoh (a type of Satan and the world system). I preached about sacrifice and the need to take up the cross.

I taught a series on "proton" in which I encouraged them to choose God first. I taught on another Greek word “Bebelos” (which means, to despise sacred things), and admonished them not to despise working for God in the ministry. I taught on the parables of Jesus and how the Kingdom was a treasure for which everything must be sacrificed. There was a frantic call for all-out commitment. Sadly, large sections of the lay fraternity rejected the call.

I also tried to recruit people personally to join the sacred group of full-time priests. I shared visions and dreams. I read poems to the pastors and the church. I wept over some of them asking what greater honor they wanted from the Lord. Yet, I had very little response from the oldest and most faithful lay pastors. In the end, a completely new group of people came from nowhere in response to my frantic calls. They were mostly new and unfamiliar faces. They were young, unknown and untested people. Many of them were women with little or no pastoral capabilities. Naturally, many of them were not welcomed with exuberance. They steadily filled the places that I thought belonged to my older faithful lay pastors.

The season had changed, but many could not see what was happening. God was moving on! The same God who had instructed us to do the lay ministry was instructing us to launch into full-time ministry. The God who had anointed me to write a book on lay people and the ministry was leading me to recruit full-time ministers. The same God who instructed Paul to abase was now instructing him to abound.

The Lamb and the Lion

Jesus Christ is both a lamb and a lion. In Revelation, He is called “the Lamb of God that taketh away the sins of the world”. However, He is also called “the Lion of the tribe of Judah”.

Dear friend, a lion is very different from a lamb. Can the same person that appeared as a lion, also appear as a lamb?

It is so important to understand this principle. It is amazing to find these completely contrasting descriptions in the same passage. “And one of the elders said to me, "Stop weeping; behold, THE LION that is from the tribe of Judah, the Root of David, has overcome so as to open the book and its seven seals." And I saw between the throne (with the four living creatures) and the elders A LAMB standing, as if slain, having seven horns and seven eyes, which are the seven Spirits of God, sent out into all the earth” (Revelation 5:5-6 NASB).

If you told people to expect a lamb and then a lion showed up, there would be chaos! The kind of preparations you need to handle the visit of a lion are different from what you need to accommodate a lamb. Preaching about the lion will sound very different from what you would say about a lamb. When you are used to “lamb sermons” and your pastor comes up with a “lion sermon”, you are likely to say He has changed or backslidden. Probably, you are the one who does not have the heart to continue flowing with the Spirit.

The children of Israel prayed for the Messiah for years and years but when He appeared, they put Him to death. They could not recognize the answer to their own prayer. Jesus walked with the two disciples on the road to Emmaus but they could not recognize Him because He appeared in a different form. Notice the Scripture "After that HE APPEARED IN ANOTHER FORM unto two of them, as they walked, and went into the country" (Mark 16:12).

If Jesus appeared in another form, would you recognize Him? Perhaps you can only recognize Jesus in a particular form. It is time to be flexible and see when God is working in different ways.

ASSESSING THE READINESS FOR FULL-TIME MINISTRY

As you get ready for the challenge of full-time ministry, you must ask yourself some questions. You must go through some issues in your heart and settle them forever. Full-time ministry is not about finding a new job. It is not a career move. There are many new jobs elsewhere. Full-time ministry is all about following God into the unknown. It is a walk of faith and faith is all about "things not seen". I want to take you through a series of questions that you must ask yourself before you embark on something as precarious as full-time ministry.

TEN QUESTIONS TO ASK PRIOR TO A DECISION FOR FULL-TIME MINISTRY

1. ARE YOU READY TO LEAVE FAMILIAR THINGS BEHIND?

"Now the LORD said to Abram, Go forth from…your relatives" (Genesis 12:1 NASB). Are you ready to leave your old friends and acquaintances behind? Do they mean so much to you that you cannot do without them? I assure you that being in full-time ministry separates you from many familiar things. In full-time ministry your day off is usually on Mondays. Most secular workers are at work on Monday mornings. This reality separates you from lay people and their lives.

2. ARE YOU READY TO LEAVE YOUR OWN COUNTRY?

"Now the LORD said to Abram …Go forth from your country" (Genesis 12:1 NASB). It could appear that there is little need for full-time ministers. This seems to be the picture if we do not travel to other countries for missions. God's command is for us to go to the uttermost parts of the earth. Thousands of full-time ministers are needed for the great commission. There will never be enough people in full-time ministry if we are ready to go to the nations. Ask yourself therefore, if you are ready to leave your country, region or neighborhood. Going away from your country is a real option for anyone coming into full-time ministry.

3. ARE YOU READY TO BREAK AWAY FROM YOUR FATHER'S INFLUENCEAND PROVISION?

"Now the LORD said to Abram Go forth from … from your father's house" (Genesis 12:1 NASB). Are you ready to leave the influence of your home? Can you be free from your father's influence, control and money? One day a prophet told me about a revelation he had. It was about one of our lay pastors who had declined to come into full-time ministry.

The Second Vision

In the vision, this pastor was seen depending on his father to give him certain things like money, houses, inheritance, etc. This pastor did not want to do anything that would upset his father and so he rejected the offer to come into fulltime ministry. In the vision, the father died but did not give his son any of the things he was expecting. The brother was very disappointed. He had sacrificed full-time ministry for an earthly inheritance that never materialized! How sad!

You see, you must be ready to leave your father's house and all its good things. They are all but dung compared to the riches and rewards that Christ has for you.

4. ARE YOU READY FOR UNCERTAINTY?

"Now the LORD said to Abram …to the land which I will show you" (Genesis 12:1 NASB). I get amused when people want to know details of what full-time ministry involves. They want to know what the offer is. Someone said his career progression in the ministry was not clear. Would he rise quickly from Zonal Pastor to Sub- District Pastor to District Pastor? How would he rise on the salary scale? By the way, is there a scale? Will I be in this office forever? Will I be transferred? Will I be able to do the work? Will I have a pension? Is there a retirement package? What about my children's future? Where will they go to school? Will I have enough money to pay their fees? What will be my income and is it guaranteed?

5. CAN YOU FOLLOW A MYSTERIOUS MISSION, WHICH HAS NO DETAILS?

"By faith Abraham, when he was called to go out into a place which he should after receive for an inheritance, obeyed; and he went out, NOT KNOWING WHITHER HE WENT" (Hebrews 11:8). How would Abraham become a great nation? How would you become a great person? What kind of blessings should Abraham expect and what do they entail? Do they include a financial package?

God's promises may sound vague. If you want details of what God has in store, you may not get them. When Paul was called to the ministry, the Lord told him very little. He could not know what to expect. "And he fell to the earth, and heard a voice saying unto him, Saul, Saul, why persecutest thou me? And he said, Who art thou, Lord? And the Lord said, I am Jesus whom thou persecutest: it is hard for thee to kick against the pricks. And he trembling and astonished said, Lord, what wilt thou have me to do? And the Lord said unto him, Arise, and go into the city, and IT SHALL BE TOLD THEE WHAT THOU MUST DO"(Acts 9:4-6).

On the day of his encounter with the Lord, there were no details! The details came much later. And when the details came, they were scary! It was a mission of suffering! Wow! "And there was a certain disciple at Damascus, named Ananias; and to him said the Lord in a vision, Ananias. And he said, Behold, I am here, Lord.

And the Lord said unto him, Arise, and go into the street which is called Straight, and inquire in the house of Judas for one called Saul, of Tarsus: for, behold, he prayeth, And hath seen in a vision a man named Ananias coming in, and putting his hand on him, that he might receive his sight. Then Ananias answered, Lord, I have heard by many of this man, how much evil he hath done to thy saints at Jerusalem: And here he hath authority from the chief priests to bind all that call on thy name .But the Lord said unto him, Go thy way: for he is a chosen vessel unto me, to bear my name before the Gentiles, and kings, and the children of Israel: FOR I WILL SHEW HIM HOW GREAT THINGS HE MUST SUFFER FOR MY NAME'S SAKE." (Acts 9:10-16).

Ananias was sent to tell Paul that he was being sent on a mission of suffering. Are you ready to follow something that has no detailed plan?

6. CAN YOU SOJOURN?

“By faith HE SOJOURNED in the land of promise, as in a strange country” (Hebrews 11:9). There is a Greek word “paroikeo”’ translated “sojourn”. This word means “to reside as a foreigner and to be a stranger”. It is a very difficult thing to be a foreigner in a strange land. Much of God's work today involves living as a stranger amongst people to save them.

Do not think that the era of mission work is past. It has just begun. The reason why many think there is nothing to do is because the concept of going into a strange land has been removed by the worldly twenty-first century church. Most pastors would not want to lose their prize members to a foreign land. No one thinks of sending away people. We want to build one big mega church and huddle together! It is time to sojourn in a strange land for the sake of the gospel.

7. CAN YOU LIVE IN UNSETTLED CIRCUMSTANCES?

“DWELLING IN TABERNACLES with Isaac and Jacob, the heirs with him of the same promise: (Hebrews 11:9). In the secular world people love to establish themselves, build homes and settle down. The ministry is not like that. There is no certainty. You cannot settle down. You must be ready to dwell in tabernacles (tents) all your life. Abraham dwelt in tents because his eye was fixed on something eternal. Twenty-five year mortgages will settle you in a permanent home and a city of your choice. Sometimes this kind of settlement is not compatible with the uncertainty of full-time ministry. God may require you to move on at any time.

8. CAN YOU MAKE YOUR WHOLE FAMILY FOLLOW YOU INTO THIS ADVENTURE?

“For I know him, that he will command his children and his household after him, and they shall keep the way of the LORD” (Genesis 18:19). It is important that you bring your family along this road. Some spouses totally reject the uncertainty of it all. I have seen wives who refused to go along with their husbands. A wise man will not marry someone who shows signs of allergy to uncertainty.

The Ordination Service

Many years ago, I attended an ordination service in my city. The pastor preached powerfully and then told the story of how his wife had deserted him. He told us "One day I came back from a ministry trip and my wife said, 'I can't take this anymore' She declared, "I want a normal husband and a normal home. I am tired of this kind of life" She went on, "I want a husband who comes home at five o'clock. I want to be like every other person. I can't stay here waiting for days for my husband to come home." She warned him, "If you don't change I'm out of this marriage and you will have to find yourself another wife." As he ministered, he began to cry and told us how his wife eventually left him. It was very sad, but he said he was not prepared to sacrifice his ministry to his wife's desires. Dear friend, such is the reality of ministry. Can you make your whole household follow you on this perilous journey of uncertainty?

9. CAN YOU LOOK FOR A CITY WITH FOUNDATIONS?

“For he looked for a city which hath foundations, whose builder and maker is God” (Hebrews 11:10). Full-time ministry is all about seeking spiritual realities. We are talking about a city with foundations. Cities like Accra, New York city, Toronto, Paris, London, Lagos, Johannesburg and Nairobi are merely cities without foundations. Sadly, most Christians are in love with these cities that have no foundations.

Christians love to write their addresses and say they live on “Martin Luther Boulevard”, in Los Angeles or in Birmingham. They don't want to be associated with despised places. They wouldn't want anyone to know that they go to church at “Kpakpo Brown Road” or “Ama Badua Street”, in Korle-Gonno,in Accra, Ghana.

Dear friend, neither Martin Luther Boulevard nor Kpakpo Brown Road has a foundation. It is time to lift up your eyes and see the eternal cities that have foundations.

10. CAN YOU GIVE UP YOUR ISAAC?

“And he said, Take now thy son, thine only son Isaac, whom thou lovest, and get thee into the land of Moriah; and offer him there for a burnt offering upon one of the mountains which I will tell thee of” (Genesis 22:2). Isaac is the precious thing in your life. What is precious to you? Is it your job? Is it your school? Is it your beloved? Is it your lifestyle? Is it your career? Is it your American citizenship? Is it your British citizenship? Is it living in South Africa? Is it living in London? What do you love so much? Is it your child? Is it your status in this life? Is it your security?

One day, some ladies were chatting. They discussed a brother who had recently left his high-earning job to come into full-time ministry. They were amazed that he could take such a decision. They said to each other, "As for me, I would not like my husband to get near the Bishop. Everybody who becomes his friend ends up in full-time ministry! His influence is too strong." They continued discussing, "I don't know how the wife and family will cope with this full time thing." Their conclusion was simple, "I really don't want my husband to go near that man."

These women were worried for their own security. The jobs their husbands had and the luxuries they provided meant everything to them. Is it too precious to sacrifice? Full-time ministry means that you leave behind the most precious thing of your life. Before you come into full-time ministry, go through these ten checks. They will help you to be ready for life in the ministry.

THE DESERTERS

“We are not of them who draw back” (Hebrews 10:39-11:1). Years ago, I sat in a restaurant with a seasoned minister of God. He had built a large church in a city and had several other branch churches. As we chatted, he told me something that stunned me.

He said, "I have decided to leave the ministry and go into business." He explained, "I find the ministry boring. It does not challenge me anymore." Then he said, "I can't imagine myself doing this for the rest of my life." He told me how he had decided to go to university so that he could accomplish many more things.

I was bewildered, as I had never met anyone like that. To me, coming into ministry was the greatest step of my life. Leaving medicine behind was such a big upward step. I wondered,"Why would anyone do something like that? What would make someone who is successful in ministry abandon everything and return to the secular world?" Well, I was to find out that he was not the first, and neither would he be the last to return.

TYPES OF DESERTERS

TYPE 1: THE SUBTLE TYPE

Some people partially desert the ministry because of attractions to other vocations. I have heard of different ministers going into politics, business, medical work, social work, government work and all sorts of other occupations. There are several subtle defections from ministry. Actually, many people depart from ministry in their hearts before they get involved in business, social work and politics. In a sense, the ministry becomes a thing of the past. It no longer consumes their whole being as it used to. Sadly, the work of the ministry is relegated to the position of a stepchild. They maintain the title "Reverend" and continue to pastor their churches, but they have actually metamorphosed into part-time ministers and part-time something else. Surely, there has been a subtle but significant shift from true ministry.

All these subtle defections from the ministry are done with the background of six billion souls waiting to be won to Jesus. As nations fall to Islam, Christian ministers charged with spreading the gospel rather find time for a host of other things! Ironically, as millions continue to die and go to Hell, the urgency of our calling seems to be weaker. Perhaps backslidden pastors who are possessed with the spirit of worldliness and who value wealth more than the anointing lead the Church. It is because we are a backslidden Church that the idea of substituting the ministry of the cross and the blood of Jesus with business, politics or humanitarian works can even be suggested in the church community.

TYPE 2: THE DEMAS TYPE

"For Demas has forsaken me, having loved this present world" (2 Timothy 4:10). Demas was in full-time ministry with the Apostle Paul. Yet he forsook Paul and returned to his old life. Paul explained why this had happened: Demas had loved this present world. No one who loves this present world will do well in full-time ministry. You must not love this earthly, physical world. Your heart must be fixed on eternal things.

The worst type of person to mistakenly be in full-time ministry is someone who loves this present world. If you love the glamour and wealth of the cities of this world, how can you be sent to villages where the poor and needy await salvation?

Sadly, many Christians are in love with this world and they are incompatible with full-time ministry. A lover of cars, money, clothes, and houses should not apply to work in full-time ministry. The ministry is not a place for people with earthly goals. Your earthly ambitions will soon be in conflict with the goals of ministry.

Do you desire fame and acknowledgment from the world? Do you desire earthly laurels? Do you want to be seen as one of the young upward progressive people of this era? Well, that is not compatible with full-time ministry. Full-time ministry will lead to rejection by the world.

The medical community from which I emanate did not hail or praise me for entering into full-time ministry. They despised me and called me names. One doctor asked if I had gone mad. I don't blame them. I am not trying to impress them.

TYPE 3: THE LOT'S WIFE TYPE

“Remember Lot's wife” (Luke 17:32 NASB). “But his wife looked back behind him, and she became a pillar of salt” (Genesis 19:26). Lot's wife turned into a pillar of salt because she looked into the past. Do not look back; otherwise, your ministry will freeze. You cannot have the same friends, the same cars, the same income, the same clothes, the same pastimes that you had when you were in the world. If you look back longingly at these things, you have troubled yourself.

One day, a brother who was in full-time ministry began complaining about his work. In one of his outbursts, he made a pronouncement, which was revealing. He blurted out, "If I was still working at King Kong Fishing Company, I would be earning thousands of dollars by now."

You see, this fellow used to be a manager for King Kong and it was now five years since he had resigned and come into full-time ministry. He was looking back at his income. He was considering what his income might have been. When you look back, you have all sorts of imaginations about what you could have become. This paralyzes you in full-time ministry and makes you want to return If we all look back and imagine what we might have been, our ministries may come to a grinding halt. Looking back is not an option once you are in full-time ministry.

TYPE 4: THE MARK TYPE

“Barnabas wanted to take John, called Mark, along with them also. But Paul kept insisting that they should not take him along who had deserted them in Pamphylia and had not gone with them to the work” (Acts 15:37-38 NASB).

Mark is an example of someone who abandoned the ministry mid-stream. I have seen this several times. These people suddenly resign from full-time ministry without much explanation. They abruptly disengage from the ministry without obvious reason. This type of desertion is distressing as it is never clear as to why the individual is departing.

Once, I had a pastor I loved dearly and to whom I had assigned a very important job. Everything seemed to be going well until I suddenly got a letter by which he resigned from the ministry. I found out later that this fellow was offended about various things. Several other ministers who have behaved in this “Mark” fashion had hidden reasons in their hearts. “And then shall many be offended, and shall betray one another, and shall hate one another”(Matthew 24:10). Alas, unhealed wounds are not compatible with the priesthood. No minister will flourish if he keeps bitterness within. I tell you, unforgiveness will remove you from the ministry faster than you can imagine. Unforgiveness and a lack of communication are the cause of this kind of desertion.

TYPE 5: THE PETER TYPE

Simon Peter said to them, "I am going fishing" They said to him, "We are going with you also." They went out and immediately got into the boat, and that night they caught nothing” (John 21:3 NKJV). After Peter had received training for three years, he decided to go back to fishing. Peter's

return to fishing was one of his most unfortunate choices. He carried along with him people that looked up to him. This is the type of desertion in which people do not appreciate their ministerial training. Such people do not realize the investments that have been made in their lives. They disregard years of Bible school training and simply put it aside.

Years ago, Dr Yonghi Cho told a story of how he found an old picture of his Bible schoolmates. He noted that most of them were dead. Just a couple of them were still alive and those were the ones still in ministry. You see, instead of preaching, many of them had become welders, carpenters, drivers, etc. Bible school training had not meant much to some of them.

In the "Peter type" of desertion, the person does not know the greatness of his calling! The entire church of Jesus Christ depended on Peter to becoming a rock and a foundation. Yet here he was fishing. And he was not alone, but he was fishing with all the other rocks and foundations of the church. Mercy! How was the Church going to be built if Peter was returning to fishing? Did the three years with Christ mean nothing? Did all the teachings and private discussions found in the book of John mean nothing? What was Peter looking for? You will not prosper when you return Peter caught nothing that night. He was looking for fish but there was no fish to be found for the returning apostle.

Jesus called out and told the struggling defectors what to do. Once again, our Lord proved that we can do nothing without Him, including our profession. They ran to the shore and found Jesus grilling the very fish they were looking for.

God knows what we need. There is no need for us to abandon our calling to chase our needs. It is only when they fished on the instructions of Jesus that it yielded anything. Everything else was useless. "Simon Peter said to them, "I am going fishing." They said to him, "We will also come with you." They went out and got into the boat; and that night they caught nothing. But when the day was now breaking, Jesus stood on the beach; yet the disciples did not know that it was Jesus. So Jesus said to them, "Children, you do not have any fish, do you?" They answered Him, "No." And He said to them, "Cast the net on the right-hand side of the boat and you will find a catch." So they cast, and then they were not able to haul it in because of the great number of fish. Therefore that disciple whom Jesus loved said to Peter, "It is the Lord." So when Simon Peter heard that it was the Lord, he put his outer garment on (for he was stripped for work), and threw himself into the sea. But the other disciples came in the little boat, for they were not far from the land, but about one hundred yards away, dragging the net full of fish. So when they got out on the land, they saw a charcoal fire already laid and fish placed on it, and bread. Jesus said to them, "Bring some of the fish which you have now caught." Simon Peter went up and drew the net to land, full of large fish, a hundred and fifty-three; and although there were so many, the net was not torn. Jesus said to them, "Come and have breakfast." None of the disciples ventured to question Him, "Who are You?" knowing that it was the Lord. Jesus came and took the bread and gave it to them, and the fish likewise" (John 21:3-13 NASB)

It was after this that Jesus asked, "Do you love me?" When Peter said, "I love you," Jesus asked him to go back to ministry work. In other words, "Please don't go back to fishing. Concentrate on the sheep and feed them." How many ministers have left the sheep and gone back to fishing? Perhaps countless have. Could it be that we do not love Jesus anymore? May God have mercy on our souls!

TYPE 6: THE BORED TYPE

"Then shall we know, if we follow on to know the LORD" (Hosea 6:3) There is a type of desertion in ministry, which comes from not continuing to follow the Lord. It is easy to start out in the ministry but it is not that easy to continue. To be steadfast in ministry is important. Steadfastness is a word borrowed from the navy. It speaks of the ability to stay on course. It also speaks of the ability to come back to course after you have drifted off. Many ministers do not have steadfastness. They cannot fulfill the calling of a pastor.

It takes steadfastness to continue preaching divine and mystical truths in spite of the pressure to change the message and make it more "relevant". Following the Lord is an exciting adventure. It is a quest without parallel. You will find yourself running, fighting, thinking , surviving and strategizing all the time.

Paul described the tension of ministry in the second book of Corinthians. He said, "We do not want you to be unaware, brethren, of our affliction which came to us in Asia, that we were burdened excessively, beyond our strength, so that we despaired even of life; indeed, we had the sentence of death within ourselves so that we would not trust in ourselves, but in God who raises the dead; who delivered us from so great a peril of death, and will deliver us, He on whom we have set our hope. And He will yet deliver us" (2 Corinthians 1:8-10 NASB) How can ministry be boring? It is because you have ceased to follow the Lord that ministry has become boring to you. Many have taken detours because their eyes are set on natural goals rather than God-given tasks.

I feel no rest and I feel no ease after all these years in ministry. There is always a certain kind of tension within me. It is as though I just began. The closer I get to God the more worried I am for my state. The whole world lies in wickedness! Billions of souls are waiting for us! The forgotten ones sleep and wake everyday in their villages hoping it will be the day when the good news will be brought to them. Seeking for the Lord in full-time ministry will never be boring. It will challenge you to the very core. Do not let any minister deceive you into thinking that there is time and space for earthly pursuits. It is time to spend and be spent!

Paul's last words do not give the impression of someone who was bored. His last words do not give the impression of someone looking for a new job. He had no time for a political or social role in Rome where he was a citizen. You can sense the exhaustion, the intensity and the dedication to the original purpose. "For I am now ready to be offered, and the time of my departure is at hand. I have fought a good fight, I have finished my course, I have kept the faith" (2 Timothy 4:6-7).

Full-time ministry is the best thing that could ever happen to you. There is no parallel to this high calling. There is no greater opportunity that a person could have. I highly recommend that your life be spent in absolute surrender and full-time commitment to the purpose and prize of the gospel!

Perceptions and Methods of Full- Time Ministry 44

ERRONEOUS PERCEPTIONS ABOUTFULL-TIME MINISTRY

To many outsiders, the concept of being in fulltime ministry is absurd. What is there to do, they ask. Can't I come at the weekend to help the church? Do I really have to leave my job? Is it necessary to go to such extremes? We must be cautious! We must be careful! We must not take drastic and emotional decisions!

1. THERE IS NOTHING IMPORTANT TO DO IN MINISTRY.

To many lay people, full-time ministry is unnecessary. They do not see why such a move is necessary. This is why I teach about the mysterious purpose of full-time ministry. I call it mysterious because it is not easy to see what there is to be done in the house of God. After all, the church looks like a place where a lazy priest offers sleepy prayers to God all week. At the weekend, this priest will conduct one funeral service, one wedding and one christening. He will then read out his sermon on Sunday and return to his home to continue his long rest! Why should a doctor, lawyer, or the treasurer of a bank leave their important careers only to work in such a place as a church?

I do not blame anyone who thinks it is not worth it. That is the picture you may have from the outside. The Kingdom of Heaven is like a treasure hidden in a field. There are many hidden things about the Kingdom of God. Even the work that has to be done is not obvious. The purpose for anyone being in full-time ministry is indeed mysterious.

Jesus said, if you do my will then you will know that it is good. Knowing the greatness of the will of God comes by doing it and not just by reading about it. Somehow, it was only after working in full-time ministry that I truly appreciated the work of a priest. "If anyone is willing to do His will, he will know of the teaching, whether it is of God or whether I speak from Myself"(John 7:17 NASB). It is only when you actually enter full-time ministry that you will discover what it is. That is when you will know God's mysterious purpose for full-time ministry.

2. THE MINISTRY IS NOT ACTUALLY WORK.

When I started full-time ministry my wife was often asked, "So your husband doesn't work anymore?" There is a perception that ministry is not work. That is why people want to be counseled on the pastor's day-off. They do not understand that to counsel someone is actually work.

Some years ago, a lady applied for a job in the ministry. We finally agreed that she should work with us and even gave her a letter of appointment. A few days before she was to start work, she received a job offer from some other organization. To my surprise, she accepted the other job and asked whether she could do the church's work on some afternoons and weekends. I was taken aback. I realized that this lady did not appreciate the amount of work she would have to do in the ministry. I told her, "I do not think you are ready for full-time ministry." Somehow, this lady did not even understand why I was unhappy with her proposal to work in the church after her secular job was over. I refused to allow her to come into full-time ministry at that time. I realized that she did not appreciate what full-time ministry was.

3. FULL-TIME MINISTRY IS A STEP DOWNWARDS.

Moving from secular work into full-time ministry is a step upwards. It is not a step downwards! The Apostle Paul said that he counted all things as dung for the excellency of the knowledge of

Christ. This means that to set aside your medical, legal or engineering profession is the same as flushing away your faeces. No one cries when he flushes away his feces (unless he is suffering from coprophilia). To set aside your job as the treasurer of a bank and to take up ministry is like dumping a bag of faeces and taking up a bag of diamonds!

4. FULL-TIME WORKERS HAVE A LOT OF TIME ON THEIR HANDS.

That is why full-time workers are treated as though they are not employed. Relatives and friends of full-time workers love to send them about to do odd jobs. It is thought that they have nothing to do. Some of them are made to baby-sit and do house chores by their spouses because they feel that in fact the full-time pastor is doing nothing.

5. MINISTRY CAN DE DONE AFTER RETIREMENT.

Many people would like to work for God but they want to do it after they have accomplished something for themselves. They give their best years to secular goals and lofty ambitions. They hope that God's work will be waiting for them when they finally retire. After all God's work can wait! It is not that important. Do you think God can wait for you? I am sorry, God cannot wait for anyone! Souls are dying. Thousands of souls would have died and gone to Hell by the time you finish fulfilling your dreams. By the time you are older, you will be less active, less energetic, slower, easily tired, full of the sicknesses of middle age, less able to learn new things, unable to do a full day's work, heavily in debt, and generally LESS USEFUL TO GOD! Why do you want to give God an expired and worn out vessel? Give that to the bank!! Give that to the corporate world!! It is time to give your best to God!

It may shock you to know that God has his own retirement package. He also wants young, fresh, able-bodied people to serve in His temple. God does not want the leftovers and rejects of the world to be His principal workers. He defined the age bracket of His workers and asked Moses to retire priests after a certain age. Amazingly, the prime period for doing God's work is between the ages of twenty-five and fifty.

Shockingly, the retirement age for priests is even lower than the world's retirement age. "Then the LORD spoke to Moses, saying, "This is what pertains to the Levites: From TWENTYFIVE YEARS old and above one may enter to perform service in the work of the tabernacle of meeting; and AT THE AGE OF FIFTY YEARS THEY MUST CEASE PERFORMING THIS WORK, AND SHALL WORK NO MORE. They may minister with their brethren in the tabernacle of meeting, to attend to needs, but they themselves shall do no work. Thus you shall do to the Levites regarding their duties" (Numbers 8:23-26). Yet another Scripture gives the age of doing God's work as between the ages of thirty and fifty. “Take a census of the descendants of Kohath from among the sons of Levi, by their families, by their fathers' households, FROM THIRTY YEARS AND UPWARD, EVEN TO FIFTY YEARS OLD, all who enter the service to do the work in the tent of meeting” (Numbers 4:2-3 NASB). God wants the best for His church. The grey-haired men and women of wisdom have a role in the church. The retirees of this world also have their place in God's house. But the prime work of ministry is to be done by able bodied people between the ages of twenty-five and fifty. For-… for-… for-… forgive!

6. MINISTRY DOES NOT REQUIRE EDUCATED PEOPLE.

Many people think that ministry does not require educated or intelligent people. It is considered a job for dropouts and a haven for the intellectually less endowed. Why should God's work have such educated people? God gave the dearest and the best to be our savior. He climbed the tree for you and me. If the dearest and the best gave Himself, should we not give our best to Him?

7. FULL-TIME MINISTRY MAKES YOU AN INSIGNIFICANT MEMBER OF SOCIETY.

When a person says, "I am the Managing Director of such and such company" he sounds important. When he says, "I am the Treasurer of Barclays Bank" he sounds very important. But when he says, "I work in the church" he seems to have lost his lustre. Most of the time there is little glamour associated with the work of the ministry. But in reality ministry is the most important job in society.

Someone said to his son who was entering full-time ministry, "You are doing the right thing." He continued, "It is only in the church that a millionaire can be asked to kneel down and have hands laid on him." No millionaire will kneel down before his bank manager, he explained. But in the church the millionaire would kneel down before his pastor for prayer.

GOD'S ORDAINED METHOD

"He hath shewed thee, O man, what is good; and what doth the LORD require of thee" (Micah 6:8). God will show us what is good and what is required of us. We cannot do His work in our own way. It is His work and it must be done His way, using His methods. Full-time ministry is God's ordained method of administering his Church. No one is wiser than God. I believe there was a time I thought I knew better than God on this matter. Mercy! Forgive!

I was a successful lay pastor and had started a church that was growing. I was called "Reverend" and even had assistant pastors. I was winning souls on a weekly basis through dawn broadcasts, crusades and other programs. I prided myself in the fact that I was not a financial burden to the church. Our church was not under any kind of financial pressure and the wisdom of lay ministry was working well.

One day I traveled to Geneva and had a discussion with an American Pastor who had a ministry there. At a point, I told him that I was not paid by my church. I proudly explained how I supported myself in the ministry. He listened to me and seemed to be impressed. I told him, "We don't receive tithes and sometimes we don't even take offerings. We do not burden our church financially in any way." However, at a point, he said, "You are not wiser than God." God has ordained His Church to run in a certain way. He continued, "There is a blessing that comes on a congregation when they pay tithes." He explained how there is a blessing in accepting God's method of running His own Church. Somehow, this conversation stayed with me and I began to study and to seek for God's ordained method of Running his Church.

THE LAY MINISTRY AND GOD'S ORDAINED WAY

'Even so hath the Lord ORDAINED that they which preach the gospel should live of the gospel" (1 Corinthians 9:13-14). When something is ordained to be a certain way, it means it is intended, predestined and designed to be that way. God intended and designed that preachers should be paid for preaching the gospel.

1. PREACHING WITHOUT BEING PAID IS A SPECIAL ARRANGEMENT THAT GOD ALLOWS AND BLESSES AT CERTAIN TIMES.

The Apostle Paul practiced this unpaid style of lay ministry better than anyone else. But he is the one who also taught that God's intended method of running the ministry was for pastors to be paid from the work they do.

2. LAY MINISTRY IS A WISE AND HELPFUL METHOD OF BUILDING A CHURCH.

Lay ministry cleverly removes the burden of looking after priests. I have actually written a book about Lay Ministry. I believe in the lay ministry and have not changed my doctrine. However, God's Word contains many different things, which sometimes look contradictory to the unlearned. Lay ministry and full-time ministry do not contradict each other. Actually, they complement each other.

3. THE WISDOM OF LAY MINISTRY DOES NOT CANCEL OUT THE NEED FOR FULL-TIME MINISTRY.

Full-time ministry is a ministry of “priests” and “helpers of priests” who work in the temple. These people are supported by the offerings and gifts brought to the Lord by the people. The full-time “priests” and “helpers of priests” are to live off the gifts and sacrifices in the temple.

LIVING OFF THE GOSPEL

“Do ye not know that they which minister about holy things live of the things of the temple? and they which wait at the altar are partakers with the altar? Even so hath THE LORD ORDAINED THAT THEY WHICH PREACH THE GOSPEL SHOULD LIVE OF THE GOSPEL” (1Corinthians 9:13-14). God has ordained priests to live off their jobs as preachers. "So also the Lord directed those who proclaim the gospel to get their living from the gospel" (1Corinthians 9:14). This is a very humbling thing for people who could have had other jobs.

It sounds nicer to say, "I earn money from my secular job and I work for God without charge." It sounds very sacrificial indeed!

1. IT IS BETTER TO ACCEPT GOD'S METHOD OF RUNNING HIS CHURCH THAN TO DO ANYTHING ELSE.

Don't forget that obedience is better than sacrifice. Living off a church salary is a little different from living off a salary from the bank. Living a life that depends on offerings and gifts can be even more unsettling. It is more acceptable to drive a car you bought whilst working in the bank. Living in a nice home that was acquired through church money does not seem good enough.

2. IF YOU ARE CALLED TO BE A PRIEST THEN BE READY TO LIVE A DIFFERENT KIND OF LIFE.

It is almost as though you are using pilfered goods. But it is important to accept God's ordained method of administering His Church and looking after His priests. Are you called of God? Does God want you to be in full-time ministry? Then get ready to live a different kind of life.

WHY PREACHERS EARN MONEY

1. EVERY TRUE MINISTER IS WORTHY TO BE PAID.

“Do not acquire gold, or silver, or copper for your money belts, or a bag for your journey, or even two tunics, or sandals, or a staff; for the worker is WORTHY of his support” (Matthew 10:9-10 NASB). This verse means that a preacher ought to have support. He has earned an income. It means he is justified to receive money and he truly merits it.

2. ORDAINED PREACHERS ARE TO LIVE OFF THEIR JOBS AS PREACHERS.

God wants His preachers to live in a particular way. He wants to provide for them and pay them Himself for preaching His Word.

3. GOD HAS CHANGED THE WAY PREACHERS EARN MONEY.

Jesus called His disciples and changed their professions. They lived by fishing. He offered them a new way of making money - winning souls. "As He was going along by the Sea of Galilee, He saw Simon and Andrew, the brother of Simon, casting a net in the sea; for they were fishermen. And Jesus said to them, "Follow Me, and I will make you become fishers of men" (Mark 1:16-17 NASB).

4. ANYONE WHO REFUSES GOD'S ORDAINED METHOD IS CHOOSING HIS OWN WAY.

Every true minister must desire to walk in what God has prescribed for His priests. There is a way which seemeth right unto a man, but the end thereof are the ways of death” (Proverbs 14:12 NASB).

5. LIVING A LIFE DEPENDENT ON INCOME FROM PREACHING IS ONE OF THE SIGNS THAT YOU ARE A PRIEST.

The true priests of God lived in this way. Your method of acquiring possessions such as a home, a car, etc, shows where you work. But I have used none of these things: neither have I written these things, that it should be so done unto me: for it were better for me to die, than that any man should make my glorying void” (1 Corinthians 9:15)” Paul declared that though he could have benefited materially from his work as a priest he did not. He did not want anyone to speak evil of his ministry.

6. PREACHERS DESERVE THE BENEFITS THEY RECEIVE.

The eating and the drinking of a true preacher must be at the expense of those preached to. Those are the instructions of our saviour. “And remain in the same house, eating and drinking what they provide, for the laborer deserves his wages” (Luke 10:7 NASB). Jesus explains why pastors should eat and drink at the expense of their hosts. He said "You deserve it." After ministering, you deserve to be paid. Jesus said preachers deserve salaries!

I deserve to be paid for preaching, teaching, writing, ministering, counseling, encouraging people, talking to people, praying for people, and the list goes on! Preachers deserve cars, houses, servants and food! All these are products of wages! Do not let anyone deceive you with false humility and self-righteousness!

7. FULL-TIME MINISTERS ARE SUPPOSED TO COLLECT MONEY FROM THE PEOPLE.

“And those indeed of the sons of Levi who receive the priest's office have commandment in the Law TO COLLECT a tenth from the people, that is, from their brethren, although these are descended from Abraham” (Hebrews 7:5 NASB).

The King James version says priests are “COMMANDED TO TAKE TITHES” from the people. Taking and collecting tithes is actually a direct command from God. That means that it is a sin not to collect these tithes. Do not let any worldly person move you away from God's ordained and prescribed method.

8. IT IS BETTER TO OBEY THAN TO SACRIFICE YOUR WAGES.

Samuel replied, "Has the Lord as much pleasure in your burnt offerings and sacrifices as in your obedience? OBEDIENCE IS FAR BETTER THAN SACRIFICE. He is much more interested in your listening to him than in your offering the fat of rams to him” (1Samuel 15:22 TLB) You will be more pleasing to God if you humbly receive your wages than if you make any unwanted sacrifices. Not all commands of God involve suffering and pain. Do not be wiser than God!

Practice and Purposes of Full-Time Ministry 45

WHAT IT MEANS TO “GIVE THYSELF WHOLLY”

“GIVE THYSELF WHOLLY to them; that thy profiting may appear to all” (1 Timothy 4:15). “Throw yourself into your tasks so that EVERYONE MAY NOTICE YOUR IMPROVEMENT AND PROGRESS” (1 Timothy 4:15 TLB). At the end of 1990 the Lord spoke to me. He said, "From now on, I want you to give yourself wholly to my work." I knew what that meant. He explained that if I gave myself completely to the work of God my “profiting” would appear to all. That meant that people would see my progress in ministry. Armed with this Scripture, I launched myself into full-time ministry in January of 1991. I have been in full-time ministry, totally dedicated to kingdom business since then. I can say that my little progress and improvement has become evident to many people. The fact that you are reading this textbook attests to this fact.

Unfortunately, many give themselves halfheartedly to the ministry. That is why they do not make significant strides in God. If you suggested to your boss that you would come to work twice a week in the evenings, do you think he would accept you? Certainly not! The input you can make in the evening is different from what you can do when you spend the whole day working. Suggest to your boss that you will work for him only on Sunday afternoons and see if he will keep you. Your value to him would drop sharply.

By this same logic, your value to God is reduced if you are available to Him only on Sunday afternoons. God wants to have people who work for Him during the day and not only in the evenings. Why do you want to be a night officer for Christ? To give yourself wholly to the Lord means to give everything you are and everything you possess to Jesus. How do you give everything to God? What does it mean to give yourself wholly to the Lord?

1. “GIVE THYSELF WHOLLY” MEANS TO GIVE YOUR HEART.

Many people who work in the secular world have not given their hearts to what they are doing. To give yourself wholly means you must first of all give your heart. Whilst working in the

government hospital, I noticed that many of the doctors did not give their hearts to what they were doing. Most of them were looking for an opportunity to leave the country.

Prostitutes give their bodies to their clients but they do not give their hearts. One of the rules of prostitutes is never to kiss a client. Doing something physically does not mean that your heart is in it. Full-time ministry is not something you can do without giving your heart.

This is why full-time ministry is not the same as taking up another secular job. It is the giving of your heart to God. It is the pouring out of your soul into God's work and leaving nothing behind! People who work in the bank are not pouring out their souls. They are merely looking for more money and higher positions. When you give your heart to the Lord's work, you will see the difference.

2. "GIVE THYSELF WHOLLY" MEANS TO GIVE YOUR MIND, INTELLIGENCE AND IDEAS.

Full-time ministry involves bringing your intelligence to bear on God's work. Intelligence is not only required in banks, hospitals, science laboratories, political parties, factories, law firms, farms and consultancies. Intelligence is required to do God's work. God's work is not the lowest calling. It is the highest calling! It is the greatest job! Maybe you have despised God's work and given your intelligence and ideas to the building of earthly institutions.

Instead of God's kingdom benefiting from your clever suggestions, it is political parties and banks that do. They make more money and accomplish more of their goals by using your abilities. God could equally use your intelligence and creativity.

I did very well in school. In 1982, there were hundreds of applicants for the only accredited medical school in Ghana. In order of merit, I was the fifth person in the whole country to be interviewed for entry into the medical school.

Whilst in medical school, I earned a distinction and won a prize, which was given to the two best students in the fifth year. God had truly blessed me with intelligence through which I became a medical doctor.

After seven years of medical training and a year of housemanship, God called me to apply the intelligence He had given me to ministry. After all, it was the Lord who had given me everything I had. The Lord had made me excel in school. As the Scripture says, "For who maketh thee to differ from another? and what hast thou that thou didst not receive? now if thou didst receive it, why dost thou glory, as if thou hadst not received it?" (1Corinthians 4:7). The Kingdom needs intelligent and educated people who can make a difference. To be successful in ministry you will need more than anointing and miracles. You will need intelligence, good ideas and creativity. I believe that throwing in the numerous good ideas and thinking abilities God has given me has made a difference to the ministry.

God has blessed me with a number of highly educated and intelligent professionals who make a lot of difference to the ministry. Actually, these clever people are gifts given to me by the Lord. They make such a difference to all that happens in our church. They have humbly acknowledged that what they are is just a gift from God. Indeed, it is a privilege to be called upon to serve the Master with the intellect He has given you.

3. “GIVE THYSELF WHOLLY” MEANS TO GIVE YOUR EDUCATION AND TRAINING.

After being educated and trained by Pharaoh, Moses launched out into God's will and built Israel into a nation. Obviously, he was trained in Pharaoh's palace to rule and to govern nations. Your education and training will be useful to God When I entered full-time ministry people were aghast, saying, "How could you abandon your medical profession and become a pastor?” They said this only because they despised God's work. Sadly, the Kingdom of God is despised and is esteemed to be worthy of only emotional and uneducated people.

As I write this textbook, I know of four medical doctors who have launched campaigns to become the president of Ghana. One of them is an obstetrician/gynecologist who used to live and work in America. Another is a cardiothoracic surgeon who used to live and work in Germany. The third one is a pathologist who used to live and work in England. The fourth is practicing medicine in the U.S.A.. The fifth of these has his own medical practice in one of the cities of Ghana.

It is interesting that these highly trained specialists are not criticized for leaving their field of training to jump into politics. Even though politicians are despised, no one seems to think that it is a waste of their education and training.

The ministry is an even higher calling. It is a demanding job, which requires intelligent, well trained people to give of themselves. Currently, I work with some twelve medical doctors who have set aside medicine for something higher. Their training in medicine makes them more capable to do the tasks set before them. I am proud of them and blessed to have such noble people join me in this great calling. I also have at least eight lawyers who have set aside their law practice to take up ministry. The list goes on and I could tell you of pharmacists, architects, engineers, IT consultants, bankers and accountants who work full time in the ministry. They are fully engaged in building God's Kingdom by applying their education and training to their new tasks.

4. “GIVE THYSELF WHOLLY” MEANS TO GIVE YOUR PERSONALITY AND TEMPERAMENT.

God has made us all differently. Some people are choleric, others are melancholic, others sanguine and yet others phlegmatic. A choleric is good at work involving leadership. A melancholic is good at work involving details and administration. A sanguine is good at work that involves human relations and the phlegmatic is the best at steady maintenance jobs. All these features are God-given and are important for the progress of any venture. Businesses, banks and corporations employ people based on these natural abilities. Temperament tests are done routinely by Human Resource Departments.

To give yourself wholly is to take whatever temperament you have and apply it to the church. There are several areas of work, which require your particular temperament. I place people mainly according to their temperaments. Why do you want to give your God-given temperament to the world? Is it not the greatest opportunity to give something back to God? Do you feel that giving it to the world is more worthwhile? It is time to stop despising the church. Let's give ourselves wholly to the Lord.

God made me choleric and melancholic. When I was in school, I was seen as a quiet, unassuming person. I was never chosen to be a prefect or a leader. But God who created me and put within me my temperament, chose me to be a leader for his people. I could have used my God-given ability to build a bank or a nightclub.

I recently met a young man who had great leadership abilities. He had built a well-known computer firm and was doing very well. One day, I needed to see him and we set up an appointment in town. When we sat down I asked him "What goes on here? I thought this was your office." He answered, "Actually, this is a night club as well. Daytime for certain things and night time for the night club." "Wow" I said. "I did not know you were into night clubs. Does your wife come here sometimes?" "Not really, she does not enjoy night life much," he answered.

Some weeks later, I happened to be in another town ministering in one of our churches. When I looked out of the window, I saw a building with a familiar sign and I asked. "What is that building and what do they do there?" "Oh, it's a night club belonging to so and so." To my amazement it belonged to the same person. I realized that this man had built a chain of night clubs. The question is, what will you use your God-given temperaments and abilities for? You can use your gifts to build nightclubs, banks or businesses. I choose to use my abilities to build churches!

Melancholism and Work

God made me melancholic. I often find myself analyzing things and thinking deeply about issues. This ability helped me to analyze loyal and disloyal behavior, even when it was not obvious. It contributed to the things that I have taught over the years. A conversation, which means nothing to someone, becomes a revelation to me because of my melancholic analysis.

I also found myself arranging and reorganizing what needed to be reorganized. This melancholic nature has helped me to administer and manage churches in different countries of the world. I have been able to organize many things at the same time because of this “grace” of melancholism. To give yourself wholly is to pour everything you are into God's work until the benefits are seen.

5. “GIVE THYSELF WHOLLY” MEANS TO GIVE YOUR FAMILY.

To give yourself wholly also means to give your family to the Lord. Sadly, there are many ministers who do not want their children to be in the ministry. The Levites served the Lord with their entire families. Their wives and children belonged to the service of God's tabernacle. That is what I believe! Give your husband, wife and children to God!

Some ministers withhold their wives and use them as a business outreach to make money on the side. They fulfill their secular and business dreams through their wives. It is important that we examine our hearts and see whether we have given ourselves wholly to God's will. Ask yourself. If ministry is a good thing, why do I not want my child to be a minister? Why do you want him to be a pilot or a lawyer rather than a minister of the gospel? Do you not believe in your own profession?

6. “GIVE THYSELF WHOLLY” MEANS TO GIVE YOUR BACKGROUND.

Everybody has a background and a family. We all come from somewhere. This fact was seen even in the life of Jesus. The genealogy of Christ goes to great lengths to describe his origins and heritage. He was the lion of the tribe of Judah and not the lion of the tribe of Benjamin. Christ came from Judah and not from Reuben. Where do you come from? It affects you and your calling!

To give yourself wholly means to allow all that is in your background to help the ministry advance. I would not usually send someone who is not from the Ewe tribe to the Volta Region of Ghana. All the missionaries to the Volta Region must be "Voltarians" and must speak Ewe. They must use the background God gave them to push the gospel into their region. Your background is one of God's gifts to you. It will enable you to do things that no one else can.

I am half-caste. Because of this background, there are certain things I cannot do. In my home, Ghanaian languages were not spoken. English was the language my father spoke to my mother. This limited my ministry's entry into certain areas of the country. It was difficult to establish churches where English was not spoken. It took us years to make headway in these places. However, the English-speaking nature of our ministry gave me great access to international fields. I found myself easily establishing churches in other countries. After a while, I realized that my background played a role in what I could accomplish.

7. "GIVE THYSELF WHOLLY" MEANS TO GIVE YOUR TIME.

Many people who work in the secular world do not give themselves wholly to their work. They look forward to the end of the working day and yearn for holidays. When I worked in the hospital, I longed for the end of the day. I longed to get away from the wards and the clinics. I dreamed of holidays where I would not have to come to this dreary hospital. I counted the available holidays in the year and complained about the brevity of the leave period. Giving God ten minutes of quiet time a day and two hours on Sunday morning is not full-time ministry. Full-time ministry is much more than that. It is to give all of your time to the Lord.

One brother who had worked in a gold mine for years remarked, "I had never worked so hard till I came to work in the ministry. When I worked for the gold mine we would close at five o'clock and I would drop everything and leave. I never thought about the office until I got back the next day." He continued, "Now, I take work home with me and the work never ends. It's day and night and it goes on and on." That is how full-time ministry is. All of your time is given to God.

My ministry does not end when I walk out of church. My mind is always on God and His work. There is nothing like a closing time for me. Every moment and everyday belongs to Him now. I do not think of going on leave anymore, neither do I think of retirement.

8. "GIVE THYSELF WHOLLY" MEANS TO GIVE YOUR MONEY AND YOUR ASSETS.

When I began in the ministry, my car was the church bus. My personal stereo became the church's public address system. You have to put everything into the ministry if it is to work. There is a certain throwing in of everything that is necessary for success in ministry. What are you withholding from the Lord?

Looking back at my life, I realize how much I have thrown into the ministry. I threw in office equipment that I owned. I used my father's office as the church's office. I made all my money

and everything I owned available for God's work. I believe that all this is part of “giving thyself wholly”.

9. “GIVE THYSELF WHOLLY” MEANS TO GIVE YOUR ENERGY.

You will experience tiredness in ministry. But I call it sweet exhaustion. You are tired but there is joy bubbling in your heart. It is said that the world is run by tired men. I can assure you that real ministry involves much hard work.

One day, a friend of mine visited Sierra Leone. He told me how he found several of the peacekeeping soldiers involved in different businesses. Some of them had become taxi drivers and others were involved in diamond mining. So I asked, "How do soldiers who are supposed to be fighting and keeping the peace become taxi drivers and diamond miners?” He answered, "They don't want to die a foolish death.” So I asked, "What is a foolish death? He explained, "They are frustrated with a hopeless war and see no reason why they should die for a worthless cause."

You see, these soldiers sensed the inconsequential nature of the battle they were involved in. They knew that if they were to die they would have sacrificed themselves for nothing.

In the ministry, that feeling of chasing rainbows goes away. The hollowness that comes with heaping up unusable treasures is gone. There is a great motivation to pour out your energy and your very life for an eternal cause.

10. “GIVE THYSELF WHOLLY” MEANS TO GIVE YOUR LIFE.

Many people have died on their jobs. They died at work and in the course of duty. Soldiers die at work. Police officers on duty are killed all the time. Numerous doctors are infected with viruses and germs from their patients. Businessmen and politicians die of stress and heart attacks. Pilots die in plane crashes and the list goes on. All these deaths are related to their jobs. To give yourself wholly means to work for God even if you lose your life. It means to be ready to die doing His will. When you give yourself wholly, you will be prepared to be a missionary in dangerous countries. There are many things in the ministry that will expose you to danger. You will embrace the danger fully and die if necessary. Some time ago, I offered a job to an airline steward. He accepted the ministry opportunity but said he would have to speak to his father. The father was not happy that his son would work in the church and indicated that he would like to talk with me about it.

This man wanted to talk me out of his son's employment. But I refused to speak to the young man's father. I made it clear that I would be prepared to speak to the father if it was about salvation, the Holy Spirit or any spiritual problem. But if the discussion was about his son's employment then I would not to speak to him. My reasoning was simple. When this steward applied to work for the airline his father did not ask to see the Managing Director of the airline. Apart from being almost bankrupt, this airline was known to be dangerous and poorly maintained. Was it not more dangerous for his son to work for this airline than for him to work in the church? Why did this father want to speak to me to prevent his son from working for the Lord? People simply have no respect for the church!

People risk their children's lives everyday and take no thought of it. Many do jobs which are dangerous and life-threatening. They do these heartily and without a second thought. However, when it comes to the work of God, the risks seem to be too high! Giving yourself wholly to God includes giving your life to the Master even if you lose it.

MYSTERIOUS PURPOSES OF FULL -TIME MINISTRY

It is time to magnify full-time ministry. I have magnified the lay ministry for years and many have taken that road. As Paul said, "But I am speaking to you who are Gentiles. Inasmuch then as I am an apostle of Gentiles, I magnify my ministry" (Romans 11:13 NASB). Paul made his ministry important by stressing on it and teaching about it. It is important to magnify the ministry. Full-time ministry is important. It is the priesthood. It is the fulfilling of the call of God. Full-time ministers are the New Testament Levites. "As you know, God has appointed me as a special messenger to you Gentiles. I lay great stress on this and remind the Jews about it as often as I can" (Romans 11:13 TLB).

Full-time ministry is mysterious in that it is not easy to perceive or even faintly quantify what a priest does to occupy himself all day long and everyday of the year. Yet it is the highest calling and the most important work that a person could be involved in. I can confirm this to be a reality.

This section of the textbook will help you to understand some of the hidden purposes, which are accomplished through full-time ministry. Because of the mystique surrounding the work of a priest, little is known about it. That is why I am writing this textbook. "Till I come, give attendance to reading, to exhortation, to doctrine. Neglect not the gift that is in thee, which was given thee by prophecy, with the laying on of the hands of the presbytery. Meditate upon these things; give thyself wholly to them; that thy profiting may appear to all. Take heed unto thyself, and unto the doctrine; continue in them: for in doing this thou shalt both save thyself, and them that hear thee" (1 Timothy 4:13-16).

1. ENTER FULL-TIME MINISTRY TO AVOID THE NEGLECT OF YOUR GIFT.

"NEGLECT NOT the gift that is in thee" (1Timothy 4:14). Many gifts will be neglected until you give yourself wholly to them! Because these gifts are spiritual, it is not easy to see that they are being neglected. This is one of the reasons why God is calling you to full-time ministry. He wants you to have time to attend to the gifts and callings on your life.

The first thing I noticed when I entered fulltime ministry was how free I was to travel to plant churches and to do the work of God. Without being in full-time ministry, I would not have been able to attend to the work of planting churches. There is no secular job that would accommodate my absence from work for such long periods. It may not be apparent to you, but many things are neglected because people do not give themselves wholly to the ministry.

One of the mysterious things about my fulltime staff is that they are so busy and have hardly any time for anything else. It makes you wonder about what had been happening to the issues they attend to now. Obviously, those things were being neglected until there was an individual to attend to them fully.

One medical doctor now in full-time ministry remarked, "I am so busy now and I have no time for anything else." He continued, "Yet, a year ago I was equally busy running my hospital." He

said, "It's amazing. There is so much work to be done and I was busy elsewhere." You see, God's work lies largely undone and neglected. God is calling many to come into His service and do His work and nothing else.

When you are a layperson, the largeness of the work to be done is not apparent. Somehow, it is not obvious from the layman's point of view. That is why newcomers to full-time ministry, who have labored in banks, hospitals, companies, etc, are genuinely surprised to find themselves inundated with work, which they cannot finish. They are simply amazed at how they are continually exhausted with work, which never ends.

I smiled to myself when a lay brother said to me, "Of course I will come to work in the ministry if there is something to do." There is something to do indeed! The whole world is waiting for us to come to them. God has sent us to tell six billion people about Jesus. Do you think that that is a lot of work? I do and I think there is a lot of work for as many as are willing. A song I love says "There are so many jobs in God's vineyard for all of us to do."

The harvest is plentiful but the laborers are few
There are so many jobs in God's vineyard
For all of us to do
We must witness to everyone we meet
In every song we sing
We must tell them of the soon coming King
We must witness to everyone we meet
In every song we sing
We must tell them of the soon coming King
We must work while it is day
Spreading the Word of God
As we walk along the way.
We live to do His will
Spreading the Word of God
Till it reaches to every hill

God called me to be a pastor and a teacher. I could have neglected that gift and spent my days doing something else. For the last several years, I have given attention to my calling. Indeed, it has been several years growing in the anointing and gifting of the Lord.

2. ENTER FULL-TIME MINISTRY FOR MEDITATION, READING AND EXHORTATION.

"Till I come, give attendance to reading, to exhortation, to doctrine" (1 Timothy 4:13). Many people do not even understand the purpose for which they are in full-time ministry. One of the principal reasons for full-time ministry is meditation, reading and exhortation. Each of these is different and has a unique place.

Reading

When you work in the secular world there is little time for reading. A minister is someone who must be given to reading. Reading is one of the most important activities of someone called to full-time ministry. Reading the Bible and reading other books takes a lot of time and has no

substitute. Unfortunately, many who are in full-time ministry do not do the very thing for which they became full-time ministers. Forgive!

Reading is not regarded as work. It is generally seen as something to be done in one's leisure. Sadly, many pastors do not understand that reading is their God-given work. As you read, you go deeper into the things of God. Your depth determines the height you can climb to. I have found reading to be even more important than praying. Reading has opened doors for me and lifted me to new heights in ministry.

Meditation

The church is filled with ministers who glance briefly at Scriptures and read over large portions rapidly. That is why there is a lack of personal revelation. Sermons are empty and there is no depth in what is being said. Instead of spending hours meditating, ministers love to repeat and relay the revelations of others who have sought God and meditated on His Word.

Meditation is thinking deeply about God's word. Indeed, the lack of meditation is the cause of a lack of personal revelation and personal conviction. I long for visions from the Lord that will teach me precious hidden truths. Both Kenneth Hagin and Rick Joyner have had such visions. I love reading their visions and growing spiritually from them. But I cannot spend my whole life waiting for a vision, I have to do what all ministers are supposed to do - meditation.

Sometimes people have visions that are deep revelations about the Word. God gives these supernatural blessings. However, most of us will not have these special revelations. We will have to depend on meditation. I can always tell when I speak to someone who meditates on the Word of God. He is full of wisdom and understanding. It is dangerous to relay the messages of others without taking the time to meditate for yourself. You could easily become a false prophet reading out dead sermons whose relevance has expired.

Exhortation

Exhortation is all about sharing the Word with one another. I love to share the Word with anybody who loves the Word. It is sweet like honey and tasty like spicy grilled pork chops. It is such a delight for me to share wonderful truths with small groups and individuals.

What people do not realize is that, as you share, you become more grounded in the truth. You understand and remember the Word better. Exhortation helps you to preach better. That is why exhortation is important for full-time ministers. Just like reading and meditation, it grooms you for your ministry.

3. ENTER INTO FULL-TIME MINISTRY TO ENSURE SALVATION.

“Take pains with these things; be absorbed in them, so that your progress will be evident to all. Pay close attention to yourself and to your teaching; persevere in these things, for as you do this you will ENSURE SALVATION both for yourself and for those who hear you” (1 Timothy 4:15-16 NASB). “For in doing this thou shalt both SAVE THYSELF, and them that hear thee” (1 Timothy 4:16).

One of the mysterious purposes of full-time ministry is to ensure salvation and to save yourself. How can that be? If God has called you to ministry, it would be dangerous to do anything else.

Paul said, "Woe is me if I preach not the gospel". He also said “Necessity is laid upon me.” In other words, it is very necessary that I preach the Word.

If your boss sent for you, wouldn't you go? If you did not go when you were called what would happen? He is likely to dismiss you for refusing to come when called. That is why servants are quick to respond and ready to do anything. Servants want to keep their jobs and their lives.

There are people who have died prematurely because they refused to give themselves wholly to God's calling. Years ago, a young man said to me, "God has called me to ministry. I want to be in full-time ministry." But I told him, "There is no opportunity for you to work in the ministry at this time." But he insisted, "If I don't work for the Lord in full-time ministry I feel that I will die." "Wow," I said. "I know that feeling." I allowed him to be in full-time ministry and today he has a great church and ministry.

"Woe is me" simply means something terrible will happen to me. You see, the genuine call of God leaves you with no options. Who are you to refuse God's outstretched hand? Do you know the one who has called you? He is El Shaddai the Almighty God.

Jonah experienced the terror of rejecting the call of God. Rejecting the call to full-time ministry will only provoke the storms of life and prepare the whales in the sea to receive you. By rejecting the call of God, Jonah walked right into the storms of life. He fell into the hands of wicked men who heartlessly threw him overboard. As if that was not enough, he was swallowed by a big fish and stayed in the belly of the fish for some days.

Finally, he was vomited out and given a second chance to obey the call of God. “Now the word of the LORD came to Jonah the SECOND TIME, saying, "Arise, go to Nineveh the great city and proclaim to it the proclamation which I am going to tell you" (Jonah 3:1-2 NASB).

Expect storms and expect wicked people to take over your life if you disobey the Master. God controls everything. When Jonah had a bad attitude, the Lord appointed a plant to cover him and then sent a worm to eat the plant. God also sent the wind to Jonah. This illustrates the almighty power of the one who is calling us.

“So the LORD God appointed a plant and it grew up over Jonah to be a shade over his head to deliver him from his discomfort. And Jonah was extremely happy about the plant. But God appointed a worm when dawn came the next day and it attacked the plant and it withered. When the sun came up God appointed a scorching east wind, and the sun beat down on Jonah's head so that he became faint and begged with all his soul to die, saying, "Death is better to me than life" (Jonah 4:6-8 NASB).

Even the growing of a plant and the movement of a worm is determined by God. I believe there are many people whose lives are ruined because they failed to come into full-time ministry. Their lives are ruined because they could not trust and obey God. Sadly, some people even lose their salvation. In full-time ministry, they may have escaped certain temptations. This is why Paul said giving yourself wholly would ensure salvation. Our very lives depend on obeying God. You can make light of God's call, but you will pay dearly for it.

4. FULL-TIME MINISTRY SETS A GOOD EXAMPLE.

“That thy profiting may APPEAR TO ALL” (1 Timothy 4:15). Full-time ministry sets a good example of implementing the Scriptures practically. It makes you a doer of the Word.

Interestingly, we cannot relate with large sections of the Scriptures unless the model of full-time ministry is practiced. Many of the truths relating to the tabernacle, the Levites and the priests have no relevance to people who do not practice the complete dedication that fulltime ministry requires. Many things that Paul said about the ministry relate to people who are completely immersed in ministry. Many of his struggles and teachings are from the perspective of someone completely dedicated to the service of God. Even the often-quoted Scripture, "My God shall supply all your needs" had to do with him receiving support in full-time ministry.

The famous verse in Galatians 6:7 about reaping what you sow is also related to him receiving financial support for full-time ministry. Several good examples are set when you enter full-time ministry. You set an example of faith and of trusting in God. Full-time ministry sets an example of loving God and obeying Him. Full-time ministry demonstrates that you believe in the sacrifice of the cross. You have taken up your cross and are following the savior.

5. FULL-TIME MINISTRY PERMITS THE CONTINUATION OF YOUR MINISTRY.

“Take heed unto thyself, and unto the doctrine; CONTINUE IN THEM” (1 Timothy 4:16). Many people practice a part time ministry, giving God some weekends and some evenings of their lives. This is all well and good and sometimes is a necessary phase of ministry. However, fulltime ministry is a logical continuation of the lay ministry. What you have done for years on a part time basis can be continued and upgraded in full-time ministry. It is indeed a privilege to have the opportunity to continue to fulfill your call at a higher level.

If God has called you to the ministry, pray for the opportunity to go all the way. I have experienced both lay ministry and full-time ministry. I can tell you, it is the greatest blessing to give yourself wholly to the Lord.

6. ENTER INTO FULL-TIME MINISTRY FOR THE PROTECTION OF YOURSELF AND YOUR MESSAGE.

“TAKE HEED unto THYSELF, and UNTO THE DOCTRINE; continue in them” (1 Timothy 4:16). An ambassador is a special envoy with a special message. Every minister is an ambassador. “Now then we are ambassadors for Christ, as though God did beseech you by us: we pray you in Christ's stead, be ye reconciled to God” (2 Corinthians 5:20). It is important that a messenger does not change the message he was given to deliver. The messenger himself must not be corrupted or swayed by the people he sees. He must be faithful to the one who sent him.

Recently, I needed to send a message to someone. The message was a very hard message of judgment. I did not want to do it myself so I looked for a messenger. Somehow, I knew that each of the people I was thinking of would modify the message. They would say things differently and tone the message down. Then I got discouraged and gave up the idea of delivering that message. I understood why God had said, "Who will go for me?" I began to identify with God's problem of finding a faithful, reliable messenger who would deliver the truth without compromise. Unfortunately, the very sight of the recipients of the message frightens the messengers and they come up with amazing variants of the original.

In full-time ministry, spending more time with the Lord ensures that you protect the doctrine and the message given to you. It is easy to deliver a mutant of the original message. I believe that much of what is preached currently is a mutation of God's Word. Because Scriptures and Bibles are used in the pulpit, innocent and ignorant people swallow the deviant messages of the modern church.

Listening to present-day preaching would leave any genuine student of the Bible wondering. Rick Joyner, in his vision of the "Final Quest" described how he met the apostle Paul. He asked Paul for any comments he had about the Church. Paul had one comment. He said he could not recognize the message nor the ministry of the present-day church. Paul said the message of the first church was the message of the cross and that message had been quickly lost by the church. How sad! I am not surprised that Paul cannot recognize what we are preaching. Many messages center on the felt needs of people. These felt needs in Christian parlance are called blessings - things that people feel, need and want. Things like money, cars, houses, children, visas, jobs, wives, husbands and how to acquire them, take center stage of most teachings.

In addition, many messages sound like good advice for successful living. Most of the preaching has very little divine and mystical content. Where are the sermons on salvation and the blood of Jesus? What about the cross, Heaven and Hell? Can we even preach about sacrifice in this lukewarm Laodecian church? What about eternity and the power of God?

Full-time ministry is intended to give you time for attending to God and His word. A fulltime ministry of meditation, Bible study, waiting on God and praying, will help us to protect the message and the doctrine of the Church.

REMOVING GUILT FROM FULL-TIME MINISTRY

One of the barriers to full-time ministry is the guilt that comes from earning money from a church. Acquiring any kind of benefit for working in a church seems almost sinful to many traditional Christians. The feeling that you are living off charity and the gifts that people bring to God can be overwhelming.

Many well-meaning Christians find it virtually impossible to cross this barrier and to work for the Lord in full-time ministry. This guilty feeling is not unfounded. Even though a bank is seen as a heartless, money-grabbing institution, earning or getting some of that money for yourself by working there is seen as legitimate. Somehow, earning money through the church seems immoral. It is therefore a struggle for professionals to subject themselves to earning money from a charity, which they once contributed to.

Generally, coming into full-time ministry is a humbling experience. It must be embraced by all who love the Lord. The apostle Paul throws much light on what happens when you earn money through the ministry. He teaches powerful principles which every full-time minister must understand. Even lay people must understand these principles. They help to put everything in context. These principles are fulfilled by being in fulltime ministry, that is, a ministry which pays you or from which you benefit financially.

These principles are not fulfilled by lay ministry. From now on, you must not feel guilty about receiving pay or benefits through ministry work. All these ten principles are in favor of you receiving money and other benefits from your work.

GUILT REMOVING PRINCIPLES

1. THE PRINCIPLE OF FIGHTING A WAR WHILST SOMEONE ELSE PAYS THE BILLS.

“Who at any time serves as a soldier at his own expense?” (1 Corinthians 9:7 NASB). Paul likens ministry to going to war. Indeed, it is a battle on many fronts. After being in full-time ministry for more than ten years, I would describe ministry as a series of battles, struggles and fights. If I am at war through the ministry then who is going to pay for it? Certainly not the soldiers who are fighting on the battle front!

If you are in full-time ministry, you can expect to be paid for going to war. Actually, you should expect to be paid well! You are in a danger zone and have taken many risks.

2. THE PRINCIPLE OF BEING THE FIRST TO DRINK THE WINE OF YOUR VINEYARD.

“Who plants a vineyard and does not eat the fruit of it?” (1 Corinthians 9:7 NASB). In this verse, the work of the ministry is likened to the planting and tilling of a vineyard. This principle gives the planter of the vineyard the right to enjoy the wine that comes from his vineyard. The next time you are offered a “cup of this ministry wine”; do not feel guilty to drink of it. Drink deeply, Brother. You deserve the wine from the vineyard.

3. THE PRINCIPLE OF NOT MUZZLING THE OX THAT TREADS OUT THE CORN.

“For it is written in the Law of Moses, "You shall not muzzle the ox while he is threshing" (1 Corinthians 9:9 NASB). In this principle, the mouth of the ox, which is treading the corn, must not be gagged! The ox spends the whole day mashing the corn for its master. The mouth of this ox must not be tied. The ox must be allowed to eat some of the corn he is stamping on. How much corn can this poor animal eat in a day? Now, God does not use this principle because He cares about oxen! He cares about His full-time priests. A full-time pastor is an ox who spends all day crushing the corn for the farmer. He is entitled to a few mouthfuls to give him enough energy to continue happily in his work.

Dear Minister, you are also entitled to enjoy a few mouthfuls personally. Don't feel bad because you have to eat. It is God's blessing for you.

4. THE PRINCIPLE OF FEEDING A FLOCK AND BEING THE FIRST TO DRINK THE MILK.

“Or who tends a flock and does not use the milk of the flock?” (1 Corinthians 9:7 NASB). Once again, a full-time minister feeds the flock as he ministers the Word and the power of God. These sheep are definitely going to get fatter. They will be blessed and increased in size and number. Soon milk will start coming out of those teats. Who should be the first to drink this milk? You are abnormal when you do not drink the milk from your sheep. Feel free from today and enjoy the milk! Put it in the fridge if you want. Have a cup of tea with this God-given milk. You may turn the milk into cheese, butter, yoghurt, ice cream and all the other nice things. I know you never thought that God would bless you so much in full-time ministry.

5. THE PRINCIPLE OF HAVING A FARM AND EATING OF THE PRODUCE

“Yes, for our sake it was written, because the plowman ought to plow in hope, and the thresher to thresh in hope of sharing the crops” (1 Corinthians 9:10 NASB). Pastoring a church is like

owning a farm. Think of all the cows, pigs, goats, chickens, wheat, barley, maize, potatoes, oranges, bananas, tomatoes, pepper and onions that are grown on your farm. Being in full-time ministry is the same as having all these at your disposal. Is it wrong to taste spicy grilled pork chops once a week? Is there anything wrong if you use some of the tomatoes, pepper and onions to make chicken stew for your family? What about some steak or beef with onions? How do you want your potatoes? As french fries, parsley potatoes or baked potatoes? These are God's blessings for his full-time ministers. It is a small compensation for the humility and service of a servant of God. No one is wiser than God. Accept God's provision and flow fully in full-time ministry.

6. THE PRINCIPLE OF SOWING SPIRITUAL SEEDS AND REAPING MATERIAL THINGS.

If we sowed spiritual things in you, is it too. The principle of waiting at the altar and partaking of the altar. "Those who attend regularly to the altar have their share from the altar?" (1 Corinthians 9:13 NASB). The principle of partaking of things brought to the altar is similar to the one above. God's people bring tithes, offerings and gifts to His house. In the Old Testament, these altar sacrifices were sheep, oxen, chicken, etc. After receiving the gifts, the priests presented them on the altar.

After church, we take these gifts to our homes and share them. Sometimes there are larger portions of beef and this is good for khebab! Sometimes there are many chickens and that can be used for chicken soup, grilled chicken and other delicacies that the Levitical children love!

Things presented on the altar are sacred and belong to God. We do not eat these sacrifices with presumption. We see it as an honor from the Lord. It is His way of looking after His priests. It is truly humbling to own nothing except that which comes from people's gifts. Everyone can point to your house and say that it is not earned by "honest work". But God sees His priests as hardworking men and women who deserve to be rewarded. The work they do is more than "honest work". It is God's work!!

7. THE PRINCIPLE OF EATING AND DRINKING AS YOU WORK.

"Do we not have a right to eat and drink?" (1 Corinthians 9:4 NASB). It is important to eat and drink as you work. When people do not eat and drink as they work, they grow weary and give up. Can you imagine having to fast every day of your life just because you work at a particular place? Why should full time ministers not eat whilst they work?

8. THE PRINCIPLE OF TAKING A BREAK FROM WORK.

"Or do only Barnabas and I not have a right to refrain from working?" (1 Corinthians 9:6 NASB). How can someone work without ever resting? Rest is part of God's plan for His cherished ministers. God wants full-time ministers to have vacations, days off and times of rest. It is their right. Please do not feel bad to have a day off. In my church we have Mondays off. It is our resting day and it is our little time of leisure and family respite from our work.

One Monday, I was on the golf course with some other pastors. A gentleman who did not know that my associate pastor was tying his shoe laces behind him began to criticize me. He said, "If that guy was working as a doctor, would he be playing golf here today?" My pastor reacted to his comments and challenged him about what he was saying. He told him, "We are all gentlemen on

the course. What do you mean by what you are saying? Respect yourself!" "You are a grown up!" he was told sharply. We asked the man whether he was paying for us to play golf. The man sputtered out a lame response claiming to enjoy my radio programs. Quite irritated, we decided to ignore this fellow and carry on with our game.

But this is the question Paul was asking. "Or I only and Barnabas, have not we power to forbear working?" (1 Corinthians 9:6). People feel that they have the right “to forbear working” and to have days off, vacations, and times of relaxation. But they see no reason why a priest should have the same privileges.

THE RESPONSE OF APOSTLE PAUL

This is my answer to those who question my rights. “Or don't I have any rights at all? Can't I claim the same privilege the other apostles have of being a guest in your homes? If I had a wife, and if she were a believer, couldn't I bring her along on these trips just as the other disciples do, and as the Lord's brothers do, and as Peter does? And must Barnabas and I alone keep working for our living while you supply these others? What soldier in the army has to pay his own expenses? And have you ever heard of a farmer who harvests his crop and doesn't have the right to eat some of it? What shepherd takes care of a flock of sheep and goats and isn't allowed to drink some of the milk? And I'm not merely quoting the opinions of men as to what is right. I'm telling you what God's law says.

For in the law God gave to Moses he said that you must not put a muzzle on an ox to keep it from eating when it is treading out the wheat. Do you suppose God was thinking only about oxen when he said this? Wasn't he also thinking about us? Of course he was. He said this to show us that Christian workers should be paid by those they help. Those who do the plowing and threshing should expect some share of the harvest.

We have planted good spiritual seed in your souls. Is it too much to ask, in return, for mere food and clothing? You give them to others who preach to you, and you should. But shouldn't we have an even greater right to them? Yet we have never used this right but supply our own needs without your help. We have never demanded payment of any kind for fear that, if we did, you might be less interested in our message to you from Christ.

Don't you realize that God told those working in his temple to take for their own needs some of the food brought there as gifts to him? And those who work at the altar of God get a share of the food that is brought by those offering it to the Lord. In the same way the Lord has given orders that those who preach the Gospel should be supported by those who accept it” (1 Corinthians 9:3-14 TLB).

THE MOTIVATION FOR FULL-TIME MINISTRY

“The LORD looks at the heart” (1 Samuel 16:7 NASB). It is important that you have right motives. God looks at the heart. You are dealing with someone who does not care what you say or what impressions you make. He looks straight at your heart. There are many possible reasons for doing the same thing. If you are genuine, you will always question your heart. You will search and check constantly to see if corruption has seeped in. Almost every aspect of the ministry has a list of wrong reasons which motivate ministers. For instance, there are many wrong reasons for wanting to have a big church.

You may desire power and fame. You may love the praises of men. But, you will certainly say this is all for the glory of God! You may do evangelism and feed the poor but your motive may be fame. You may be motivated by your own human compassion for poverty and disease and not by the inspiration of the Holy Spirit. You may preach powerful messages on the financial harvest. You will say it is because you want the people to prosper. You may say Jesus spoke more about money than anything else. You may say "God told me to speak these words." But the real reason may be that you simply want a good offering for that service! Mercy!

As I grow in the Lord, I have noticed an increasing uncertainty in me about everything I do. Every genuine minister will suffer some amount of confusion because of a constant searching of his heart. Why are you doing what you are doing? Has God called you? What is in your heart? What is the real reason for what you are saying? We are rapidly approaching Heaven and the throne of judgment. Nothing about us will be hidden. They will be laid bare before the King of Kings. Our evil motives will be even uglier when exposed to the glory of God. It is time to search our hearts and judge ourselves so that God will not have to do it. As the psalmist said, "Search me, O God, and know my heart: try me, and know my thoughts: And see if there be any wicked way in me, and lead me in the way everlasting" (Psalm 139:23- 140:1)

Can there be wrong reasons for entering fulltime ministry? Certainly! Many wrong reasons and motives hide in the hearts of priests. It is important to know these and make sure you have the right motive for ministry.

THE WRONG MOTIVATION FOR FULL-TIME MINISTRY

1. I could desire to be in full-time ministry because I did not do well in school and I am not qualified for any other profession.

2. My desire to be in full-time ministry could be because those ahead of me in full-time ministry look prosperous.

3. My desire to be in full-time ministry could be because those ahead of me in ministry travel abroad often.

4. I could desire to be in full-time ministry because I am currently unemployed.

5. I could desire to be in full-time ministry because it is a better paying job than my current one.

6. I could desire to be in full-time ministry because I need a stepping-stone to that which I really want to do.

7. I could be in full-time ministry because my spouse coerced me into it.

8. I could be in full-time ministry because I need to work in a family-oriented organization during my childbearing years.

9. I could desire to be in full-time ministry because I am too lazy to look for another job.

10. I could be in full-time ministry because I have earned all the money and acquired everything I will ever need so I now feel secure enough to work for God.

11. I could be in full-time ministry because I do not want to look unspiritual and uncommitted.

12. I could be in full-time ministry because I think I will have a job with a lighter schedule.

These are just a few of the wrong reasons why someone could desire to be in full-time ministry. Please check your heart and make sure that you are in full-time ministry for the right reason.

THE RIGHT MOTIVATION FOR FULL-TIME MINISTRY

1. ENTER FULL-TIME MINISTRY BECAUSE YOU LOVE GOD.

“The greatest of these is love” (1 Corinthians 13:13). There are many good reasons for someone to be in full-time ministry, but the greatest of these is love. Believing and obeying a command from God is a very good motive for doing something. However, the greatest of motives is love. Going into full-time ministry with hope for eternal or earthly rewards is also a good thing. After all, you must believe that God is a rewarder of them that diligently seek Him. However, an even greater motive is the motivation of love.

I realize that my reason for serving God has gradually shifted from doing things because I need to obey His calling to doing things because I love Him. And that is a major shift! If I had to choose between three employees; one who was very qualified, one who was very experienced and one who simply loved and believed in me, I would choose the one who loved me.

Peter’s Example of Working for Love

Peter loved Jesus. That was the basis of all the work that he did. The ministry of the apostles was not for money or fame. The money lover (Judas) was kicked out at the beginning of the ministry. Jesus capitalized on Peter's love to urge him on to the ministry. "So when they had finished breakfast, Jesus said to Simon Peter, "Simon, son of John, do you love Me more than these?" He said to Him, "Yes, Lord; You know that I love You." He said to him, "Tend My lambs." He said to him again a second time, "Simon, son of John, do you love Me?" He said to Him, "Yes, Lord; You know that I love You." He said to him, "Shepherd My sheep." He said to him the third time, "Simon, son of John, do you love Me?" Peter was grieved because He said to him the third time, "Do you love Me?" And he said to Him, "Lord, You know all things; You know that I love You." Jesus said to him, "Tend My sheep” (John 21:15-1 NASB).

Paul’s Example of Working for Love

Paul was constrained by his love for Christ. He was not just a hard worker trying to achieve many things at the same time. He loved the savior! “For the love of Christ constraineth us” (2 Corinthians 5:14).

2. ENTER FULL-TIME MINISTRY BECAUSE YOU FEAR GOD.

“For if I preach the gospel, I have nothing to boast of, for necessity is laid upon me; yes, woe is me if I do not preach the gospel!” (1 Corinthians 9:16-17 NASB). Elijah said to Elisha, “What have I done to you?" He knew that by throwing the mantle on him he had changed the young man's life forever. He had no options. He had to go. If he did not obey the call, there would be plenty of trouble. Jonah found out first hand what it meant to run away from the call of God. His troubles never ended until he obeyed the call.

Come into full-time ministry now because you have no other options! One of the great problems of modern Christians is a lack of the fear of God. You can detect that there is little fear of God by the way Christians treat God's representatives. When Miriam criticized Moses, the Lord asked her, "Were you not afraid to speak against my servant? “Why then were you not afraid to speak against My servant, against Moses?" (Numbers 12:8 NASB).

3. ENTER FULL-TIME-MINISTRY TO FULFILL YOUR CALLING.

“Make full proof of thy ministry” (2 Timothy 4:5). Do not die without discharging all your duties. Do not leave anything undone! Many ministries cannot be fulfilled until you do it on a full-time basis! You will not live for long. That is not a curse. It is the truth.! Your days are numbered and so are mine. We have a very short time in which to finish our work. How sad it will be if you get to Heaven and find out that you could have done much more with your ministry. Like with everything, if you give yourself wholly to it, it will blossom. Another version says “Leave nothing undone that you ought to do” (2Timothy 4:5 TLB). Yet another version puts it this way “Discharge all the duties of your ministry” (2Timothy 4:5 NIV).

4. TO FINISH YOUR WORK.

“I have fought the good fight, I HAVE FINISHED THE COURSE, I have kept the faith” (2 Timothy 4:7)

An Unusual Visit

I had a vision in which I found myself sitting at a dining table with two dead pastors who had come back to life for a short period. The men, who were brothers, had died years ago and had been brought back to life and given a chance to revisit the Earth. Whilst on this short visit they had gone around some churches that they had established in their lifetime and tried to minister to them.

I was privileged, in the vision, to have a meal with them before they returned to be with the Lord. Actually, my home was the last place they were visiting on Earth. As we ate and shared fellowship, I asked them a few questions. "How was your stay on Earth and how did you find the churches?" They shook their heads and said, "Our messages did not work. They seemed irrelevant to the people. No one wanted to listen to us. " He continued, "Our songs also did not work. No one wanted to sing them. They had new songs and were not interested in our old songs." They seemed discouraged and disappointed that they had made no impact at all.

I asked, "Is there anything you would like to share with me before you leave?" One of them answered, "There are some things that we would like to tell you. First of all, we were very surprised to die when we died! We never expected to have died when we did. You see, we were very fruitful and active in the ministry. Of course, we thought that this was a good reason for us to live much longer. Why would God remove someone who was doing well in the ministry" He continued, "The second thing is that even though we tried to influence people during this visit, the people were not impressed by our ministry at all. We had no impact at all. Then he turned, pointed to me and said, "You have the best chance now. This is your time to be fruitful. Our time is past. Our chance is gone. This is your best chance now."

The vision ended and I realized that God had spoken to me. It was clear that I could depart from this Earth at any time in spite of what good works I was doing. God had told me that this was my chance to do His will and to finish His work. Dear brother, this is our best chance. Soon you will be out of this world. You will not have a chance to work for God. Why do you want to serve Him in drips and drops? Throw fear and caution to the wind. Launch out into full-time ministry and give God your best. This is your best chance now. Make sure you finish your course.

5. ENTER FULL-TIME MINISTRY TO BE ABLE TO TRAVEL.

"In journeyings often" (2 Corinthians 11:26). Ministry involves a lot of traveling. The souls Christ died for are not in one place. They are scattered all over the surface of the Earth. They are found in cities, towns and villages that are dotted all over the world. We can never fulfill God's calling by staying in one place. We must go, we must travel, we must spread out our wings and fly! When you work for secular institutions, you will not be able to travel freely. Every normal job will restrict and restrain you from true ministry.

6. ENTER FULL-TIME MINISTRY TO BE ABLE TO BE SENT.

"And Tychicus I have sent to Ephesus" (2 Timothy 4:11-13 NASB). How can you be sent if you are tied down to a particular job? Your boss will dismiss you for absenteeism. This is the first thing that I realized when I entered fulltime ministry. I was free to be sent. The Lord could send me anywhere, any day. "Here am I send me!" We sing it but it is not real. How can you be sent to the villages and towns when you have to report to the bank at 8.00am???

7. ENTER FULL-TIME MINISTRY TO BE ABLE TO LIVE AT CERTAIN PLACES.

"For this cause LEFT I THEE IN CRETE, that thou shouldest set in order the things that are wanting, and ordain elders in every city, as I had appointed thee" (Titus 1:5). I have left several young men in different towns of the world. How could I leave them there to "Set in order things that are wanting" if they had to be at work on Wednesday morning? The young men that I have left in different towns are called missionaries. Paul sent Titus as a missionary to Crete. How can you be a missionary when you have to go to work in the hospital every morning.

8. ENTER FULL-TIME MINISTRY BECAUSE YOU DESPISE EARTHLY THINGS.

"Yea doubtless, and I count all things but loss for the excellency of the knowledge of Christ Jesus my Lord: for whom I have suffered the loss of all things, and do count them but dung, that I may win Christ" (Philemon 3:8).

It is sad to see Christians aspiring to join the ranks of the world's great. Pastors want to be numbered among the society's elite. We love to take pictures with earthly presidents and be associated with rich people. Forgive! Somehow worldly rich people are the best friends of many pastors? What do they talk about? That spirit of worldliness in ministers is transmitted to the Church.

Our churches are filled with people who are in awe of this world! If they were heavenly-minded they would be despising the world. How different we are from the Apostle Paul. Paul who considered these things as dung and we consider them as glamorous treasures. Heaven cannot relate with our strange desires for things that fade so easily.

It is time to put everything in its right place. Every earthly achievement is dung in the light of the glory of God. Spiritual men must despise the riches, the accomplishments and the prestige of this world. "For all flesh is as grass, and all the GLORY OF MAN AS THE FLOWER OF GRASS. The grass withereth, and the flower thereof falleth away" (1 Peter 1:24).

It is time to set your affection on things above. "Set your affection on things above, not on things on the earth" (Colossians 3:2) Falling in love with full-time ministry is setting your affection on things above. The rewards of serving God can be found in Heaven where our hearts and minds should be.

9. ENTER FULL-TIME MINISTRY TO BE ABLE TO FIGHT A GOOD WAR.

“No man that warreth entangleth himself with the affairs of this life; that he may please him who hath chosen him to be a soldier” (2 Timothy 2:4). Ministry is war. To fight a war well you need soldiers that are committed to fighting. Soldiers cannot go shopping when they want to. The American soldiers in Iraq cannot go to their old jobs in Houston, Texas. They cannot go shopping in the beautiful shopping malls of America. They cannot go to McDonald's or watch films in the evenings with their girlfriends. They have to watch out for bombs. They cannot fight the Iraqis from their comfortable and safe positions in America. They have to go away from their old life and luxuries and join the battle. They will risk their lives and everything they have ever known for the sake of their mission. That is how full-time ministry is. You have to leave behind the old life with its routine and launch out into a completely different life. Come into full-time ministry so that you can fight the war properly.

10. ENTER FULL-TIME MINISTRY BECAUSE OF THE REWARDS IN HEAVEN.

There are many rewards for God's servants. I am looking forward to mine and I hope you have yours. Peter began to say to Him, "Behold, we have left everything and followed You." Jesus said, "Truly I say to you, there is no one who has left house or brothers or sisters or mother or father or children or farms, for My sake and for the gospel's sake, but that he will receive a hundred times as much now in the present age, houses and brothers and sisters and mothers and children and farms, along with persecutions; and in the age to come, eternal life” (Mark 10:28-30 NASB).

The Value of Full-Time Ministry 46

THE SACRED VALUES

People value different things. Some people value soccer. I hardly even know the names of famous footballers. They are not of much value to me. We who are full-time ministers value sacred things. Many people who are not into full-time ministry actually despise sacred things. The Bible teaches about Esau and describes him as a profane person.

Bebelos

“Looking diligently lest any man fail of the grace of God; lest any root of bitterness springing up trouble you, and thereby many be defiled; Lest there be any fornicator, or profane person, as Esau, who for one morsel of meat sold his birthright. For ye know how that afterward, when he would have inherited the blessing, he was rejected: for he found no place of repentance, though he sought it carefully with tears” (Hebrews 12:15-17).

The word “profane” is the Greek word “bebelos”. It is a word used to describe Esau as an irreligious man and a despiser of sacred things. Esau despised sacred things because he was not a spiritual man. Spiritual people called to the ministry place a value on holy things. The account in the Scripture above shows us that Esau had the opportunity to receive an inheritance, a blessing and a birthright. By simply accepting the gift and position he would have had an inheritance, a blessing and a birthright. This is what full-time ministry is about. It is all about handling sacred things. Unfortunately, many people do not value sacred things. They actually despise them and look down on them. I believe in these sacred spiritual things. A word spoken over my life means everything to me. The unearned and undeserved position God has given me means everything to me. I cherish the presence of these unquantifiable sacred blessings.

Years ago, I took some brethren on a trip to attend a Benny Hinn meeting. It was an exciting time and we all looked forward to it. When we got to the meeting, I was ushered on stage whilst my friends were given very good seats in the first few rows. The auditorium was packed and thousands of people were turned away. We were truly privileged to have our special seats.

There was excitement in the air and the congregation buzzed with expectation. Suddenly the worship began and Benny Hinn walked onto the stage. I was so excited to be right there at the ringside. In a few minutes, Benny Hinn was ministering.

As the service progressed, I could not help thinking about how fortunate I was to be on stage and how blessed my other friends were to be about five rows from the very front. I looked across into the congregation to see if they were enjoying everything as much as I was. To my surprise, one of them was fast asleep with his head bent over and his mouth hanging open.

I thought I was not seeing aright! How could somebody sleep in such an atmosphere? Was it not a special occasion to be sitting live in a Benny Hinn miracle service? The service was not more than ten minutes old. How tired could anyone be at this time? I felt I was so blessed and it was a sacred moment for me. But somehow, it was such a boring moment to my friend that he had fallen asleep.

The point I am making is that people value different things. Perhaps if a politician or some non-Christian motivational speaker were on stage, he would have been wide-awake. But the healing and miracle service of Benny Hinn was simply not interesting enough to him.

THREE SACRED THINGS

1. FULL-TIME MINISTERS VALUE THE PROTOTOKIA (BIRTHRIGHT)

Jacob's ministry exemplifies the concept of receiving a birthright. This birthright was the call to pre-eminence and authority in God's Kingdom. It was initially offered to Esau but he was not interested in it. He wanted a bowl of soup instead of the birthright.

When God calls you to full-time ministry, it is like receiving a birthright; something that you do not deserve. The birthright is the unearned privilege of a child. It is a privilege that is handed out to you. To become a priest was to inherit a birthright. The Levites inherited the right to be priests. They did not work for it.

Because you do not earn the right to be in full- time ministry, you receive the priesthood as a type of birthright. The ministry and the birthright are given to you on a silver platter because you can never qualify for it.

The word “birthright” is translated from the Greek word “Prototokia”. “Prototokia” means “birthright” from (protos) “first” and (tikto) “to beget”..

The implications of receiving a birthright (prototokia) are:

a. You receive the rights or advantages of a first-born son.

b. You receive pre-eminence and authority (Genesis 27:29, Genesis 49:3).

c. You receive the double portion (Deuteronomy 21:17, 1Chronicles 5:1-2).

Esau transferred his birthright to Jacob for a bowl of vegetable soup, thereby despising this special spiritual privilege, (Genesis 25, 27). He despised the pre-eminence and authority that was being handed down to him. He despised the rights and advantages of a first-born son. When you receive the honor of full-time ministry, you have received pre-eminence and authority. When you receive the call to full-time ministry, you have received a double portion of God's blessing.

Esau did not value any of these three things but Jacob did. Jacob was prepared to unseat Esau and step into his shoes if they meant nothing to him. The Scripture says, "And he said, Is not he rightly named Jacob? for he hath supplanted me these two times: he took away my birthright; and, behold, now he hath taken away my blessing. And he said, Hast thou not reserved a blessing for me?" (Genesis 27:36).

God has given you a great blessing in the birthright. Your birthright is not something you earn. It is something you receive. Full-time ministry is not something we earn. It has been given to us. Surprisingly, just like Esau, many despise this incredible opportunity.

2. FULL-TIME MINISTERS VALUE THE EULOGIA (BLESSINGS)

Esau despised the blessings that his father would bestow on him. Those words meant nothing to him. The Greek word for the sacred blessing intended for Esau is the word eulogia.

“Eulogia” speaks of the invocation of blessing and benediction. It means a benefit bestowed. When you are called to full-time ministry, a blessing has been invoked on your life and a great benefit is bestowed on you. Do you despise the sacred blessings that God is bestowing on you through full-time ministry? Where else will you get such a blessing? Paul described his opportunity in the ministry as receiving mercy. “Therefore seeing we have this ministry, as we have received mercy, we faint not” (2 Corinthians 4:1).

3. THEY VALUE THE KLERONOMEA (INHERITANCE)

This word means “an inherited property or an inheritance”. Esau was about to receive an inherited property. That is what God had called him to. He was to have a portion and a place among the privileged ones. However, he did not seem to realize what he had. He easily exchanged it for a bowl of chicken-corn soup. Or was it wonton soup?

Moses echoed this reality to Korah when he rebelled. He reminded Korah that his opportunity to be a priest was an unusual privilege. He told him that the levitical priesthood had given him a special favour. That special place was the honor of being brought near to God. What a special place God has for you - the privilege of being brought near. Moses describes the honor of the Levites as the privilege of coming close.

"Then Moses said to Korah, "Hear now, you sons of Levi, is it not enough for you that the God of Israel has separated you from the rest of the congregation of Israel, TO BRING YOU NEAR TO HIMSELF, to do the service of the tabernacle of the LORD, and to stand before the congregation to minister to them; and that He has brought you near, Korah, and all your brothers, sons of Levi, with you?" (Numbers 16:8-10 NASB)

This is the honor of all those called to fulltime ministry. You are being brought near to God. What can be exchanged for that nearness? There is nothing much you can contribute to God's work. It is just a chance to be close.

CHOICES OF FULL-TIME MINISTRY

"Choose you this day" (Joshua 24:15). Anyone contemplating full-time ministry is going to have to make some serious choices. Entering full-time ministry is a decision of a lifetime. You must count the cost. You must think it through. Never enter full-time ministry using lightness and frivolous reasoning.

I want you to think through six important realities that you are choosing from. Do not think that you will escape any of these realities. If Moses experienced these things, so will you. "By faith Moses, when he was come to years, refused to be called the son of Pharaoh's daughter; Choosing rather to suffer affliction with the people of God, than to enjoy the pleasures of sin for a season; Esteeming the reproach of Christ greater riches than the treasures in Egypt: for he had respect unto the recompence of the reward. By faith he forsook Egypt, not fearing the wrath of the king: for he endured, as seeing him who is invisible" (Hebrews 11:24-27).

THE SIX CHOICES

1. A CHOICE TO REJECT GREATNESS IN THE SECULAR WORLD

"By faith Moses… refused to be called the son of Pharaoh's daughter." Incredibly, Moses refused to be called the king's son. It was a rejection of earthly honor and prestige. Are you ready for that? Are you ready to forsake every human title and acknowledgement? When I chose to be in full-time ministry, it was a rejection of human greatness. I would never be called a cardiothoracic surgeon. I would never be called a neurologist or a psychiatrist. The medical and academic fraternity would never honor me. Professors would now exclude me from their circles. I would be associated with priests, pastors and other religious weirdos. This was the choice I made when I chose full-time ministry.

2. FULL-TIME MINISTRY IS A CHOICE FOR AFFLICTION.

"Moses … Choosing rather to suffer affliction with the people of God, than to enjoy the pleasures of sin for a season" (Hebrews 11:25).

There are certain sufferings that go along with full-time ministry. To choose full-time ministry is to choose affliction. I constantly tell people who are coming into full-time ministry to expect poverty. There is no biblical basis for a life of luxury. All the Bible has to say are things to do with crosses, sacrifices, sufferings and afflictions.

We cannot say anything against the truth but for the truth. The affliction of full-time ministry for you may be different from the affliction that I experienced. Whatever the case, you will suffer some affliction. You must accept that you will never enjoy certain pleasures in this life. Are you ready for that?

I always remember when I took the decision for full-time ministry. I knew I would never live in a home like the one I had known in my childhood. A large house in a prime area with many rooms, a big garden, a swimming pool, a summer hut and lots of space. I estimated that the highest kind of comfort I would ever have would be a tiny two-bedroom flat in a poor suburb of Accra, Ghana.

I also thought that I would never travel on an airplane again. I knew that my days of flying were over. I would never have enough money to buy a ticket for the rest of my life. I genuinely took that decision when I came into full-time ministry. Poverty and affliction is a definite choice that you make when you choose full-time ministry.

3. YOU CHOOSE TO ESTEEM, AND TREASURE REPROACH.

"Esteeming the reproach…" (Hebrews 11:26). From the time I chose to be in full-time ministry, it became important for me to value reproach.

One day, I heard that someone had called me "Satan". Instead of getting angry, I knelt down and thanked God for the honor of being insulted with the same insults that my savior had received. Jesus was associated with Beelzebub by unbelieving critics. "But when the Pharisees heard it, they said, This fellow doth not cast out devils, but by Beelzebub the prince of the devils" (Matthew 12:24-25).

You must value every insult and criticism. One professor asked his students whether I was mad for starting a church whilst in medical school. But I was grateful that somebody was enquiring whether I was mad because Paul had also been accused of madness. I am glad to be associated with the reproaches of people like Christ Jesus and Paul .

Festus, a ruler before whom Paul was arranged asked Paul whether he was mad. "While Paul was saying this in his defense, Festus said in a loud voice, "Paul, you are out of your mind! Your great learning is driving you mad." But Paul said, "I am not out of my mind, most excellent Festus, but I utter words of sober truth" (Acts 26:24-25 NASB).

Somebody said, "I can't stand insults. I do not like it when people talk about me." Then I said, "Then you cannot be in the ministry." Ministry work involves people having a field day discussing, analyzing and criticizing you!

4. YOU CHOOSE TO RESPECT THE REWARDS OF HEAVEN.

"For he had respect unto the recompence of the reward" (Hebrews 11:26). To come into fulltime ministry, you must have a great regard for heavenly rewards. You must respect the concept of

receiving white gowns, crowns and white stones. If all you respect are earthly appointment letters with fat remuneration packages from the bank, you are not fit for fulltime ministry and are unlikely to succeed in it.

There are no such appointment letters for full-time ministry. There is no promise of cars, houses or fat bonuses. Moses respected the thought of rewards in heaven. "For he had respect unto the recompense of the reward' (Hebrews 11:26).

5. YOU CHOOSE TO FORSAKE THE WORLD SYSTEM.

"By faith he forsook Egypt" (Hebrews 11:27). Coming into full-time ministry also involves forsaking the world. In the world salaries are guaranteed every month. Moses forsook the life in the Egyptian palace and opted for the wilderness. Can you imagine what it felt like as he walked away from the glorious city of Ramses into the dark frightening desert? That is what full-time ministry is all about.

It is to walk away from a glamorous job in a glassy bank building to a simple church building where even the mice are said to be poor.

6. YOU CHOOSE NOT TO FEAR THE KING.

"Not fearing the wrath of the king" (Hebrews 11:27) Who is the king in your life? Is it your father? Or is it your mother? Is the king the uncle who paid your school fees? Or is it your very own wife? How will these people punish me for my decision to be in full-time ministry? Will they stop their financial support? Will they strike my name out of their family? To be in full-time ministry, you must overcome the fear of every kind of king! Full-time ministry involves conquering your raging fears. It is truly a frightening thing to abandon everything and come into full-time ministry.

Questions abound: Will I survive? Will I have food to eat? Will I ever drive a car? Will I ever be happy? Will my children ever go to school? By how much will my life change? What will people think of me? These are just a few of the fears you may have but the Lord will deliver you from all your fears (Psalm 34).

7. CHOOSE TO SEE AND FOLLOW INVISIBLE THINGS.

"For he endured, as seeing him who is invisible" (Hebrews 11:27). Moses endured full-time ministry. He did this by looking at invisible things. Once again, it is only by focusing on unseen eternal realities that full-time ministry is possible. Today's church can hardly produce missionaries.

It is a materialistic church whose trust is in this world's physical wealth. Both pastors and congregation are earthly-minded with dreams of material success and wealth. How can such people look at invisible things? How can such people send young men to jungles, villages to win the forgotten souls of this world?

What are invisible things? They are Heaven, Hell, angels, devils, eternity, eternal rewards and all the things spoken of in the book of Revelation. God Himself is invisible. Jesus is also invisible.

What are the visible things? They are cities, buildings, banks, money, wealth, clothes, diamonds, gold, cars and the like. You cannot do full-time ministry with your eyes on visible things. Lift up your eyes and see the invisible, then you will be well able to last in full-time ministry!

SPIRITUAL PRIVILEGES OF FULL-TIME MINISTERS

Full-time ministry affords the minister some of the highest privileges ever given to human beings. There is nothing more precious than these blessings.

1. FULL-TIME MINISTERS HAVE LOST CONFIDENCE IN THEIR FLESHLY PEDIGREE.

"That have no confidence in the flesh" (Philippians 3:3 NASB). Everybody has a fleshly pedigree. This fleshly pedigree is actually worthless. The whole world is made to run after useless things that have no real value.

Paul said he now had no confidence in his fleshly pedigree and he listed all the things that he was in the natural. "Although I myself might have confidence even in the flesh. If anyone else has a mind to put confidence in the flesh, I far more: circumcised the eighth day, of the nation of Israel, of the tribe of Benjamin, a Hebrew of Hebrews; as to the Law, a Pharisee; as to zeal, a persecutor of the church; as to the righteousness which is in the Law, found blameless. But whatever things were gain to me, those things I have counted as loss ('zemia') for the sake of Christ" (Philippians 3:4-7 NASB).

Full-time ministers can no longer be enticed by the things of the flesh. They are no longer moved by money, houses, cars and other earthly goodies. They have learnt to count things as loss for the sake of Jesus Christ. Your new estimate of the things you once valued must be "zemia" - loss and damage.

2. FULL-TIME MINISTERS HAVE THE PRIVILEGE OF NO LONGER FOLLOWING AFTER DUNG.

"And do count them but dung, that I may win Christ," (Philippians 3:8). The call to full-time ministry delivers you from the pursuit of dung. Coprophilia is a disease in which a person loves watching people defecate or loves to be defecated upon. This is a terrible disease - to love faeces. If someone delivered you from coprophilia would you not be grateful? According to Paul the pursuit of Christ with the attendant loss of all things (full-time ministry) is like being delivered from following faeces.

3. FULL-TIME MINISTERS HAVE GAINED THE PRIVILEGE OF BEING FOUND IN HIM.

"And be found in him" (Philippians 3:9). Instead of being found in the library, the market or the bank you can be found in the presence of the Lord. What a privilege this is - to be found in Him!

4. FULL-TIME MINISTERS HAVE GAINED THE PRIVILEGE OF KNOWING HIM.

"That I may know him" (Philippians 3:10). By coming to work for God and with God, the great blessing will be that you should know Him better. If you work with someone, you get to know the person.

Whilst others are getting to know the Managing Director better, you are getting to know the Lord better. Whilst others are getting closer to Professors you are getting closer to God and to His servants.

5. FULL-TIME MINISTERS HAVE THE PRIVILEGE OF BECOMING FELLOW SUFFERERS WITH CHRIST.

"And the fellowship of his sufferings" (Philippians 3:10). What a privilege it is to share in the sufferings of someone great. It will earn you a crown when it really matters. Anyone who suffers with an honorable man will never be forgotten.

Abiathar Suffers with David

King David appointed Solomon to be heir of his throne. Unfortunately, some people (including Abiathar) tried to displace Solomon and ascend the throne. The evil plot was quelled and Solomon became king and took his rightful place. Solomon executed all the people who tried to usurp his throne, except one person - Abiathar the priest.

Solomon told Abiathar that he deserved to die. However, instead of executing him, he spared his life for one reason - Abiathar had been through much suffering with his father David. "Then to Abiathar the priest the king said, "Go to Anathoth to your own field, for you deserve to die; but I will not put you to death at this time, because you carried the ark of the Lord GOD before my father David, and because you were afflicted in everything with which my father was afflicted." So Solomon dismissed Abiathar from being priest to the LORD, in order to fulfill the word of the LORD, which He had spoken concerning the house of Eli in Shiloh." (1 Kings 2:26-27 NASB).

The Disciples Suffer with Christ

Jesus said the same thing to his disciples. They had been through much suffering with Him and he would never forget it. He promised them special rewards just because they had suffered with him. "Ye are they which have continued with me in my temptations. And I appoint unto you a kingdom, as my Father hath appointed unto me" (Luke 22:28-29).

One of the privileges of full-time ministry is to join Christ in the shame and humiliation of true ministry. Surely, sharing the shame and suffering of Christ will not be in vain.

6. FULL-TIME MINISTERS ARE PRIVILEGED TO FIGHT FOR A GLORIOUS RESURRECTION.

"If by any means I might attain unto the resurrection of the dead" (Philemon 3:11). Instead of being presumptuous, full-time ministers fight to ensure that they are part of the glorious resurrection.

7. FULL-TIME MINISTERS ARE DELIVERED FROM COMPLACENCY.

"Not as though I had already attained, either were already perfect: but I follow after" (Philemon 3:12). The lack of laborers and harvesters becomes apparent when you become a full-time minister. Through full-time ministry, your personal inadequacies are revealed. The daunting task of ministry removes the feeling of being perfect. The harvest fields of lost souls weigh on the true minister. You will not be able to say you have arrived. You will never feel accomplished no

matter how much you work. This reality saves you from the sin of complacency. What a privilege to be delivered from the deception of thinking we are something that we are not!

8. YOU HAVE THE PRIVILEGE OF ATTAINING THE REASON FOR WHICH YOU WERE SAVED.

"That I may apprehend that for which also I am apprehended of Christ Jesus" (Philippians 3:12). When I was a student, the aging Founder of the Church of Pentecost preached to the university fellowship of his denomination from this text. That is how I always remember this Scripture. I always imagine this seasoned warrior saying, "That I may apprehend that for which I was apprehended!"

Sadly, most Christians never apprehend that for which they were apprehended. Is this not the most important thing in the world? To accomplish the things for which Christ saved you? Why did He save you? Why did He love you? Why did He call you? Why you and not somebody else? Thank God for a divine opportunity to attain to your divine destiny!

9. FULL-TIME MINISTERS HAVE A CHANCE TO FORGET THE PAST.

"Forgetting those things which are behind" (Philippians 3:13). Full-time ministry will swallow up your life. There will be no time or energy to remember the past. Paul's past was wiped away as he pursued the Lord in full-time ministry. He was now able to press towards the things of God that lay ahead.

10. FULL-TIME MINISTERS CAN HAVE A SPECIAL PRIZE.

"I press toward the mark for the prize of the high calling of God in Christ Jesus" {Philippians 3:13-14). All full-time ministers are privileged to target the prize of the high calling. This is not the prize for the best student in French. It is the prize of the high calling. It must be something special and I am blessed to aim for this wonderful prize.

SECTION VII

Work Ethics in the Ministry

Working in the Church 47

TWO CHANCES FOR THE CALL

The First Call

"Now the word of the LORD came unto Jonah the son of Amittai, saying, Arise, go to Nineveh, that great city, and cry against it; for their wickedness is come up before me" (Jonah 1:1-2) **The**

Second Call

"And the word of the LORD came unto Jonah THE SECOND TIME, saying, Arise, go unto Nineveh, that great city, and preach unto it the preaching that I bid thee" (.Jonah 3:1-2). God is a God of mercy. He will give you a second chance to obey Him. Jonah is an example of someone who had a second chance to hear and obey. Sometimes we have only one chance.

The God of a Second Chance

Perhaps God has always wanted you to work in a church that is why He created you. Perhaps you have been running away from God's call. But God is speaking to you again. God spoke to Jonah twice. In-between the first and second calls, Jonah had many experiences. He experienced the storms of life and the prison of the whale's belly.

Perhaps after many hard experiences, you are ready to listen to God. Perhaps as you hold this textbook, God is giving you a second chance to work in His house. It is time to join the army for the last battle!

You will notice that the first call and the second call were identical. In the second call, Jonah was sent to the same city (Nineveh) with exactly the same message. "The gifts and calling of God are without repentance" (Romans 11:29).

God does not change His mind with the passage of time. Even after you have experienced the pain of storms and whales' bellies, He can still use you. Ten years may have passed since God first began to call you. It is not too late to obey Him. I am glad I serve the God of the second chance!

FISHERS OF MEN

Accepting the call of God is accepting to be made into something that you are not. Jesus offered to make Peter into what he was not - a fisher of men!

Coming into the ministry is not about making some great contribution to the Kingdom of God. Nothing depends on you and nothing will be destroyed by your neglecting ministry. We are all expendable and dispensable. "For we can do nothing against the truth, but for the truth" (2 Corinthians 13:8). This Scripture teaches us that there is nothing we can ever do that will go against the truth of God's Word.

Our greatest mistakes will not hinder the truth of the gospel. Our great neglect cannot change the course of God's triumphant army. It is our privilege to be called to this work. It is our honor to be involved. It is time to stop thinking that you are going to add some special flavor to God's work.

Being in the ministry is a humbling experience in which you actually learn about God and receive mercy. Jesus told His disciples to follow Him and He would make them into something. In full-time ministry, you will be moulded into a vessel God can use. "And Jesus said unto them, Come ye after me, and I WILL MAKE you to become fishers of men" (Mark 1:17).

In full-time ministry, you will be transformed by the renewing of your mind and by the numerous humbling experiences that await you. Full-time ministry is actually the beginning of a journey that brings you closer to God. It changes you and makes you a humble person. The very nature of this despised work and the interaction with other Christians in ministry will surely break you down and make you a better person. Also, the interaction with outsiders who do not understand what full-time ministry is about will also drive you deeper into God.

MISCONCEPTIONS ABOUT FULLTIME MINISTRY

Being in full-time ministry is when Jesus makes you into "fishers of men". Being paid by the ministry does not necessarily make you a fulltime minister. Switching your source of salary from

the bank to the church does not mean you are in full-time ministry. Full-time ministry is an all-encompassing step in which you follow the Lord absolutely. Your following Him will mean many things including some of the points listed below. Full-time ministry is not as simple as switching jobs. It is a lifetime commitment. It will swallow your whole being and you will be transformed by the power of God.

Full-time ministry is not any of these:

1. Full-time ministry is not a convenient job option.

2. Full-time ministry is not an easier job option.

3. Full-time ministry is not a retirement plan for the elderly.

4. Full-time ministry is not an arrangement for redeployed workers.

5. Full-time ministry is not a refuge for mothers of little children.

6. Full-time ministry is not a last minute death wish for people who have spent their better years doing other things.

7. Full-time ministry is not a camouflaged business plan. Some people want to use full-time ministry to ensure a regular salary whilst they do their businesses on the side. Business is business and ministry is ministry!

8. Full-time ministry is not an activity for people in between jobs.

9. Full-time ministry is not a springboard for men with secular ambitions.

10. Full-time ministry is not a poverty alleviation scheme. Sometimes it is financially better to work in the ministry.

11. Full-time ministry is not the same as transferring your profession from the secular world to the church. The fact that you were an accountant in the world does not mean that you must be an accountant in the church.

12. Full-time ministry is not just about switching your source of salary. 13. Full-time ministry is not a vacation job. Full-time ministry is not something for students to do to whilst on holiday.

DELUSIONS ABOUT FULL-TIME MINISTRY

There are common current state delusions that plague people in different circumstances. People in full time ministry are not spared their share of delusions. Some of the delusions that afflict a full-time minister are:

1. Because I am in full-time ministry I am special.

2. Because I am in full-time ministry I will have a good salary.

3. Because I am in full-time ministry I have taken the highest spiritual step and there are no more spiritual steps to be taken.

4. Because I am in full-time ministry I am better than lay ministers Because I am in full time ministry I am better than lay ministers

5. Because I am in full-time ministry I will travel to foreign countries.

6. Because I am in full-time ministry I will have a big house.

7. Because I am in full-time ministry I will have a car.

8. Because I am in full-time ministry I will be rich.

9. Because I am in full-time ministry I have become spiritual

10. Because I am in full-time ministry I will have a better marriage and family life.

11. Because I am in full-time ministry I will have more time to pray, study the Word, worship and embark on outreach.

12. Because I am in full-time ministry God is very pleased with me.

13. Because I am in full-time ministry I am walking in love.

14. Because I am in full-time ministry my judgment will be good.

15. Because I am in full-time ministry I am anointed and protected.

16. Because I am in full-time ministry my children will turn out very well.

17. Because I am in full-time ministry I will go to Heaven by all means.

18. Because I am in full-time ministry I am loyal.

ESCAPE FROM PHARAOH.

“But they will become his slaves so that they may LEARN THE DIFFERENCE between My service and the service of the kingdoms of the countries" (2 Chronicles 12:8 NASB). When Rehoboam rebelled against God, the prophet sent him a chilling message. He told him he would show him the difference between working for God and working for the nations of the world.

There is a difference between working for God and working for the world. Amassing wealth in this fading world cannot be compared with the high calling of God.

To build an eternal city with real foundations is the highest privilege for mortal man. Most men spend their lives building temporary things which have no future. The average man is simply a builder of worthless sandcastles.

Pharaoh is a “type” of Satan. Egypt is a “type” of the world and Israel is a “type” of God's people. Pharaoh afflicted God's people with hard labor and made them build treasure cities. This clearly depicts secular work today. Most of the time spent in the secular world is spent building the cities of this world. By the time we are dead and gone, we have only added more beautiful buildings to the skyline of this world's cities.

The work of this world is with much rigor, much tension and much sweat. We are made to work harder and harder without realizing that we are actually building treasure cities of this world. New York City, Paris, London, Accra, Lagos and Nairobi were built with the sweat of hard working human beings. These human beings are dead and gone but the treasure cities remain. Their life's work may be summed up as a contribution to the development of the treasure cities of the world. Mind you, Satan said to Jesus when he showed Him the nations of this world: "All this power will I give thee, and the glory of them: for that is delivered unto me; and to whomsoever I will I give it" (Luke 4:6). This shows us that it is actually Satan who exercises power over the cities of this world. The devil is the god of this world (2Corinthians 4:4 TLB). It is Satan who has given the sons of men much hard labour and guided them to build the cities of this world. Christians simply join the army of builders and contribute their quota to build these treasure cities."Now there arose up a new king over Egypt, which knew not Joseph. And he said unto his people, Behold, the people of the children of Israel are more and mightier than we: "Come on, let us deal wisely with them; lest they multiply, and it come to pass, that, when there falleth out any war, they join also unto our enemies, and fight against us, and so get them up out of the land. Therefore they did set over them taskmasters to afflict them with their burdens. And they built for Pharaoh treasure cities, Pithom and Raamses. But the more they afflicted them, the more they multiplied and grew. And they were grieved because of the children of Israel. And the Egyptians made the children of Israel to serve with rigour" (Exodus 1:8-13).

Just as Pharaoh controlled Egypt, Satan controls the world and its cities. That is why the entropy and confusion of this world is increasing steadily to its climax. When you work in the financial institutions, banks and other secular organizations of this world, your situation can be compared to the Israelites working for Pharaoh; there is much rigor, much tension and much sweat about building sandcastles.

Moses requested that the people of Israel be set free so that they could serve the Lord. Anyone desiring to come into full-time ministry finds himself requesting a departure from the world system. Full-time ministry is service to the Lord! It is like going away from Egypt and into the desert to sacrifice to the Lord and build Him a tabernacle! God wants His people to spend their time building Him a tabernacle and worshipping Him. Of course, escaping from the world system is not going to be easy. Moses did not have a smooth exit from Egypt. It was only through a determined struggle that the people of God finally escaped from Pharaoh.

FOUR STAGES FOR ESCAPE

"And it came to pass, when PHARAOH WOULD HARDLY LET US GO" (Exodus 13:15). Pharaoh was not pleased to let the children of Israel go free. There are four stages that every Christian must go through in order to break out into fulltime ministry. You must recognize each of these situations when you are presented with them.

STAGE 1: PHARAOH DOES NOT WANT YOU TO LEAVE HIS EMPLOYMENT.

"And Pharaoh said, Who is the Lord, that I should obey his voice to let Israel go? I know not the Lord, NEITHER WILL I LET ISRAEL GO' (Exodus 5:2). Pharaoh wants you to work for him until you are dead. He wants you to sweat and toil until you die. Satan knows that many people will never reach the retirement age. He deludes them into working towards an imaginary retirement which will never materialize.

STAGE 2: PHARAOH WANTS YOU TO SERVE GOD BUT REMAIN WITH HIM.

"And Pharaoh called for Moses and for Aaron, and said, Go ye, SACRIFICE TO YOUR GOD IN THE LAND" (Exodus 8:25).

In this next stage, Pharaoh yields to some pressure. He agrees that you should serve God but you must remain at his beck and call. This form of service is politely called the lay ministry. Serving God, but well fastened to the world system of earning money. Pharaoh will prescribe when you can go to church and when you cannot. Once you are in his land, you belong to him and he decides everything you do. He decides when you wake up and when you go to bed. He decides what you do every day of the week. He leaves you with only Sundays to relax but sometimes he will take even that from you.

Why should Pharaoh tell you to serve God only on Sunday afternoons and Wednesday evenings? Why can't you serve God on Monday mornings as well? Why should Pharaoh control what I do on Tuesdays, Wednesdays, Thursdays and Fridays? When Moses led the people of Israel to the wilderness, they were free to exclusively serve the Lord. This is the ultimate desire of God for every one of His children. Sadly though, very few ever get to this state of perfect liberation from Pharaoh and all that it represents.

STAGE 3: PHARAOH DOES NOT WANT YOU TO GO TOO FAR.

"And Pharaoh said, I will let you go, that ye may sacrifice to the LORD your God in the wilderness; ONLY YE SHALL NOT GO VERY FAR away: intreat for me" (Exodus 8:28).

In Stage 3, you are warned not to go too far with God and the ministry. Many Christians side with Pharaoh at this stage. Good and moral Christians will warn of the dangers of extremism. Today's church is full of "Mr. Goods and Mrs. Perfects" who are neither hot nor cold. It is a church of "mature, moral, never-do-wrong" Christians who neither go too far nor too near! Mr. Clean is neither hot nor cold! Something in between will do! When you suggest the idea of full-time ministry, they say you should not go too far.

STAGE 4: PHARAOH DOES NOT WANT YOU TO RISK YOUR FINANCES IN MINISTRY.

"And Pharaoh called unto Moses, and said, Go ye, serve the Lord; ONLY LET YOUR FLOCKS AND YOUR HERDS BE STAYED: let your little ones also go with you" (Exodus 10:24). Today's lukewarm Christians want to serve God without risking anything. They fully agree with Pharaoh's suggestion about serving the Lord without risking their businesses and their earthly possessions.

The modern Church, including the modern pastor, is amazed at the idea of professionals leaving their vocations for the ministry. What a glorious honor it is to receive an invitation of the Lord to build His tabernacle! Yet the voices of the ones who are neither hot nor cold drown the voice of the Spirit. They say, "Don't risk your life, don't risk the flocks, and don't risk your resources on a crazy adventure.

" Dear friend there is no higher calling than to serve the King of Kings. Fight your way out of prison. Make it your life's ambition to follow the pillar of cloud and the pillar of fire. Make it your life's work to build His tabernacle rather than building the treasure cities of Pharaoh.

Walking Worthy of the Ministry 48

REASONS WHY YOU MUST WALK WORTHY IN FULLTIME MINISTRY

"Walk in a manner worthy of the calling with which you have been called," (Ephesians 4:1). The Apostle warns us all to walk in a manner worthy of the calling. I became a medical doctor in 1989. I had been in medical school for seven long years. It was a strange feeling to suddenly be a "respected" medical doctor. I had been a student for so long. For the last twenty-five years of my life, I had been treated as a young student. Now, I was a "prestigious" doctor. I couldn't do some of the things I did before. I had to live up to the new and esteemed image of a medical doctor.

God is calling you to live up to your new vocation of full-time ministry. You must endeavor to accomplish all that God has desired for you.

1. YOU MUST WALK WORTHY BECAUSE IT IS A PRIVILEGE TO BE CHOSEN.

"Therefore seeing we have this ministry, as WE HAVE RECEIVED MERCY, we faint not" (2 Corinthians 4:1). It is truly a privilege to be chosen by the Lord. To be saved is the highest privilege a human being could have. When I consider the millions of people who live and die, never knowing the Lord I consider it my greatest blessing to be saved. When I consider my friends and relatives who do not know the Lord, I am eternally grateful for my salvation. What more could I ask for? Yet there seems to be something higher that God is giving to some of us - a call to full-time ministry! This truly is the mercy of God. That is why you must walk worthy. To work for God is the opportunity very few people, in this world, will ever have.

2. YOU CAN ONLY BE SENT WITHIN A CERTAIN PERIOD.

From the Scripture below, a period of time is allotted for the work of ministry. Some people delay unduly and lose their opportunity to work for God. It is a blessing if you responded to this call in time. It takes the grace of God to respond in time or to even respond at all! If you find yourself working in a church be thankful and behave yourself wisely because it is a privilege. This is what applies to the Levites: "from twenty-five years old and upward they shall enter to perform service in the work of the tent of meeting". "But at the age of fifty years they shall retire from service in the work and not work any more" (Numbers 8:24-25 NASB).

3. IT TAKES THE GRACE OF GOD TO RESPOND TO THE CALL.

"By the grace of God I am what I am" (1 Corinthians 15:10 NASB). It takes the grace of God to even hear the call. It takes the grace of God to respond appropriately to the call of God. Most human beings do not respond appropriately to the call. Jonah messed things up and had to be swallowed by the whale. Moses could not accept his call until Aaron was brought into the picture. Many people stay away from ministry because they do not know what their calling is. Some simply do not have the opportunity to work in a church. Paul said, "I am what I am by the grace of God." How true that is!

Coming into full-time ministry can be very complicated. Parents and friends are likely to oppose the ministry. I struggled to enter fulltime ministry. I tried business and other ventures. I tried to go to America to be close to a man of God so I could learn from him. None of these things

worked out. When my father found out that I was not planning on becoming a specialist doctor he cautioned me and told me I was on my own. Through the financial help of my sister I was able to launch out into full-time ministry. Many people are also encumbered with debts and other burdens. These things effectively keep people out of full-time ministry. Very few people are able to actually respond to the call of ministry.

4. IT IS EASIER TO LIVE AS AN UNBELIEVER UNTIL YOU DIE.

"So this I say, and affirm together with the Lord, that you WALK NO LONGER JUST AS THE GENTILES also walk, in the futility of their mind, being darkened in their understanding, excluded from the life of God because of the ignorance that is in them, because of the hardness of their heart" (Ephesians 4:17-18 NASB).

The life of an unbeliever (a Gentile) follows a fixed pattern. Paul described this fixed pattern of living in Ephesians 4:17. There are three main characteristics of a Gentile's life:

a. To walk in the futility of your mind

Generally speaking, the life of an unbeliever is spent on futile and empty pursuits. It is a life of never-ending quests and useless ventures. Unbelievers spend their days building sandcastles, which are soon to be washed away by the sea. Everyone in full-time ministry could have spent his life chasing useless projects and imaginary goals. Sadly, the futility of all that men do is not obvious to them.

The heaping up of money, bank accounts and earthly treasures come to nothing but it is not easy to see. Most people never ask themselves why they are alive and why they are doing the things they do.

One day a bank manager came to my house and left a complimentary card with the security man. When I woke up I received this complimentary card from the security man. As I admired the writing and the credentials of this lady, the Spirit said to me, "This lady is the manager of a sandcastle." I was surprised at this statement coming from the Holy Spirit. But as I pondered over it, I realized that it was very very true. The bank is nothing but a sandcastle of imaginary wealth. It will perish and pass away with all its glory. I would rather be a door attendant in the permanent house of the Lord Jesus. What I have just said is hard to accept, but this is the Word of the Lord.

The thinking of the Gentile mind is towards futility. Anybody who points out this futility looks strange. People would look at you strangely for calling the manager of a prestigious banking institution a manager of a sandcastle. In the world system, useless things are placed on a pedestal. They are feared and revered by one and all. It takes a man of the Spirit to see through the futility and the uselessness of it all. Surely, only a man of the Spirit can see and agree with the ancient wisdom of Solomon. "Vanity of vanities, all is vanity" (Ecclesiastes 1:2).

b. To be darkened in understanding

The life of an unbeliever is lived out through his darkened (limited) understanding. Darkness imposes limitations on all activities. There are many things we cannot do in the night. Movement is restricted and most work places are closed. Nightfall and darkness therefore

impose severe limitations on those experiencing it. A Gentile, someone whose understanding is darkened, is therefore operating with a severely limited understanding. His thinking has been greatly reduced. He cannot see beyond this life. Working in full-time ministry is only possible if limitations on your mind are lifted and you can see beyond this life. People in full-time ministry are seeing beyond this life. My eyes are fixed on eternal rewards.

I recently heard of how a very young executive of a billion dollar company died. It was sad because he was at the peak of his career. He had achieved many things older people could not achieve. However, he was struck with cancer and had to die sooner than he expected. For whom shall be the things he had acquired? Where would they be stored? How long will they last? Will he be coming back to enjoy them? Will the people he left behind to eat his millions while he is in the grave be wise or foolish? These are the questions someone with a darkened understanding is unable to answer. His mind is too limited to even think of these issues. These issues are too heavy for a darkened mind!

c. To be excluded from the life of God

Unbelievers are excluded from the life of God. It is easy to exist on this Earth without ever experiencing the life of God. What is the life of God? Living without God's involvement and direction! You live by the uselessness of your own thinking. You create your own happiness in your myopic world. The absence of God in your life will lead to your eventual destruction.

Adam and Eve lived happily in the garden where God visited them. They had a job given to them by the Lord. After the incident with the tree, they died. They then began to experience death. They were condemned to sweating and toiling for food. Their life was destroyed. They were no more living. They were existing and surviving from meal to meal. Life had lost its meaning because they were excluded from God. Without the life of God, all your labor is to provide food, drink, clothing and shelter. With the life of God, you live for a higher purpose. You live to fulfill God's plan for your life. You live to obey His word. That is the life of God! The millionaires of this world do not know why they are alive. For whom do they labor? When will they get the chance to eat up all their treasures? Will they take these treasures away from this Earth? What will happen to them when they die?

Exclusion from the life of God takes place because of ignorance of the Word. Born again Christians must ensure they are not excluded from the life of God through ignorance. Constantly studying the Word of God will change you and bring you deeper into the life of God.

PRINCIPLES FOR WALKING WORTHY IN FULL-TIME MINISTRY

Throughout my years in ministry, I have learnt some things about handling God's privileges. Perhaps the most important thing to do in your privileged position is to walk worthily and carefully. God's grace must motivate you to walk worthily.

Strange Fires

Live and conduct yourself carefully in this ministry. Nadab and Abihu are examples of priests who did not walk carefully in their calling. They died whilst walking in their calling of full-time ministry. They did not die because they were thieves or murderers. They died because they did

not practice their ministry in the right way. They offered strange fire to the Lord. They did not walk worthy of their calling.

“Now Nadab and Abihu, the sons of Aaron, took their respective firepans, and after putting fire in them, placed incense on it and offered strange fire before the LORD, which He had not commanded them. And fire came out from the presence of the LORD and consumed them, and they died before the LORD. Then Moses said to Aaron, "It is what the LORD spoke, saying, 'By those who come near Me I will be treated as holy, And before all the people I will be honored.'" So Aaron, therefore, kept silent” (Leviticus 10:1-3 NASB).

In this section, we want to study how to offer God the kind of service and sacrifice He loves. We want to practice full-time ministry in a way that pleases God. There are many Scriptures that exhort us to walk worthy of our calling. I was surprised to find that walking worthily involves developing important spiritual virtues like humility and patience. God's idea of how to walk worthy is probably different from yours. Notice these three Scriptures that exhort us to walk worthily in the ministry. “Therefore I, the prisoner of the Lord, implore you to WALK IN A MANNER WORTHY OF THE CALLING with which you have been called, with all humility and gentleness, with patience, showing tolerance for one another in love, being diligent to preserve the unity of the Spirit in the bond of peace” (Ephesians 4:1-3 NASB).

“So that you will WALK IN A MANNER WORTHY OF THE LORD, to please Him in all respects, bearing fruit in every good work and increasing in the knowledge of God; strengthened with all power, according to His glorious might, for the attaining of all steadfastness and patience; joyously” (Colossians 1:10-11). “Therefore, SINCE WE HAVE THIS MINISTRY, as we received mercy, WE DO not lose heart, but we have renounced the things hidden because of shame, not walking in craftiness or adulterating the word of God, but by the manifestation of truth commending ourselves to every man's conscience in the sight of God” (2 Corinthians 4:1-2 NASB).

TWENTY WAYS TO WALK WORTHY OF FULL-TIME MINISTRY

1. BE HUMBLE IN FULL-TIME MINISTRY.

“Walk in a manner worthy … with all humility” (Ephesians 4:2 NASB). The most important way of walking worthy is to walk in humility. Recently, whilst writing a book I had a revelation about a great ministry that had gone down from its former glory. The Lord showed me in a flash that those people had not walked in humility when they grew in ministry. They publicly rebuked churches of all sorts and disgraced ministers from their pulpit. At the peak of their ministry, they would ask people who came from other churches to stand up for cleansing (from the contamination of other ministries).

There are many ways in which you could react to God's promotion in ministry. When the Lord gave Solomon the blessing of building a mega temple, he did not praise himself or think more highly of his achievements than he should. He actually demeaned his own achievements. He declared that he had done nothing because God could not even be contained by the Heavens and the Earth. He knew that his great temple was simply a human attempt to do something for the Lord. He said, "But will God indeed dwell on the earth? Behold, heaven and the highest heaven cannot contain You, how much less this house which I have built!" (1 Kings 8:27 NASB). When

you accomplish something for the Lord, you must see it in the right light. You have done nothing! God did not need you or me. It is His grace that makes it possible for us even to be around.

2. GENTLENESS IN FULL-TIME MINISTRY

"Walk in a manner worthy … with gentleness" (Ephesians 4:2 NASB). "To be gentle" means to do things gradually. When you are in full-time ministry you must do things gradually. If you try to achieve certain heights in a hurry, you will have a disaster. There are new ministers who want to be on television and radio in the first part of their ministry. Others want to write books because everyone is writing a book. When you are not gentle, you push others around and you become frustrated about your apparent lack of success in the ministry.

3. PATIENCE IN FULL-TIME MINISTRY

"Walk in a manner worthy … with patience" (Ephesians 4:2 NASB). You must be patient in full-time ministry. You will not succeed overnight. Most of the casualties of full-time ministry were impatient. They could not wait to be bishops. They were not content with little things they were given to do. They wanted to hurry to the top. As they drove faster and faster, they had a terrible accident.

4. TOLERANCE FOR ONE ANOTHER IN FULLTIME MINISTRY

"Walk in a manner worthy … showing tolerance for one another" (Ephesians 4:2 NASB). It is necessary to be tolerant of others in the church. Working in a church involves working with others. You need to accept others as you work with them. Just like any other work place, the church is full of human beings. As soon as there is strife in the church the anointing of the Lord is hindered. "Let nothing be done through strife" (Philippians 2:3). Full-time ministry must not be practiced through strife. Quarrels in the ministry should be treated as emergencies. They should be dealt with and the atmosphere of love must be maintained.

5. STAYING UNITED IN FULL-TIME MINISTRY

"Walk in a manner worthy … to preserve the unity of the Spirit" (Ephesians 4:3 NASB). Staying united is very important to the Lord. Whatever you do in the church, do not create division. If you create divisions, you are not walking worthy of the privilege of ministry. There is one body and we will not allow anyone to divide us into groups based on tribe, nationality or any other idea.

6. ENSURE PEACE IN FULL-TIME MINISTRY.

"Walk in a manner worthy … to preserve… the bond of peace" (Ephesians 4:3 NASB). Peace is essential for building. King Solomon was able to build many things because he had peace. Solomon's armies were used for building instead of fighting. Any ministry which fights within itself will not build much for God.

7. PLEASE GOD IN FULL-TIME MINISTRY.

Walk in a manner worthy … to please Him" (Colossians 1:10 NASB). Surprisingly, not everybody in full-time ministry pleases the Lord. It is important to please God in whatever you

do. Like Nadab and Abihu, God may be displeased with you even though you spend most of your time in the church. Endeavor to please God even in full-time ministry.

8. BE FRUITFUL IN FULL-TIME MINISTRY.

"Walk in a manner worthy …bearing fruit" (Colossians 1:10 NASB). There are differences in employees. Some members of staff are very fruitful and contribute greatly to the efforts of the ministry. Others are more of a burden. Ensure that you are one of those whose presence is beneficial to the work of God. The fact that you are paid by a church does not mean that you are fruitful.

9. INCREASE IN THE KNOWLEDGE OF GOD IN FULL-TIME MINISTRY.

Walk in a manner worthy … increasing in the knowledge of God" (Colossians 1:10 NASB). One interesting phenomenon is that some people actually backslide when they are in fulltime ministry. They actually pray less and read less than when they were lay people. The fact that you work in a church does not mean that you will be automatically full of the Word.

10. BECOME STRONGER SPIRITUALLY.

Walk in a manner worthy … strengthened" (Colossians 1:10-11 NASB). You must become stronger spiritually now that you are in full-time ministry. Pray more and wait on the Lord. God will bless you.

11. BE STEADFAST IN FULL-TIME MINISTRY.

"Walk in a manner worthy … attaining … all steadfastness" (Colossians 1:10-11 NASB). You must be steady and unmovable in the ministry. Financial pressures and job offers must not be able to move you away from your calling. As you work in full-time ministry, you will attain steadfastness.

12. BECOME HAPPY IN FULL-TIME MINISTRY.

"Walk in a manner worthy … joyously" (Colossians 1:10-11 NASB). Full-time ministry is a joyful time. You must have a joyful attitude in ministry. Working in the ministry is better than working in the bank. Full-time ministry is better than working in the hospital. People who have tasted working for the Lord will not want to go back to the world.

13. BE THANKFUL THAT YOU ARE IN FULL-TIME MINISTRY.

"Walk in a manner worthy … giving thanks" (Colossians 1:12 NASB). Your heart must be full of thanks everyday for the great opportunity that God has given you to work for Him. If you are not thankful, you are probably in the wrong place.

14. DO NOT LOSE HEART IN FULL-TIME MINISTRY.

Since we have this ministry…we do not lose heart" (2 Corinthians 4:1-2 NASB). Ministry is not easy. There are many things that can discourage you. Much of what you do is hard work with no one appreciating your efforts.

15. RENOUNCE HIDDEN THINGS OF DISHONESTY.

Since we have this ministry, we have renounced the things hidden because of shame (2 Corinthians 4:1-2 NASB). The ministry is not compatible with dishonesty. The reason is that the boss (God) has his eyes everywhere. Unlike other jobs where you can get away with stealing, you cannot steal from God. There are people who think they have duped the Lord but no one can hoodwink the King of Kings.

16. DO NOT BE CRAFTY.

"Since we have this ministry … not walking in craftiness" (2 Corinthians 4:1-2 NASB). Craftiness speaks of being clever and fast, able to cut corners and get away with shoddy work. Unfortunately, this is not possible with Jehovah. Leave every crooked thing behind and let us work for the Lord without craftiness.

17. DO NOT ADULTERATE THE WORD OF GOD.

"Since we have this ministry … not … adulterating the word of God" (2 Corinthians 4:1-2 NASB). The Word of God cannot be tampered with. Many people have tried to water down His precious gospel. They have sought to re-present the gospel as some kind of good advice for successful living. We cannot do anything that will destroy the truth of God's work. Do not change His Word; just preach it as it is.

18. COMMEND YOURSELF TO THE CONSCIENCE OF MEN.

"Since we have this ministry …commending ourselves to every man's conscience" (2 Corinthians 4:1-2 NASB). It is important to commend yourself to men's consciences. Often they will criticize you but in their hearts they respect what you are doing.

19. COMMEND YOURSELF TO MEN IN GOD'S SIGHT.

"Since we have this ministry …commending ourselves to every man's conscience in the sight of God" (2 Corinthians 4:1-2 NASB). All that we do must have approval in the sight of God. No human being or human institution can declare our work approved or disapproved. It is time to think only of what God says.

20. MAKE SURE THE GOSPEL IS NOT HIDDEN BECAUSE OF US.

"And even if our gospel is veiled, it is veiled to those who are perishing, in whose case the god of this world has blinded the minds of the unbelieving so that they might not see the light of the gospel of the glory of Christ, who is the image of God" (2 Corinthians 4:3 NASB).

Finally, all full-time ministry is to ensure that the gospel is known and heard in every corner of the world. How unfortunate it is that many people do not hear the gospel. All the efforts and money of the modern church must be directed to ensure that the gospel is not hidden from even the remotest village. The gospel must not be hidden from the poor. The way we operate the ministry must ensure that the gospel is not hidden from anyone.

Types of Full-Time Workers 49

THE TEN TYPES OF FULLTIIME WORKERS

1. FULL-TIME WORKERS WHO ARE SONS AND DAUGHTERS

There are people who work in the ministry as sons and daughters of the ministry. "But ye know the proof of him, that, as a son with the father, he hath served with me in the gospel" (Philippians 2:22). Such people live and work as though they are in a family business. They do not have the usual employee attitude. They are more of family members. Also, such people do not have the usual "I am here for what I can get" attitude. I find that many difficulties are eliminated by working with sons and daughters. You will probably enjoy working with your father more than with your boss! In reality, not all workers in full-time ministry are sons or daughters of the ministry. Some are simply good people who want to work for God.

2. FULL-TIME MINISTERS WHO HAVE THE SAME SPIRIT AS THE LEADER

"I desired Titus, and with him I sent a brother. Did Titus make a gain of you? walked we not in the same spirit? walked we not in the same steps?" (2 Corinthians 12:18). There are people who work in the ministry and have a different spirit from their leader. It is a blessing to find people who work with the same spirit. Paul was not in the ministry for what he could get and he found in Titus someone with the same spirit. You do not need to stay long in the ministry to find out that people work in the ministry for different reasons. What a blessing it is to find someone who will work with you in the ministry with the same spirit!

3. FULL-TIME MINISTERS WHO WORK FOR YOU BECAUSE THEY OWE THEIR WHOLE LIVES TO YOU

There are people who work in the ministry out of a sense of gratitude and indebtedness to God. Such people are often grateful for their salvation and feel that they owe their lives to you. "I Paul have written it with mine own hand, I will repay it: albeit I do not say to thee how thou owest unto me even thine own self besides" (Philemon 1:19). If people really understood what their salvation was they would spend the rest of their days in full-time service to God. Seventy years of working for God would not be able to pay for the blessing of salvation.

4. FULL-TIME PASTORS WHO ARE PRONE TO ABANDONING YOU

There is a type of full-time minister who will abandon you midstream. After being in the ministry for some time, I can often see the type of person who will resign from the ministry at a point. Of course, there are people who are given to you for life. On the other hand, you must expect the Demas of your ministry to forsake you sooner or later. "For Demas hath forsaken me, having loved this present world, and is departed unto Thessalonica; Crescens to Galatia, Titus unto Dalmatia" (2 Timothy 4:10).

5. FULL-TIME WORKERS WHO REFRESH YOU

The most refreshing people are those who are not ashamed of you. They love everything about you, including the unattractive parts. It is only the deepest kind of love that embraces everything; the good, the bad and the ugly.

Such people are not serving you in the ministry for money. They are there because of a very personal love for the leader. I always sense when people have a personal love for me. I also sense when they know I am not perfect but they still love me.

Every minister has a shameful chain around him. Not everyone who works in the ministry has this personal and permanent love. "The Lord give mercy unto the house of Onesiphorus; for he oft refreshed me, and was not ashamed of my chain" (2 Timothy 1:16).

6. FULL-TIME WORKERS WHO ARE SERVANTS OF THE CHURCH

There are people who bestow much service on the church in general. They are a blessing to many people. The impact of the servants of the church is seen best when they die. I have never forgotten the different people who have served me through the years. Some have made themselves into errand boys and girls. They have served and helped in almost every imaginable capacity. I know that God will bless them in the Day of Judgment.

Although most church members' death would go unnoticed, the whole church feels the loss of the Phebes of the ministry. Phebe, without using the pulpit, touched the lives of many people. "I commend unto you Phebe our sister, which is a servant of the church which is at Cenchrea" (Romans 16:1).

7. COUPLES WHO ARE IN FULL-TIME MINISTRY TOGETHER

What a blessing it is for the whole family to work together in full-time ministry. It is a special blessing for couples to both find a place in the house of God. Couples in ministry have a more synchronized lifestyle that enhances their relationship. In full-time ministry, the day off is usually Monday. But in the secular world, Monday is the first working day of the week. Also, spouses who do not work in the ministry often despise the other. They do not even understand what full-time ministers are involved with.

Of course, there are also disadvantages of couples working in the same place, but the advantages outweigh the disadvantages. "Greet Priscilla and Aquila my helpers in Christ Jesus" (Romans 16:3). It is a special privilege for a man of God to have both husband and wife working together to help him.

8. HARD-WORKING FULL-TIME MINISTERS

There are always the workhorses of ministry. Ministry involves a lot of hard work and there is always somebody who does many of the hidden tasks. This is what Paul meant when he spoke of Mary who worked so hard when he visited. "Greet Mary, who bestowed much labour on us" (Romans 16:6). God sees all the hard work that everyone puts into the ministry and He will reward it. In his letter to the Ephesian church the Lord made special mention of the labors and the hard work of the church. God notices hard work! “I know thy works, and thy labour, and thy patience, and how thou canst not bear them which are evil … And hast borne, and hast patience, and for my name's sake hast laboured, and hast not fainted” (Revelation 2:2-3).

9. FULL-TIME WOMEN IN MINISTRY WHO CANNOT STOP QUARRELING

Women are most precious workers who love the Lord with all their hearts and with all their feelings. One of the side effects of ladies working together is female bickering and quarreling. Paul found himself in the middle of female quarreling and had to dedicate part of his church letter to solving the problem between two ladies. "I beseech Euodias, and beseech Syntyche, that they be of the same mind in the Lord" (Philippians 4:2). These quarrels and cold wars may be

inevitable if many women work together. God wants women to work for Him and they have a valuable contribution to make!

As we mature in the love of God, the Euodias- Syntyche syndrome will surely manifest! But the love of God will smoothen out all these lapses.

10. FULL-TIME APOSTLES

In every ministry, there are people whose contribution is of special note. The work of the apostle is to create something that did not exist. After the apostle has built the church, every other ministry will have something to do. Truly, the apostles are noteworthy among the team of full-time workers. "Salute Andronicus and Junia, my kinsmen, and my fellowprisoners, who are of note among the apostles, who also were in Christ before me" (Romans 16:7).

Beginning a ministry is very difficult. It takes more determination, faith and resilience to put through a pioneering work. We must respect the grace of God that is upon apostles amongst us who are able to begin things that stand the test of time.

Laws of the Full-Time Mission 50

LAWS FOR ACCOMPLISHING THE FULL-TIME MISSION

Working in the ministry is working for Christ Jesus. He has given us guidelines for the accomplishment of His mission. When He commissioned His apostles, He said many things which were intended to guide them in full-time ministry. These instructions can be called the "Laws of the Mission" since they serve as a guide on how to behave during the mission. I want us to go through several of these Laws of the Mission.

1. THE LAW OF KNOWING YOUR CALLING

It is important to know your particular calling. Most people do not know what their calling is. As you serve the Lord, you will see things which help reveal your particular call. The Bible teaches that you see and know things about your calling, "For ye see your calling, brethren, how that not many wise men after the flesh, not many mighty, not many noble, are called" (1Corinthians 1:26). It is important to discover a lot about your calling and to know what it actually involves. "But go rather to the lost sheep of the house of Israel" (Matthew 10:5-6).

If Jesus had not specifically told them to go to the sheep of Israel, the apostles would probably have experienced things that would have guided them there. Perhaps, they would have recognized a stronger anointing and more success when they ministered to the lost sheep of Israel. Perhaps they would have recognized how nothing worked when they tried ministering to Gentiles and Samaritans! They would soon have seen their calling; how that not many Gentiles or Samaritans were included in their ministry. That is how you discover your calling. You watch what works. You observe what the Lord does with you and with your life. Then you begin to see and understand your calling. If you think you will have explicit details about your calling in a voice thundering from Heaven you will probably wait forever. You have to watch your calling and flow with what God is doing.

2. THE LAW OF CONCENTRATION AND PERFECTION

In this law, Jesus teaches us to concentrate on our particular area of calling. In full-time ministry, we will only find true fruitfulness when we stay within the domain assigned to us. He told the Apostles to avoid Gentiles and Samaritans and concentrate on the lost sheep of Israel. “These twelve Jesus sent forth, and commanded them, saying, Go not into the way of the Gentiles, and into any city of the Samaritans enter ye not” (Matthew 10:5).

When you know your calling it is your duty to concentrate your efforts on your area of calling. As you do this you become better and better and people will call you gifted in that area. This so called gift is actually the fruit of you concentrating to perfect your calling.

3. THE LAW OF TRUSTING GOD FOR FINANCES

Full-time ministry is all about trusting God for finances. Full-time ministry is not an alternative to your secular employment. Neither is it a place to bring your financial aspirations to. It is all about trusting God for everything. God will take care of you as you work for Him. I cannot over emphasize this reality of ministry. Ministry is not for money. Ministry is for the service of God. "Provide neither gold, nor silver, nor brass in your purses, Nor scrip for your journey, neither two coats, neither shoes, nor yet staves: for the workman is worthy of his meat” (Matthew 10:9-10).

Anyone who does this sacred work with the intention of using the ministry as a source of riches is likely to end up in trouble. As old-fashioned as it may sound, you are going to have to trust God to provide you with your needs.

4. THE LAW OF FLEXIBILITY

In ministry, you must be flexible and allow God to lead you in several different directions. It is good to start out trusting Him, but you must continue to be pliable in His hands. Also, you must not be fixated about what you think the Lord has sent you to do.

Sometimes, when something is not working, it is a sign that you must change direction. It is the Lord who sent the disciples into the cities and houses. Some of these missions were doomed to fail but Jesus still asked them to go. But He also told them to pack and leave immediately if it did not work. "And if the house be worthy, let your peace come upon it: but if it be not worthy, let your peace return to you. And whosoever shall not receive you, nor hear your words, when ye depart out of that house or city, shake off the dust of your feet” (Matthew 10:13- 14)

Be ready to change course. Leave all options open. Be flexible and flow until you find your life's work.

5. THE LAW OF "ABSOLUTE DISCONNECTION" FROM THOSE WHO DO NOT RECEIVE US NOR BELIEVE IN US

"And whosoever shall not receive you, nor hear your words, when ye depart out of that house or city, shake off the dust of your feet” (Matthew 10:14). Not everybody is going to believe in your calling. There is no need to struggle with people who have reservations about what you are doing. Make new friends with those of likeminded vision. Avoid people who mock you. Blessed is the man that does not hang around mockers and scoffers. There are people who consider full-time ministry to be madness of the highest order. There are born-again Spirit-filled Christians

who think that working in a church is for elderly or emotionally unstable. Becoming a missionary is seen as something for people without a successful career.

6. THE LAW OF "SNAKE WISDOM"

This law speaks of the importance and wisdom of privacy, confidentiality and secrecy in ministry. It is fatally deficient wisdom to expose all you are and all you have to everyone. Once you are in the ministry, never believe that the world loves or accepts you. Assume that you are disliked, disbelieved, disregarded, disrespected by the world, its journalists and its politicians. We have been sent forth as sheep in the midst of wolves. "Behold, I send you forth as sheep in the midst of wolves: be ye therefore wise as serpents, and harmless as doves" (Matthew 10:16).

7. THE LAW OF WARINESS OF MEN

"Beware of men" are the words of Jesus to His disciples. He did not even say we should beware of devils. More harm can come to a minister through men than you imagine. A minister who makes close friends of worldly politicians and journalists is only setting himself up for a notable experience. But beware of men: for they will deliver you up to the councils, and they will scourge you in their synagogues" (Matthew 10:17). Pastors are not respected by many worldly business people and bank managers. Many of these business men see ministers as crooks. They just humor us and put up with us because they have to and because we sometimes give them good business. Beware of people who do not love you!

8. THE LAW OF THE FREE GOSPEL

"Freely ye have received, freely give" (Matthew 10:8). The gospel was brought to us at no charge. We must endeavor to give it back freely. To give freely there are some things full-time workers must be conscious of. We must reduce the cost of running the ministry. The cost of equipment, electricity, buildings, etc, must be brought to a minimum if we are to make the gospel free. Our salaries also must be as low as possible. Does the ministry take care of our needs or does the ministry spend its money supporting our extravagant lifestyles?

9. THE LAW OF AVOIDING INTERNAL FIGHTING

"And he called them unto him, and said unto them in parables, How can Satan cast out Satan?" (Mark 3:23). We stand no chance if we fight each other internally. There are some common internal fights in full-time ministry. In the secret places of ministry, pastors fight against pastors.

Another internal secret fight that goes on in the ministry is husbands against wives. Yet another internal battle goes on amongst women. These battles are real and sometimes very bloody. Do not be surprised if you find yourself embroiled in one of these fights. But the warning is stern. We stand no chance against the real enemy if we exert our energies against one another!

10. THE LAW OF REWARDS

There is a reward for the smallest job in fulltime ministry. Do not be discouraged if the work you do looks insignificant. In Heaven, you will be rewarded for your faithfulness to what you were given! I do not know what job you do, but I am sure it is more noteworthy than serving a glass of water. Is it not encouraging to know that even serving a glass of water will be rewarded in Heaven? "And whosoever shall give to drink unto one of these little ones a cup of cold water

only in the name of a disciple, verily I say unto you, he shall in no wise lose his reward" (Matthew 10:42).

THE LAWS OF PERSONAL SERVICE

"Who had ability for serving in the king's court" (Daniel 1:4). As you set out to serve God in the ministry you may find yourself serving a man of God. Actually, the ministry is not an institution but a person whom God has anointed. Serving in ministry is actually serving an anointed man of God. Not everyone will have the opportunity to work directly for the anointed man of God. Maybe, one day, you will have a chance to minister to God's servants personally. There are some things that are important for every fulltime worker to know about serving the man of God personally.

1. THE LAW OF THE PERSONAL CHOICE

Jesus chose whom He would. It was His personal decision. It was His preference. No one could choose His disciples for Him. Every leader has a right to choose those He wants to be with Him. God has designed us to make choices. Obviously, the leader cannot have everyone close to him. Do not be angry if you are not chosen. Some people will be privileged and chosen to serve in the 'king's court'. This is a special calling. Do not fight the leader's choices. The leader will like you if you like his choice and will reject you if you reject his choice. "And he goeth up into a mountain, and calleth unto him whom he would: and they came unto him" (Mark 3:13).

2. THE LAW OF PERSONAL VALUE; EVERY LEADER HAS PERSONAL NEEDS.

It is sometimes difficult to understand the needs and idiosyncrasies of some leaders. Depending on the needs a leader has, certain things will be important to him. The ability of someone to satisfy any of the special needs of the leader makes a person very valuable. The value a leader places on someone who meets his special needs may seem disproportionate to what the person actually does. But you will not understand until you come into that position yourself.

Hiring a special singer or an organist may not seem important to some. But the effect of good singing may be worth millions to a ministering prophet. Similarly, things that do not look valuable to us may be very valuable to God. You may be the most valuable person to God because you do something that our heavenly Father really loves.

3. THE LAW OF PERSONAL FRIENDSHIP.

Every king has friends; every king needs friends and every king wants friends! King David's friend was Hushai the Archite (2Samuel 15:37), and King Solomon's friend was Zabud (1Kings 4:5). Jesus' friends were Lazarus, Martha and Mary, her sister. "Now Jesus loved Martha, and her sister, and Lazarus" (John 11:5).

Every leader is still a human being and as such needs people to talk to. He needs people he can be relaxed with. You can't be serious all the time; saying the right things, always behaving like the United Nations Secretary General on a diplomatic mission! You need people with whom you can be relaxed and whom you sense are also relaxed around you. Somehow, not everyone can be relaxed in the presence of a king. Also, most people cannot comprehend that they can have a

down to earth friendship and relationship with the king. More and more, I realize that not everyone can serve in the king's court!

Shadrach, Meshach and Abednego were people who had, amongst other things, the ability to serve in the king's court. They had the special grace to hang around the king's environs and to relate with all that went on there. “Youths in whom was no defect, who were good-looking, showing intelligence in every branch of wisdom, endowed with understanding and discerning knowledge, and who had ABILITY FOR SERVING IN THE KING'S COURT”(Daniel 1:4 NASB). A wise king knows that he is often surrounded by liars, thieves, treacherous people, wicked men, accusers, fault finders and many poor and hungry-eyed men, looking for what they can get! O how he wishes for a few moments of respite, where he can be relaxed without the fear of any member of this group rising up to overwhelm him. Perhaps it is in this that the friend finds his highest value! Someone with whom the leader can be at ease!

4. THE LAW OF THE PERSONAL SERVANT

There are servants who meet the personal needs of the leader. These personal servants may be demeaned in the eyes of onlookers. Joshua was a personal servant of Moses but he became the leader of Israel. Elisha was the personal servant of Elijah and he received a double portion of the anointing.

Becoming a personal servant may be your door to the anointing! Indeed it is a privilege to pour water on the hands of the man of God, because very few people will ever have the opportunity to do that. "Verily, verily, I say unto you, He that receiveth whomsoever I send receiveth me; and he that receiveth me receiveth him that sent me” (John 13:20).

5. THE LAW OF PERSONAL COMPANY

The Lord did not take on the disciples for any particular job. He took them on so that they would be with Him. There are many people that I employ just so that they will be near me. After being around the anointing for some time, people are ready to be sent.

Personal servants thus go through two phases of ministry. The first phase is the “be with me” phase. The second phase is the “sending out” phase. “And he ordained twelve, that they should be with him, and that he might send them forth to preach” (Mark 3:14).

6. THE LAW OF FAMILIARITY

“For neither did his brethren believe in him” (John 7:5). Personal servants can easily become familiar. Through familiarity, Jesus' own family did not believe in Him. When you see the human side of God's servant, you can be tempted to think you are not dealing with the power of God. Perhaps this is what happened to Judas. All personal servants must be careful of becoming another Judas.

7. THE LAW OF CHOOSING THE “GOOD PART”

“Martha, Martha, thou art careful and troubled about many things: “But one thing is needful: and MARY HATH CHOSEN THAT GOOD PART, which shall not be taken away from her” (Luke 10:41-42). When you are involved in personal service, make sure you get the “good part”. The “good part” of personal ministry is not the physical advantage, but the spiritual treasure.

Unfortunately, many people who work closely and personally with a man of God miss the spiritual treasures of close fellowship.

The book of John reveals the treasures experienced when Jesus interacted personally and privately with His disciples. The things He said were not for public consumption. They would never be heard by the crowds but they would be heard by the few around Him. Martha was very close to Jesus but Jesus was not happy with her spirituality. He would have preferred it if she were more interested in the Word of God. Every personal servant must be careful of being unspiritual around a spiritual person.

Jesus knew that the physical advantage of serving Jesus food could be taken away from Martha. But the spiritual treasures that Mary was receiving were eternal. It is interesting to note that Jesus was still friendly to Martha even though she was not interested in the Word. Jesus still liked her very much and He enjoyed her food. The fact that the spiritual leader likes you does not mean that you will do well in the Day of Judgment. This is a common delusion for those in the personal company of spiritual leaders. They have the greatest privilege to be close but are in great danger of being unaffected by the anointing and the Word.

8. THE LAW OF FAMILY WORK

Christ's disciples were one big family. This family spirit often develops as several people work in the personal service of the apostle. Jesus called the people who worked with Him his "mother" and his "brothers". This must be the pattern for all followers of Christ. Create a family out of your full-time staff! Let them be your brothers, mothers and sisters. "And he answered them, saying, WHO IS MY MOTHER, OR MY BRETHREN? And he looked round about on them which sat about him, and said, Behold my mother and my brethren! For whosoever shall do the will of God, the same is my brother, and my sister, and mother" (Mark 3:33-35).

A family spirit can be nurtured in every work place. This family spirit is even more important for growth in the ministry.

THE LAWS OF PLACEMENT

Everybody wants to be at the top and everybody wants to have the best possible job. Somehow everybody must be placed in the most suitable position. So how do we get to the best places and what is the reason for being put in certain positions? There are spiritual laws that govern where you must be placed in the ministry. I want you to look at some of these laws so that you will have the understanding and the humility that is necessary to function effectively.

1. THE LAW OF "THOSE WHO CAME FIRST"

"After me comes a Man who has a higher rank than I, for He existed before me" (John 1:30 NASB). This law teaches that those who come first are senior to those who come later. John the Baptist indicated that he had a senior in the ministry - Jesus Christ. He explained that Jesus was there before he was. In that sense, Jesus came before John the Baptist. That is why Jesus was greater than he was.

2. THE LAW OF PERSONAL PREFERENCE

This is another law that determines where you will be placed in the ministry. The “law of personal preference” can override the law of “those who came first”. Generally speaking, the law of "who came first" applies. Sometimes someone who is a late entrant may be given a higher rank. This is because there may be other factors that necessitate a new comer having a higher rank. "After me comes a Man who has a higher rank than I, for He existed before me” (John 1:30 NASB). Looking at this Scripture, it is clear that John came to the scene before Jesus. Yet Jesus was given a higher rank than him.

Other Scriptures testify to the reality that God has a personal choice and He exercises it as He wills. God's election can override the law of “who came first”. "For the children being not yet born, neither having done any good or evil, that the purpose of God according to election might stand, not of works, but of him that calleth. It was said unto her, The elder shall serve the younger. As it is written, Jacob have I loved, but Esau have I hated. What shall we say then? Is there unrighteousness with God? God forbid. For he saith to Moses, I will have mercy on whom I will have mercy, and I will have compassion on whom I will have compassion. So then it is not of him that willeth, nor of him that runneth, but of God that sheweth mercy” (Romans 9:11-18).

3. THE LAW OF MILITARIZED WORK

“No man that warreth entangleth himself with the affairs of this life” (2 Timothy 2:4). This law is the basis for which you cannot determine where you will be placed or where you will live. This is the reason why there are no guarantees and no securities in full-time ministry. The law of militarized work tells us that you can be sent anywhere at any time. When you work in a militarized environment, you expect changes at any time. You can be sent to your death at any time. Militarized work has no working hours. Militarized work is hard and full of risks. Many people even die doing militarized work. You must have the right attitude in the ministry. Be ready to be sent anywhere or to be placed anywhere.

4. THE LAW OF SPIRITUAL INTIMACY IN MINISTRY

The most important place for you is to be close to the Lord. Instead of seeking to be placed in seemingly prestigious positions, seek to be placed close to the Lord. Whether you are on the top floor or underground, aim to be close to the Lord. Get this! Full-time ministry is intended to bring you close to the Lord. To make you an intimate friend of Jesus. God's intention for you in full-time ministry is to bring you close to Him.

Notice what Moses told Korah, "Seemeth it but a small thing unto you, that the God of Israel hath separated you from the congregation of Israel, to bring you near to himself to do the service of the tabernacle of the LORD, and to stand before the congregation to minister unto them?” (Numbers 16:9). Spirituality and intimacy are choices you must make for yourself in full-time ministry.

5. THE LAW OF THE CANDLESTICK POSITION

This law teaches that love and intimacy will guarantee your position in the presence of the Lord. Everyone has a candlestick and your candlestick will be moved from where it is if you depart from love and intimacy with the Lord!

Hard work is no substitute for love and intimacy. God wants people to come close to Him. If we seek Him, we will find Him. In the book of Revelation, there was a church that worked harder than any other did. However, the Lord was not pleased with them. Hard work is not a substitute for a loving and intimate relationship. On two different occasions the Lord said to the church, "I know your labor". He knew they were a hard working group. He said to them - "I know thy works, and thy labour, and thy patience, and how thou canst not bear them which are evil: and thou hast tried them which say they are apostles, and are not, and hast found them liars: And hast borne, and hast patience, and for my name's sake hast laboured, and hast not fainted. Nevertheless I have somewhat against thee, because thou hast left thy first love" (Revelation 2:2-4). They were indeed a laboring and toiling church but they were not intimate with the Lord. Because of this, they were in danger of being removed from their position. He warned them, "I will come and remove your candlestick out its place."

6. THE LAW OF INCREASING GOODS

'When goods increase, they are increased that eat them: and what good is there to the owners thereof, saving the beholding of them with their eyes?" (Ecclesiastes 5:11). This law teaches that no matter where you are placed or what you earn, there will be things to swallow up your earnings. Many workers are deluded into thinking that if they had a better position and earned more money they would be better off. But this is simply not the case.

As money increases, there are more things to do with the money. It is this delusion that drives people to attain certain positions. It is this delusion that makes workers dissatisfied with where they are placed.

There is no need to be discontent with where God has placed you. You can be blessed in every position and in every place.

Laws of Valuation 51

HOW TO DETERMINE THE VALUE OF DIFFERENT KINDS OFWORKERS

Determining the value of anything is not easy. People go to the university for years to study "valuation". What is the value of a house? What is the value of a car? What is the value of a person? What is the value of a person to God? Obviously, the values of things change from person to person. Someone may value a diamond whilst another may kick it away as a worthless stone.

When you work for the Lord, you must seek to increase your value! You must understand what makes you valuable and do those things. You must understand what value God has placed in you and exploit it. Several things determine your value. Different people value different things. It is important to know some of the different things that increase or decrease your personal value.

INCREASING PERSONAL VALUE IN THE MINISTRY

1. YOUR VALUE INCREASES WHEN YOU CAN BE SENT.

"Here am I, send me" (Isaiah 6:8). Not everyone is sendable. A person being sent on a mission must have the special ability to be faithful without varying the message. Most people who are

sent on a mission become sympathetic to the people they are sent to and modify their mission and their message!

If you look closely at the Church today, you will find a modified message with a modified mission. I once sent somebody on a very simple mission. After a while, I realized that the person had become sympathetic to the group I had sent him to. This individual fell in love with the group and wanted me to support them financially. He constantly referred to the needs of the group rather than the message I had sent him with. Once, without my knowledge, this person pledged my financial support to things I had not intended to do. After a while, I realized that I was sending the wrong person. My messenger had become sympathetic to the people he had been sent to. O how valuable it is to have someone you can send!

Someone who will not change the message! Someone whose heart will not change with time!

2. YOUR VALUE INCREASES WHEN YOU CAN BRING PROJECTS TO A CLOSE.

To the inexperienced, this point may seem even frivolous. But I have employed different people, assigned them to various projects and found them unable to conclude just the final little part. Some people are able to start projects and carry them for a good distance. Amazingly, some are not able to conclude a project even though they have come ninety percent of the way. The last ten percent of every project is the crucial final piece. Hope deferred makes the heart sick; when the hope of accomplished tasks is dashed repeatedly, the heart of the leader is sickened.

A beautiful car, without a tire, is the same as not having a car because neither of these can be driven. Many people do not realize that one little uncompleted segment neutralizes everything else. Jesus is the author and finisher of our faith. Some people are authors of things but not finishers. Your value greatly multiplies when you can finish what you have begun. Every task has a whole lot of problems that will prevent its conclusion. Some people who are sent are unable to find solutions to these problems. They simply report back with their list of insurmountable problems.

However, the finisher will break through the barriers and overcome every obstacle. Such people are truly valuable.

3. YOUR VALUE INCREASES WHEN YOU CAN ACCOMPLISH TASKS WITH SPEED.

It is a pleasure to have a fast and reliable worker. I have had workers who accomplish tasks at different speeds. I prefer to work with people who bring projects to a close quickly. In fact, the value of someone who can rapidly conclude on gigantic problems is very high. I place a high premium on speed because delays are expensive and often lead to the cancellation of the original vision.

4. YOUR VALUE INCREASES WITH YOUR ABILITY TO SOLVE DIVERSE PROBLEMS.

There are people who can solve diverse problems and bulldoze their way through obstacles. I have people on my staff like that. They can deal with all kinds of people and solve all kinds of problems. Whether the issues are private or public, they are able to sort them out. They can deal with difficult people, manage crises, help with personal matters and defeat the enemy. Such people are very valuable because life is full of diverse problems.

5. YOUR VALUE IS GREATER IF YOU ARE INVOLVED IN BUILDING A FOUNDATION.

The foundation of a building is the most difficult part to build. There are always some people who help to set things up. The contribution of such people is priceless. These people must never be forgotten. They are to be treasured and valued above those who come later. Anyone who wishes to set them aside does not understand what he is doing.

Jesus Himself promised His disciples that He would remember them especially because they had been with Him during the most trying times of His ministry. "You are those who have stood by Me in My trials; and just as My Father has granted Me a kingdom, I grant you that you may eat and drink at My table in My kingdom, and you will sit on thrones judging the twelve tribes of Israel" (Luke 22:28-30 NASB).

Foundation builders suffer things that future workers will never experience. They experience the greatest pressures of the ministry. This is why there are pastors who can build large churches but cannot actually begin one. Do not shy away from starting things. It may be your great opportunity to become valuable.

6. YOUR VALUE INCREASES WITH YOUR ABILITY TO KEEP SECRETS.

No king would like to have a blabbermouth by his side. Many confidential things go on in the king's palace. Keeping things private and confidential may be one of the most important things to do. Anyone who works in the office of the leadership must learn the importance of privacy and secrecy. Unfortunately, some people do not have the ability to work without talking about what they do. Working in banks requires lots of secrecy because you deal with people's private wealth. Someone who cannot keep official information out of his domestic chatter will be unsuitable for such a job. Upon employment, banks will make you sign the oath of secrecy.

Working in a pastor's office may involve listening to private counseling sessions. Working in a doctor's office may also involve hearing and seeing people's personal problems. These private matters are nobody's business and should not be broadcast to the world. No one would like the whole world to know his personal problems.

Your value increases when you prove that you are capable of handling the responsibility of confidentiality. Some people will be employed simply because they do not have many friends and do not talk much with anyone about anything! Other people will be avoided because they talk too much and have too many friends! These talkative people will become valuable for the office party and other social gatherings where they will bring everything to life. Please understand what makes you valuable.

7. YOUR VALUE INCREASES WHEN YOU ARE "GOOD" COMPANY.

"And he ordained twelve, THAT THEY SHOULD BE WITH HIM"(Mark 3:14). Jesus ordained twelve disciples simply so they would be with Him. He chose them to be in His company until He finished His ministry.

Not everybody can work comfortably with the boss. To work directly with the boss requires varied skills. The commander requires people who can engage in interesting and meaningful conversation. Some people just have nothing to say and therefore are not good company.

Quiet people can be intolerable for a wise leader, as he has to constantly pry into their minds to find out what they are thinking. His wisdom will cause him to search out hidden thoughts in case there are schemes against him. When I am with “quiet” people I always ask, "What do you think?" "How is your mind working? Is it a good idea?" I want to know what people around me are thinking.

Julius Caesar commented on Cassius, a worker in his court. He said, "Yon Cassius has a lean and hungry look. He thinks too much: such men are dangerous." Cassius was one of the conspirators who murdered Caesar. Long before the assassination, Caesar mistrusted Cassius because of the silent hungry look on his face. Others only enjoy talking about light and frivolous matters, which may not interest the leader. Leaders are not lighthearted men of straw. They are serious people who have serious issues to deal with.

Rulers have many issues to juggle with and value people who are full of good counsel and wisdom. Leadership is a very lonely job with few who understand the real issues and challenges at hand. Many people simply see the leader as a superman who knows everything and who is always right. Such an attitude will not go well with a leader who wants the input of those around him. He therefore needs people who think in a certain way.

A leader is someone who fights many battles. He does not need a cabinet member who is suspicious and opposed to all he does. This only transfers the battle from outside to within. Why should you employ someone to oppose and resist you? Leaders also need people who think in a certain way. Paul said of Timothy, "I have no man likeminded, who will naturally care for your state" (Philemon 2:20). King David had Hushai as his friend and King Solomon had Zabud as a friend. These friends were good company, good fellowship and gave good counsel. Creativity is the nature of God. People who are innovative and come up with good ideas when they are needed are also very valuable company.

Another important and valuable trait is the ability to meet the personal needs of the leader. Not everyone can work comfortably in the personal service of the king. Daniel and his three friends had the ability to serve in the king's court. This, too, is an important skill. “Bring in some of the sons of Israel…who had ability for serving in the king's court; …they were to enter the king's personal service”(Daniel 1:3,4,5 NASB).

8. YOUR VALUE INCREASES WHEN YOU CAN RENDER PUBLIC SERVICE.

There are people who can serve in a public role. However, not all workers can stand the glare of the public eye. To function effectively in the public eye, you may need to develop the art of diplomacy and protocol. Not everyone is skilled in diplomacy. Some people are unrefined and unrefinable!

Your dressing may have to be modified if you are to appear in public. Your speech will have to be appropriate and polished for every occasion. Some people simply do not have the background that enables them to function in this role.

Some people are unable to communicate with the public without blurting out important private information from the king's court. Some simply do not have the knack of handling all that goes into a very public ministry. A person who knows how to serve in the public eye is therefore valuable.

9. HAVING A SPECIALIZED ABILITY INCREASES YOUR VALUE.

When you have some unusual talent, you become valuable. For instance, your ability to speak an unusual language can increase your value greatly. You must find a place where your particular ability is valued. There are people whose ability to sing has earned them special jobs in special places. Not everyone has the ability to be a world-class singer. Some people have the ability to type with speed and accuracy. Such things give unusual value to a person. When I began to write books, I discovered how few people really know how to type with speed and accuracy.

The ability to host people and cater for them is also a special skill. Not every woman cares for people in a way that makes them feel at home. Some women actually drive people away. Some women do not even bother to learn what to do to make a particular person comfortable. Motherly hosts are specially endowed and are of great value to churches that host guests frequently. The ability to be a good public speaker or presenter is a special skill that can increase your value. Such a person may be invaluable for public relations and improving the corporate image of the organization.

Special computer skills and technical abilities can make a person valuable. Discover what special ability you have and exploit it to the fullest. Let your gift make room for you and take you to the highest place!

10. YOU ARE VALUABLE WHEN YOU SAVE THE ORGANIZATION MONEY.

There are people who have the ability to help save money. They negotiate on behalf of the organization as though they were negotiating for their own lives. Such people save lots of money for the ministry through their bargaining skills. People who make purchases and payments for the ministry are often not concerned about how much everything costs. But there are some who care and try to get the best deal every time. Such people are priceless treasures to an organization.

Other people view the opportunity to make a purchase on behalf of the organization as a chance to make money for themselves. These are dangerous people who must be kept at bay. Paul said, "For I have no man likeminded, who will naturally care for your state" (Philemon 2:20).

11. YOUR VALUE GREATLY INCREASES WHEN YOU CAN WORK WITHOUT SUPERVISION.

Supervising people can be one of the most tiresome jobs. Having to constantly monitor what someone is doing is wearisome, to say the least. What a joy it is to have someone who can work with little or no supervision. Just give him the job and he will come back with the results. When you have to chase a person, giving a hundred reminders and promptings about the same thing, you may just want to do the job yourself!

Unfortunately, most people need supervision and cannot be trusted to work on their own. Become someone who works without supervision!

12. LOYALTY MAKES A PERSON VALUABLE.

Loyalty is more important than any qualification or skill I know. Any leader who does not value loyalty will live to discover the pain of treachery. A loyal person is far more valuable than an

educated but disloyal person. When an employer does not know the value of loyalty, he often chooses people who are impressive but intrinsically disloyal.

After a while, these impressive people turn out to be painful choices. I have watched as ministers set aside faithful people and choose powerful men who have not demonstrated loyalty. These people have not learnt about the great value of loyalty. But with the passage of time, they are likely to prefer a loyal person to any other.

Every worker has to choose between his loyalty to the boss and his loyalty to the rest of the workers. I once told a new employee, "You will either be liked by me or by the people. It's your choice." His value to me would rise greatly if he was loyal to me rather than to the rest of the staff.

13. GOOD ORGANIZERS AND MANAGERS ARE VALUABLE.

Some people are able to gather people around and make them do their jobs. Others are simply unable to control anyone. I once found out that one of my newly appointed managers was unable to control the janitor. I realized that I had chosen the wrong person to be a manager.

Someone who is incapable of controlling drivers, cleaners and house maids will not be able to control more educated and confident people. Your value goes up when you are able to control difficult people.

14. YOU ARE VALUABLE WHEN YOU ARE A CONTENTED PERSON.

Satisfied people are a joy to have around. "Better is an handful with quietness" (Ecclesiastes 4:6). Moses had the difficulty of leading a discontented and grumbling crowd. Such people cannot be satisfied by anything. Good relationships are not built on money. No amount of money can make a person happy. Discontent people want more and more but they are never satisfied!

A worker who is happy with the little you can give is truly a valuable person. One discontented person can poison the entire workforce. Such people love to be part of unions, strikes and disruptions of work. Such things are not needed in the church! Get rid of discontented people. Send them off to get a better job where they will be happier. It is not worth having them around.

15. YOUR VALUE INCREASES WHEN YOU CAN LEARN ANYTHING REQUIRED.

You may be required to produce television programs. If you are rigid and unprepared to learn completely new and different things, you will be limited in your value. People who are prepared to learn new things are valuable. You may be required to run an orphanage or a radio station. Are you prepared to learn a completely new skill? I have watched as lawyers have learnt the art of construction and doctors have learnt how to run bookshops and schools. Their value increased because they were prepared to learn new skills.

16. LONG-STANDING WORKERS ARE VALUABLE.

Time speaks! Someone who has been around for years has a value that “Johnny-just-come” does not have! Years of stability and faithful service definitely confer value on every employee. Time tells whether a person is faithful or not!

Time tells whether a person is a liar or not. Time tells whether a person is a thief or not. Time tells whether a person is morally upright or not. The long years spent together assure us that we can depend on you.

17. SPIRITUALITY MAKES YOU VALUABLE.

Spiritual people are valuable. Every church should endeavor to employ spiritual people. Sometimes spiritual people do not have certain qualities or abilities but a church should not employ unspiritual people or semi-Christians. Unfortunately some churches end up employing all sorts of people, including unbelievers.

They do this in order to urgently fill some vacancies. But it is better not to have anyone than to have a carnal person working in the church. Someone who has not been spiritual is not likely to become spiritual when he is in fulltime ministry.

Gradually, a little leaven leavens the whole lump. Unspiritual and unsaved people gradually dilute the intensity of the zeal and anointing of any ministry. Soon you may have a full-time ministry staff of pseudo-Christians. Wrong decisions will soon be taken because of the influence of carnal people. Full-time ministry is a place for zealous people who are on fire for Jesus. The Lord said to the Laodecian church, "I wish you were hot." God wants us to be hot and not lukewarm. Lukewarmness is a deadly enemy that destroys every true church.

18. ANOINTED PEOPLE ARE VALUABLE.

An anointed person is a special person with the grace of God operating in his life. Such people have great value because the grace and wisdom of God makes them operate above human ability. It is a joy to watch anointed people as they operate in the gift of God. They are special, they are different and they are wise! “The Spirit of the LORD will rest on Him, the spirit of wisdom and understanding, the spirit of counsel and strength, the spirit of knowledge and the fear of the LORD. And He will delight in the fear of the LORD, and He will not judge by what His eyes see, Nor make a decision by what His ears hear” (Isaiah 11:2-3 NASB). This is the wisdom that comes through the anointing. May you be an anointed worker!

19. EXPERIENCED PEOPLE ARE VALUABLE.

Experienced people have an uncanny sense of the future. Most things actually work out the way experienced people envisage. Many things do not happen the way you would expect. There is some special knowledge that comes only from experience. People with experience often turn the tide in a battle. A person's value increases greatly because he is experienced.

Do not shy away from things that make you experienced. The more experience you have, the more valuable you become.

20. MORALITY MAKES YOU VALUABLE.

Moral and upright people are especially valuable as you can count on them to do the right thing behind closed doors. Joseph had the opportunity to sleep with his boss' wife but he did not. He could be trusted in very tempting circumstances. Such people are truly valuable. The presence of one lecherous person (someone who is unduly interested in sex) can spoil the work of many years and end the employment of everyone else.

The higher you go in ministry the deeper your safety pegs must be. When you get to the eighth floor and you lean on the balcony, you would not want to discover that it is made of cardboard! The higher you go the more the need for stronger character.

21. WORKING WITH EXCELLENCE INCREASES YOUR VALUE.

Sloppy workers who deliver shoddy work are a pain to most employers. They need extra supervision and are stressful to have around. What a joy it is to have someone who delivers a quality job every time! Such people are valuable and it is worth paying the price to have their services.

22. YOUR CHOLERIC PERSONALITY MAKES YOU VALUABLE.

Your choleric personality will make you valuable in difficult projects that need a driving force. This is the personality that will make you valuable in building up something from scratch. Choleric people are usually the best leaders but not very good assistants.

23. YOUR PHLEGMATIC PERSONALITY MAKES YOU VALUABLE.

If God made you a phlegmatic, you will have special abilities, which no one else has. Phlegmatic people are stable workers able to carry out monotonous jobs. There are many important jobs, which must go on in spite of their repetitiveness. Where would we be without teachers and lecturers who stick to their jobs for years? These precious and steady trainers produce the high achievers and skilled workers of tomorrow. Phlegmatic workers are usually valuable because they are good assistants.

24. YOUR MELANCHOLIC PERSONALITY MAKES YOU VALUABLE.

Melancholic people are usually very gifted and very organized. They are usually thoughtful, contented and deeply sacrificial. Melancholic people became the great missionaries of the past. These people are often quiet and can work where privacy and secrecy is required.

If God has made you a melancholic, you will be useful for many things in the office environment. You will keep things organized and private. You will have the ability to bring order and good management into places which are often disorganized.

25. YOUR SANGUINE PERSONALITY MAKES YOU VALUABLE.

If you are sanguine, you will not be useful for things which are methodical and highly organized. The scatter brained and disorganized sanguine is of no use with sensitive documents. However, without a sanguine, your office will be a silent and sad place. It will be lifeless because the life and excitement of the team is often created by the valuable sanguine. This is where a sanguine is most helpful.

If you put a melancholic in an office which a sanguine should occupy, people will leave because of the silent, stern and unfriendly face of the melancholic. I value the sanguine people in my office. They have no replacement. All the melancholics and cholerics put together cannot make the contribution of one sanguine.

ENJOYING THE WORK IN FULL-TIME MINISTRY

It is important to enjoy your work since that is what you will spend most of your time on Earth doing - working. Most people do not enjoy work and look forward to the smallest opportunity to go away. It is therefore one of the greatest blessings of this life to be given the kind of work that makes use of your God-given qualities. These qualities radically transform the nature of work and make it something to be enjoyed.

Work then becomes like play, pleasure and leisure! No longer will you spend your working days longing for a vacation. No longer will you spend your working hours glancing at the clock and wondering why closing time is so far away.

It takes a God kind of wisdom to enjoy work. You need to apply heavenly wisdom to what you are doing otherwise you will end up depressed and wondering what life is about. Even king Solomon, the richest and wisest man that ever lived found life to be a vexation of spirit. He condemned his experience on the Earth and called it vanity.

He spoke of the toil he had undertaken and the uselessness of it all. He considered the future and wondered what would happen to all the things he had built. He thought to himself, "What if the person who comes after me mismanages everything I have accomplished?" "Yea, I hated all my labour which I had taken under the sun: because I should leave it unto the man that shall be after me. And who knoweth whether he shall be a wise man or a fool? yet shall he have rule over all my labour wherein I have laboured, and wherein I have shewed myself wise under the sun. This is also vanity" (Ecclesiastes 2:18-19). As his melancholic thoughts deepened, he could only utter the words, "Vanity of vanities. All is vanity."

True to his fears, the one who succeeded his throne was a fool. The son of the wisest man who ever lived indeed demonstrated great folly at his very first cabinet meeting. His very first decision split the kingdom up. The son of the wise man was now left with one tribe to govern. What a drastic reduction of the kingdom that his father had ruled! To make matters worse, he was unable to keep all the gold vessels that King Solomon had heaped up in the temple. Rehoboam replaced the golden vessels with brass - a poor substitute indeed! Solomon's son was a pale reflection of his father.

Such is the futility of all our life's work. It is vanity. Perhaps most people who go to work everyday have not reflected on these realities. If they do they would not find much meaning in what they are doing. This is the difference between secular work and full-time ministry.

When a Christian works for the Lord in fulltime ministry, it is still important to apply a certain kind of wisdom. This wisdom will make you enjoy your work and live joyfully under the sun. The term “under the sun” is used frequently in the book of Ecclesiastes. This phrase speaks of the life we live “under the sun” or the life we live on this Earth. Solomon gave us words of wisdom that dramatically improve life “under the sun”. However, most of the wisdom for “life under the sun” does not give guidance for the life after.

If you fail to apply this wisdom “under the sun”, you will probably hate your life in the end. You will find life and work a futile and worthless experience. Why would the Queen of Scotland say as she died, "Shame on life"? She sounded just like Solomon. ‘Therefore I hated life; because the

work that is wrought under the sun is grievous unto me: for all is vanity and vexation of spirit" (Ecclesiastes 2:17).

WISDOM KEYS FOR ENJOYING FULL-TIME MINISTRY WORK

1. ENJOY YOUR WORK BY EATING AND DRINKING WHILE YOU WORK.

The phrase "eat and drink" refers to having your basic needs met as you work. Eating good food and living well is wisdom that will make you enjoy working. Some people save up for a good retirement but never reach that age. "Then I commended mirth, because a man hath no better thing under the sun, than to eat, and to drink, and to be merry: for that shall abide with him of his labour the days of his life, which God giveth him under the sun" (Ecclesiastes 8:15).

It is time to enjoy your food and drink. Eat what you actually enjoy and drink to your fill. Bring out the best plates in the house and use the nicest glasses. Don't save them up for visitors any more. You are as good as any visitor! "Behold that which I have seen: it is good and comely for one to eat and to drink, and to enjoy the good of all his labour that he taketh under the sun all the days of his life, which God giveth him: for it is his portion" (Ecclesiastes 5:18).

2. BE HAPPY AND JOYFUL AT WORK.

It is important to be joyful and happy whilst working. You will spend most of your lifetime working. You must enjoy the company of those you work with. You must be able to laugh, holler, and have a good time. If you do this, you will love going to work.

You will actually miss being at work because you will miss the good company and the good fun of it all. Home may even seem boring to you when you are joyful at work. "Then I commended mirth, because a man hath no better thing under the sun, than to eat, and to drink, and to be merry: for that shall abide with him of his labour the days of his life, which God giveth him under the sun" (Ecclesiastes 8:15). Fight till you work in the right environment and with the right people.

3. ACCEPT YOUR LOT.

Accept what God has given you. God has not given you everything. There are things we all wish we had but everyone must accept his lot. If you do not have a husband and spend all your life fighting to get one, you will probably become bitter and frustrated. If you do not have a child and spend the better part of your adult life trying to have one, you are likely to experience many disappointments.

As long as you do not accept your lot, you will have a life of unwinnable battles and humiliating defeats. "Accept your lot" is the wisdom of God for a happy life under the sun. "Then I realised that it is good and proper for a man to eat and drink, and to find satisfaction in his toilsome labour under the sun during the few days of life God has given him-- for THIS IS HIS LOT. Moreover, when God gives any man wealth and possessions, and enables him to enjoy them, TO ACCEPT HIS LOT and be happy in his work-- this is a gift of God" (Ecclesiastes 5:18-19 NIV).

4. ENJOY WORK BY LIVING JOYFULLY WITH YOUR SPOUSE.

“LIVE JOYFULLY WITH THE WIFE whom thou lovest all the days of the life of thy vanity, which he hath given thee under the sun, all the days of thy vanity: FOR THAT IS THY PORTION IN THIS LIFE, and in thy labour which thou takest under the sun”(Ecclesiastes 9:9). One of the ways to enjoy your work is to live happily with your spouse. Anyone who has been married knows that marital conflict is a most painful and discomfiting experience. It discolors everything and releases shadows of depression into your entire life. Indeed marital harmony is one of the rewards and blessings a person could have.

Many millionaires live alone and estranged from their wives. Their homes are filled with empty rooms and unused swimming pools. There are no shouts of joy and no peals of laughter from these homes. Do these millionaires really have the blessings of life under the sun? Life is more than a pay package. There are many other things that God teaches us to consider.

It is time for you and your spouse to laugh at each other and enjoy a few moments under the sun together. Do not be fixated on the negatives. There are many things to talk about. Have dinner together! Make tea for each other. Have fun! Enjoy and accept each other's friendship! Do not accuse each other! Play with each other and make light of all the ugliness in your spouse. This world is not our home. We are just passing through and under the sun for a season! Pass your tests of this life under the sun!

5. EAT OF YOUR WEALTH AND TAKE YOUR PORTION AS YOU WORK.

Spend money on yourself. Use some of the wealth you have earned on yourself. That is part of enjoying your working life. Invest in your surroundings.

If you spend most of your time in your bedroom, make it the nicest bedroom in the world. Have fun with the goodies God has given you. It is an evil thing to be unable to use the wealth you have earned.

“There is an evil which I have seen under the sun, and it is common among men: A man to whom God hath given riches, wealth, and honour, so that he wanteth nothing for his soul of all that he desireth, yet God giveth him not power to eat thereof, but a stranger eateth it: this is vanity, and it is an evil disease” (Ecclesiastes 6:1-2). Failure to eat your portion will make you hate life and hate work. “And I gave my heart to know wisdom, and to know madness and folly: I perceived that this also is vexation of spirit. For in much wisdom is much grief: and he that increaseth knowledge increaseth sorrow” (Ecclesiastes 1:17-18).

6. REMEMBER THAT PEOPLE ARE ENVIOUS OF HARDWORKING PEOPLE.

“Again, I considered all travail, and every right work, that for this a man is envied of his neighbour. This is also vanity and vexation of spirit” (Ecclesiastes 4:4) This world has six billion selfish, greedy and lazy people. When a hardworking person comes along, he tills the ground prospers and creates wealth. Unfortunately, his wealth and success only stir up the jealousy of his brothers.

Abel did not do anything to hurt his brother Cain. Cain was jealous of Abel's success and eventually killed him. Under the sun, hardworking and successful people will always be surrounded by envious people who want to eliminate him. Successful men all over the world live

under the teeming threat of envious people. Jesus Christ was crucified because of envy. “For he knew that the chief priests had delivered him for envy” (Mark 15:10).

7. BE CONTENT AS YOU WORK FOR GOD.

This may be one of the most important strengths that you will ever develop. The ability to be content is so important for full-time ministers and their families. It is this ability that keeps your mind and heart on eternity. "’Better is an handful with quietness, than both the hands full with travail and vexation of spirit”(Ecclesiastes 4:6). It is contentedness that allows earthly attractions to lose their lustre. In this all important spiritual state, you will be content with food, clothes and somewhere to live. This truly is the biblical prescription for all spiritual pilgrims.

8. PATIENT PEOPLE WILL MAKE YOU GO FURTHER.

Impatience is the brother of discontentment. Impatient people cannot wait for the seeds they have sown to germinate. They must have all the money now. They must have cars, houses, gold and other rewards now and in this life. It is this spirit of impatience that cuts us off many a minister from realizing their full potential. “Better is the end of a thing than the beginning thereof: and the patient in spirit is better than the proud in spirit” (Ecclesiastes 7:8).

9. WISDOM WILL MAKE YOU WORK BETTER.

Every job can be made easier and faster through wisdom. Farming, carpentry, fishing and even the practice of medicine are much easier today because wisdom has made everything a little easier. Use wisdom to make whatever work you do faster and more fruitful. “This wisdom have I seen also under the sun, and it seemed great unto me” (Ecclesiastes 9:13).

10. WORKING IN TWOS IS ALWAYS MORE FRUITFUL.

An eternal law of fruitful work is the law of working in teams of two. 'Two are better than one; because they have a good reward for their labour” (Ecclesiastes 4:9). I have tried sending out people alone and I have discovered that two are always better than one. Believe and practice this principle. It will make your life's work much easier.

HOW TO FIND YOUR LIFE'S WORK

Your life's work is a gift from God. Many people would be surprised to find out that work is actually a gift from God. Without the gift of work, many would be listless, lacking the energy and vitality of life. It is the work God has given us to do that energizes us. As soon as you sense that the work you are doing is valueless, it is difficult to continue working. This revelation of how futile secular work is, is what spurs many into full-time ministry. It is difficult to spend all your energy doing something that you know is a waste of time.

Seven Facts about Work

1. Know that work is better than rest, because God worked six days and rested one day (Exodus 20:11).

2. Understand why too much rest is a negative thing (Proverbs 6:10-11)

3. Know that happiness at work is one of the gifts of God (Ecclesiastes 5:19)

4. Know the things that take away the joy of work (Songs 2:15)

5. It is possible to work without craving for leave (John 9:4)

6. Keep searching till you find your life's work (Esther 4:14)

7. Decide to work rather than to play or to rest (Nehemiah 4:6)

EIGHT WAYS TO IDENTIFY YOUR LIFE'S WORK

1. Your life's work will give a new meaning to your life.

When you find your life's work, it will give you something more than money. There is more to life than the amount of money you have. King Solomon had all the money in the world yet he said, 'Vanity of vanities; all is vanity."

2. Your life's work is something God has called you to.

"Jesus saith unto them, My meat is to do the will of him that sent me, and to finish his work" (John 4:34). When I followed the call of God on my life, I found my life's work. Many people live and die without beginning their life's work.

3. Your life's work is something that you will not hate.

Solomon hated his work and hated his life. This is the futility of those whose work is only related to life on this Earth. "Therefore I hated life; because the work that is wrought under the sun is grievous unto me: Yea for all is vanity and vexation of spirit, I hated all my labour which I had taken under the sun: because I should leave it unto the man that shall be after me" (Ecclesiastes 2:17-18).

Solomon was depressed and miserable at the end of his life. Work that focuses on eternity will not leave you depressed. Queen Margaret of Scotland at the end of her life said, "Shame on life!" But the missionary, dying on his ship in the midst of the sea said, "I go with the gladness of a boy, bounding away from school. I feel so strong in Christ"

Solomon's wisdom was the wisdom "under the sun" - the wisdom for life on this Earth. As far as earthly achievements were concerned, Solomon accomplished very much. But as he approached the gates of eternity, his earthly accomplishments paled into insignificance.

Since I entered into full-time ministry, I have not hated my work or my life. When I worked in the secular world, I hated work and I found my life useless. A little analysis of those ahead of me showed me the futility of all my labor. O what a blessing it is for me to have found my life's work!

4. In your life's work, you will enjoy the rewards of your labor.

Many people do not enjoy the fruits of their hard work. They work all day and all night but never sit down to enjoy the simple benefits of life. "Every man should eat and drink, and enjoy the good of all his labour, it is the gift of God" (Ecclesiastes 3:13). The gift of God enables you to be happy, enjoy the little pleasures, and rest from your labors. When you find your life's work you will experience all these.

5. When you find your life's work, money will not be the motivation.

When you find your life's work, money will not matter so much anymore. You will work for the joy of fulfilling God's will. Like Jesus, you will say, "My meat (satisfaction) is to do the will of Him that sent me." You will also know that "A man's life does not consist in the abundance of his possessessions" (Luke 12:15 NIV). You will know that money is elusive and no one ever has enough. "He that loveth silver shall not be satisfied with silver; nor he that loveth abundance with increase: this is also vanity" (Ecclesiastes 5:10).

6. In your life's work you will not labor in vain. Working in the world is vanity.

Solomon told us that repeatedly. It is working in the Lord that is not vanity. Paul used the exact opposite word to describe his work. Solomon called his work vanity but Paul said his work was not in vain. 'Therefore, my beloved brethren, be ye stedfast, unmoveable, always abounding in the work of the Lord, forasmuch as ye know that your labour is not in vain in the Lord"(1 Corinthians 15:58)

7. Your life's work makes you become a blessing to others.

As you fulfill God's calling, you will become a blessing to others. God will bless you abundantly and you will help many people. "I have shewed you all things, how that so labouring ye ought to support the weak, and to remember the words of the Lord Jesus, how he said, It is more blessed to give than to receive" (Acts 20:35).

8. In your life's work your talents will be revealed.

When I worked in the secular world, most of the gifts God had given me were submerged. In full- time ministry, my abilities and talents have been utilized to the full. I have found a job that taxes my mind and my strength to the uttermost. Working in full-time ministry makes my sleep enjoyable. 'The sleep of a labouring man is sweet, whether he eat little or much: but the abundance of the rich will not suffer him to sleep"(Ecclesiastes 5:12).

HOW TO AVOID UNSUITABLE JOBS

There are some things that take away the joy of work. You must know and avoid these things.

Six Unsuitable Jobs

1. Doing a job you are not called to

When you are not called to something, you get into all sorts of difficulties. A train is not designed to fly. No matter how it is positioned on the runway, flying is impossible! It was designed to stay on the ground and to move along rail tracks. It is important that you find your calling because you are designed for a specific job. Many difficulties come from doing jobs we are not suited for. Functioning in a call which is not your own is like taking an honor which is not yours. "And no man taketh this honour unto himself, but he that is called of God" (Hebrews 5:4).

2. Doing a job unsuited for your temperament

In another section, we discussed how each temperament is suited for certain jobs. Make sure that you are doing a job suited to your particular temperament. If you are a choleric person, find a leadership job that is suitable for choleric people. If you are phlegmatic ask to be excused from jobs that require a driving leadership personality. It is in your interest that you work according to your particular temperament. If you do not, you will repeatedly be regarded as a failure.

3. Working with people whose company you do not enjoy

If you do not have to sit with sinners all day long, you are truly blessed. Pray that God will give you people whose company you enjoy. "Blessed is the man that walketh not in the counsel of the ungodly, nor standeth in the way of sinners, nor sitteth in the seat of the scornful" (Psalms 1:1-4).

4. Doing a job that is meaningless

It is unfortunate to have to do a meaningless job. During the Second World War, one of the punishments given to intelligent professors and scientists was the carrying of rocks from one end of the prison yard to the other.

From morning until evening, they carried these rocks to and fro creating a heap and then taking it apart when it reached a certain height. It was indeed a sore vexation to these honorable men. Some of them went crazy as they did years and years of this meaningless work. "Then I looked on all the works that my hands had wrought, and on the labour that I had laboured to do: and, behold, all was vanity and vexation of spirit, and there was no profit under the sun" (Ecclesiastes 2:11).

5. Working under the wrong person

It is a painful experience to work for someone you dislike. It is truly a joy to work for someone whose company and leadership you enjoy. I pray that you will find an opportunity to work for someone who does not oppress you. "Surely oppression maketh a wise man mad; and a gift destroyeth the heart" (Ecclesiastes 7:7).

6. Doing a job you are not prepared for

Preparation is necessary for every job. Sometimes you have not read your notes or prepared adequately. The lack of preparation makes you uneasy at work. You are ill-prepared and incapable of your tasks. This lack of preparation makes work a difficult experience everyday. It is important to prepare yourself adequately so that you will find yourself enjoying the work God has given you. "Prepare thy work without, and make it fit for thyself in the field; and afterwards build thine house" (Proverbs 24:27).

Relating with Superiors 53

TWENTY-TWO WAYS TO RELATE WITH SUPERIORS

1. SEE HIM AS SOMEONE WHO IS PLACED THERE BY GOD.

"For there is no authority except from God, and those which exist are established by God" (Romans 13:1).

2. RECOGNIZE AND RELATE TO HIM AS YOU WOULD RELATE WITH GOD HIMSELF.

Do your work as though you are doing it for the Lord. “With good will doing service, as to the Lord, and not to men” (Ephesians 6:7).

3. BE HUMBLE TOWARDS YOUR BOSS.

Humility is the only way to promotion in God's house. “And whosoever will be chief among you, let him be your servant” (Matthew 20:27).

4. LEARN ALL YOU CAN ABOUT YOUR JOB.

“A wise man will hear, and will increase learning; and a man of understanding shall attain unto wise counsels” (Proverbs 1:5). There is much to learn every day. We will never stop learning until we die. Open your heart and discover all there is to know about your job.

5. LISTEN TO INSTRUCTIONS CAREFULLY.

Recognize that the person in authority over you knows something that you don't. That is why he is in that position. “Hear, ye children, the instruction of a father, and attend to know understanding” (Proverbs 4:1).

6. UNDERSTAND THE SPIRIT OF THE INSTRUCTION.

Long-winded meetings and lengthy discussions are intended to make you understand your instructions. When you understand the spirit of the instruction, you are able to carry out your orders better.

7. DISCOVER WHAT YOUR BOSS LIKES AND WANTS, THEN DO IT!

There are certain things that please every important person. They often do not care about many things. Often they look out for just one thing and if you can get that right, you will always be in their good books. Surprisingly, people do a hundred different things that have not been asked for and leave out the one thing that means everything to the boss.

8. LEARN WHAT DISPLEASES YOUR BOSS AND AVOID THOSE THINGS LIKE THE PLAGUE.

Notice what angers your boss and learn to avoid them. Understand why he is upset by certain things and discover what to do to avoid them. Like I said, it takes very little to please important people. They do not have time for many things. There are just a few things they would notice.

9. LEARN TO ANTICIPATE YOUR BOSS'S NEXT MOVE.

How refreshing it is to have a servant who knows what you will do next. It is like a cool drink on a very hot and sunny day. Anticipating your boss's next move is to think the way he thinks and to plan with him in mind. This ability to anticipate things shows a good level of intelligence and is also a sign of partnership.

10. REPEAT HIS INSTRUCTIONS TO BE SURE YOU UNDERSTAND THEM.

When you receive instructions, develop a habit of repeating what you have heard to make sure you understand. Sometimes, a slight variation in carrying out the instruction can lead to a disaster.

11. START WRITING WHEN YOUR BOSS STARTS SPEAKING.

This shows you are smart, intelligent and ready for action. Always have a book ready when he calls. There may be nothing to write, but you must be ready. It is discouraging to give a lot of instructions only to find that nothing has been written by a scatterbrained employee.

12. DO NOT BE JUMBLED UP AND CONFUSED IN HIS PRESENCE.

It is important to be composed and ready for every task. Have your note book and pen at hand at all times so that you do not look silly and disorganized.

13. BE DRESSED PROPERLY AND DECENTLY WHENEVER HE IS PRESENT.

Throw away clothes that are unacceptable and inappropriate so that even in your most casual moments you will be professional and ready for action.

14. DO WHAT YOU ARE ASKED TO DO IMMEDIATELY.

There is no better time to start to carry out an instruction than right now. Start immediately! Carry out new instructions first and do routine things later. Your boss's heart will warm up to you when you deal with his urgent requests.

15. NEVER STOP ROUTINE JOBS UNTIL INSTRUCTED.

Some routine activities will never be checked unless there is some problem or other. Often, it is in a time of crisis that negligence of routine work is discovered. This is the point at which many people lose their jobs.

16. CARRY OUT ALL INSTRUCTIONS TO THEIR LOGICAL CONCLUSION.

Every boss wants to hear that the mission is accomplished. No supervisor wants to be told about unsolved problems. He wants to hear about solutions. He wants to hear how you overcame the obstacles you met. Within one command lies a host of challenges that must be overcome. Every boss is looking for problem solvers. Everyone can narrate a string of problems that exist, but who can solve them? Solve any problems that come up in the course of doing your job. Just make sure you bring your instructions to a thorough conclusion.

17. BECOME YOUR BOSS'S NO.1 PROBLEM SOLVER.

Every boss is attracted to solution-bringers, bridge-builders, problem solvers and accomplishers. Never leave unsolved a problem that you could have solved. The one thing that will devalue you in your boss' eyes is when you do not solve problems. Most bosses know that there are a host of problems to be overcome. That is the very reason why he gave you the job.

18. NEVER CRITICIZE YOUR BOSS PUBLICLY OR PRIVATELY.

It will erode your spiritual relationship with him and open the door for demons. Ask the Israelites what happened to them when they began complaining. A grumbling employee is a liability and I would advise any leader to dismiss all the grumblers.

19. AT ALL COSTS, AVOID THE JOB OF THE "OFFICE COMPLAINER".

There are always people who are not happy about something. They have a chronic spirit of murmuring. Make sure you never become the "office complainer".

20. NEVER BE ANGRY OR IRRITATED AT NEW INSTRUCTIONS.

Do not be upset when instructions are changed. Do not be angry when instructions are repeated. Your job is to be humble and do what you are told. If you get irritated at a change of instructions, you are probably too big for your job.

21. HUMBLY RECEIVE ALL CORRECTIONS NO MATTER HOW LONG YOU HAVE BEEN AROUND.

The longer you stay in a job, the more likely you are to think that you know everything. Humble yourself and receive correction. You may have been around for ten years but there are still things to learn

22. BE SPIRITUAL, BE RESTFUL AND BE WISE.

When you do not use your time wisely, you never have time to pray. It is important to be prayerful and restful. It makes you wiser and more effective. When you are not restful, you become incomplete, inconclusive and untidy. Watch out! Redeem the time because the days are evil. "Redeeming the time, because the days are evil" (Ephesians 5:16 NKJV) Spiritual leaders always know those around who are not spiritual.

SECTION VII

Principles for Effective Church Management

Establishing a Membership Base 54

WAYS TO ESTABLISH A MEMBERSHIP BASE

1. Register all your members using a simple membership registration form.

Having a complicated form with all sorts of details often creates useless data which is never used. The church is not the CIA and often does not require such extensive information.

2. The most important fields of information for church membership are the names, ages, gender, telephone numbers and addresses.

Some will argue that further information such as previous marriages, number of children, educational background, etc. are relevant for pastoral care. I agree with you but my experience is that most of this information is never properly used or managed. It becomes piles of useless data which no one knows what do with.

3. Give every member a life time index number which will be used as a permanent reference point.

This number will be needed by every computer system and program used. The index number will be used to monitor the individual's tithes. It can also be used by the individual in any activity that requires identification. For instance, if you have classes or examinations in the church, this number will come in handy.

4. Do not be deceived! Many church members do not consider their membership as that important.

When they are moving on, as in location or country, many do not bother to inform their pastor that they are leaving. They see themselves as insignificant members whose absence will not be noticed.

5. The unannounced departure of numerous members without notice converts your laboriously acquired information into useless data.

This is why unnecessary and lengthy efforts to gather information about each member is discouraged.

6. Accept that church membership has a fluid and ever changing composition.

There are always some stable and unmovable people in each congregation but it is best for every pastor to accept the absolute fluidity of church membership. Church membership can be described as a flowing river in which the water you see today will not be the water you see tomorrow.

7. Make joining your church easy.

The filling of a simple form is an easy one step procedure for joining the church. Some churches insist on people going through various classes and procedures before they are allowed to become members. This is a good idea but the danger is that many will not go through these classes and will assume that they are not members. I believe that as they join the church through a simple procedure, they will then have the opportunity to go through the classes.

8. Accept the reality of different levels of member-ship.

Within every congregation, there are at least four levels of memberships:

i. People who have just filled a simple form. With such people, it is not easy to tell whether they are even born again or whether they tithe.

ii. People who have filled membership forms and are also tithers. Tithing indicates a level of commitment and chrisitian maturity.

iii. People who have filled membership forms, who are tithers and who participate in small groups and other non-Sunday church service activities. Such people are even more committed.

iv. Leader Membership is the next level of church membership.

There are people who in addition to all three above become leaders and workers in the church. This fourth level is a crucial level because it is here that the moral and ethical standards of the church can be enforced. You cannot prevent homosexuals from filling forms. Neither can you prevent prostitutes from paying tithes or participating in church activities. You can only preach to them and pray that the Lord shows mercy. However, you can actually prevent a known or practicing immoral person from occupying a position of leadership. This is the only way that the integrity of the church can be safeguarded - at the level of the leader's membership.

9. Link membership to something that appeals to ordinary Christians.

The modern mindset is 'do nothing unless it benefits you!' People want to feel that joining a church has some benefit before they commit themselves. Linking the membership to benefits in the church such as scholarships, job placements and other opportunities provide motivation for people to sign up. If the people see no benefit, they will simply attend listlessly without registering their presence.

10. Registering church members can provide impor-tant data which is useful in providing programmes and pastoral care to registered members.

11. Use computers, databases, and any other gadget to manage the fluid membership of the modern church.

12. Do not over-extend yourself in the field of computerization and administration. There are many diversions and time wasting traps which can cause a pastor to leave his true calling.

13. Do not inflate figures of membership. The greatest person in heaven will not be the pastor with the most members; it will be the pastor who was most humble whilst on this earth.

THE MINDSET OF THE CHURCH MEMBER

A successful administrator is someone who understands the mindset of the average church member. Without a clear understanding of how church members think and operate, most pastors will not succeed in administering the church. The following points attempt to describe in a general way (of course, there are many exceptions) the mindset of the average church member. Financial planning by an administrator must take into account these realities. A successful pastor must predict certain trends and circumvent them.

The quicker you understand and predict these trends and circumvent them, the more successful you will be in ministry. Most pastors have an erroneous impression that their members really love God and that their minds are constantly on the church and its projects.

However, it must be understood that this is not the case.

a. Most church members' minds are not on the church but on themselves.

They spend a lot of money on themselves, but very little on God.

b. Most church members feel that a hundred dollars is little money in a shopping mall but is too much to give at offering time in church.

c. Most church members do not pay tithes and they will not pay no matter what you say!

d. If you preach about tithes, some people will pay up for a while but most people will stop when they forget the message.

Your financial planning as an administrator must take this into account.

e. Most church members will pledge various amounts during fund raising events. However most of them will not pay what they promised.

A wise pastor must expect only a small percentage of the pledged amount.

f. Most church members are irregular in their church attendance.

These members therefore only contribute irregularly to the ministry. This accounts for the unpredictable and low incomes of churches. Any wise planner must take into account this unpredictable behavior.

g. Most church members are ignorant of the sacrifices their pastor makes.

Many church members think their pastor's only duty is to rest all week and deliver one Sunday sermon. This makes the average church member unwilling to make many financial sacrifices for the ministry.

h. Most people are inherently ungrateful.

They benefit from the church but refuse to express their gratitude through contributions and gifts. The ingratitude of church members is demonstrated by the amounts people are willing to give to the ministry.

i. Many church members have commitments to other groups such as political parties, old boys associations, tribal associations and professional bodies.

These affiliations are often stronger than their commitments to the church. Many church members will readily sacrifice you and your church programmes for other private engagements.

Organizational Finance 55

KEYS FOR IMPROVING OFFERINGS AND TITHES

Prevent the loss of your offerings by the following measures:

1. Prevent stealing of the offerings by monitoring who becomes an usher.

2. Keep the ushers in view at all times so that none of them are able to dip their fingers into the offering bowls.

3. Ensure security so that an intruder cannot steal the offerings.

4. Prevent the loss of offerings by ensuring that two or three people count it at the same time.

5. Make sure that no one is ever left alone with the money. Whilst they are alone, they can steal the money.

6. You must have a form that indicates how much money was counted for the day. This form must be signed by at least two people.

Whatever is on this form must correspond with the bank pay-in slips.

7. Keep the money in a secure safe to ensure that the offering is not stolen after it has been counted.

8. Offerings should not be kept in the pastor's house, as he will be accused of misusing the church's money.

9. Bank the money at the very next opportunity. In between the time you collect the money and the time you do the banking, money can be misappropriated.

10. Ensure that 100% of your offerings are banked and banked promptly.

11. Do not take out money from the offering before it is taken to the bank.

This will confuse the accounts and open the door to all kinds of malpractices. If you need petty cash, sign a cheque of a fixed amount and enter this as your petty cash imprest. As you use this imprest, record what the imprest is used for.

1. Dedicate enough time during the service for receiving offerings.

2. From time to time, teach the church on giving.

Regular and weekly teaching on giving tends to lose its impact. But irregular, spontaneous and Spirit led teachings on giving tend to boost offerings remarkably.

3. Show the congregation evidence of judicious use of money.

Church members lose interest in giving when they feel they are just financing the lifestyle of their superman pastor. I constantly mention the different projects, which we are engaged in so that my people are motivated.

4. Flow prophetically and under the anointing when receiving offerings.

The people respond more to the power of God, than to human efforts to raise funds.

5. Take at least two offerings in each service.

Initially you would think that people would divide their offering into two. But experience has shown that taking two offerings approximately doubles the income realized from offerings. Also, there are many people who come to church late and they must also be given the opportunity to give an offering.

HOW TO IMPROVE TITHING

1. Teach about tithing.

2. Link tithing with church membership.

In other words let the people understand that you consider the fact that they tithe as the indication of their genuine membership.

3. Establish real differences between all other offerings and the tithe.

There must always be some indication that the tithe is different from every other offering. For instance, the tithe could be paid through envelopes and cards whereas other offerings would not be.

4. Although opportunities for receiving the tithe should be made at each service, the first Sunday of a month should be set aside as a special Sunday for the re-ceiving of tithes.

5. In line with the concept of distinguishing the tithe, church members can be made to come to the altar to present their tithe, whilst the offering basket could be passed round for all other offerings.

6. Create an index number system for the church.

Encourage the members to write this number on the tithing card or envelope. Use a computer to monitor the tithe received with each corresponding index number. Many people would prefer to have a number on the envelope rather than their names. Not everyone would like people to know how much their tithe is.

7. Separate the record of the names and numbers of church members so that this information is kept private.

This ensures some confidentiality for members who may not want just anybody to know how much contribution they make to the ministry.

8. Make the tithing records available so that church members can request a statement of their contributions.

9. When the need arises, use these records as a basis to determine who is a member and who is not.

You can use these records also to determine whom the church can assist. The scripture teaches that we should do good generally but especially to those who are of the household of faith. The household of faith refers to those people who are bona fide members of your spiritual household or church. "As we have therefore opportunity, let us do good unto all men, especially unto them who are of the HOUSEHOLD OF FAITH" (Galatians 6:10).

HOW TO RAISE FUNDS IN THE CHURCH

1. Understand that fund raising is intended to be a boost to the general tithes and offerings collected.

2. If you do not establish the basic income from tithes and offerings, fund raising will never achieve its intended effect.

3. Special fund raising events must not be too frequent in one congregation.

Members quickly get tired of their pastor's fund raising gimmicks and will no longer respond to appeals.

4. The fund-raiser must decide on the highest amount to be requested.

When the amount is too high, he will get few responses. If no one responds to your initial high request, the entire fund raising event could fall into jeopardy. I have seen this happen many times.

5. It is sometimes better to choose an average amount that many more people can respond to.

For instance in many congregations, there are more people who can give a hundred dollars and much fewer that can give a thousand dollars. Simple arithmetic shows us that sixty people giving one hundred dollars yields more than two people giving a thousand dollars each.

6. During fund-raising, give opportunities to all levels of givers to contribute, from the richest to the poorest.

The poor people may collectively give more than the rich. You may therefore miss your target if you concentrate only on the rich.

7. Pledges are promises of money that Christians make during fund raising events.

Generally speaking, the shorter the time given for individuals to honour their pledges, the higher the returns will be. A few days after making pledges, many Christians forget the promises they made in church. I recommend that the period of time to pay up a pledge should be from one week to three months.

8. No matter how much people pledge, a wise pastor should not expect more than 30% of pledges to come in.

Unfortunately, most Christians are not spiritual and do not keep their word. Many pledge large amounts and do not pay up. If you want to plan successfully you must never budget on what the congregation has pledged.

9. Pastors who budget on promised amounts are usually accused of misusing funds because the full amounts are never realized.

It is wise to save money towards a project before embarking on fund raising. This ensures that your project comes on whether the people pay up their pledges or not.

10. Never see fund raising as a means of financing your projects.

The build up of your regular tithes and offerings should be the main source of project financing. In other words, see fund raising as what it really is: a boost to your existing financial situation. God has determined how the church is to be financed: regular tithes and offerings.

HOW TO MANAGE THE CHURCH'S MONEY

1. Managing money involves a lot of wisdom. It is important to use secular principles to manage the money of your church.

2. Over spiritualizing financial issues is the number one cause for financial confusion that plagues many churches.

3. Church employees must pay taxes. The church itself does not pay tax.

However, individuals who work for the church must pay tax. If a church engages in any kind of business or profit making activity, it must pay taxes on the income made from that. In other words churches do not pay taxes on the tithe, offerings and gifts received. However, tax should

be paid from income generated from farms, shops and other businesses. Do not spiritualize the paying of tax.

4. Avoid debt.

Although this instruction sounds simple, it is probably the most profound piece of advice I could give to any ministry. Debts have closed down many churches. Debts have deceived many pastors into a false sense of prosperity. Debts have deceived pastors into over extending themselves. Many borrow until they cross the threshold where they have borrowed too much.

5. In relation to debt, there are two schools of thought.

Some believe that it is necessary to borrow in order to prosper. But I believe that you can prosper without borrowing money.

6. Employ wisely and carefully.

The more people you employ, the more salaries you have to pay. As the saying goes, 'the fewer the merrier.' It is possible to do many things with a few employees. It is possible to accomplish much with fewer but quality people.

7. There is nothing prestigious about having many employees in your ministry.

God did not call you to create jobs; he called you to win souls.

8. Start a building project as early as possible.

As soon as your church begins a building project, your finances will improve and you will be surprised at what you are able to accomplish. Do not wait to see huge sums of money before you begin a building project. The building project you embark upon will be the greatest evidence of the financial integrity of your ministry.

9. Do not start a grandiose project which is far bigger than the size of your ministry.

You may never finish and your church members may be discouraged by the unending nature of your building project.

10. There are many huge building projects which are impressive to men but which God did not initiate.

Unfortunately many of these grandiose projects are empty or half filled shortly after completion. Some churches are only filled on the day of their dedication. Mercy! Zee zaa!

11. Grandiose building projects inflict great stresses on the senior pastor.

These stressed out pastors tend to preach mostly about finances because there is a great and pressing need for money.

12. Meet the needs of the church before you meet the needs of the pastor.

For instance, build a church building before building a mansion for the senior pastor. This generates much confidence and inspires the church to give.

13. Although church members will encourage the pastor to buy the nicest car for himself, do not be deceived.

Many members have mixed feelings about their pastor's prosperity! On one hand, they are happy that he is doing well but on the other hand; they wonder whether money is being used wisely.

14. Since you cannot explain the source of all your blessings as a pastor, it is wise not to openly display every possession you have.

SEPARATING THE PASTOR'S MONEY FROM THE CHURCH'S MONEY

1. It is important to differentiate between the property and the money of the church and the property and money of the pastor.

Clear lines of demarcation must be established.

2. There must be an understanding that the tithes and offerings of the church do not belong to the pastor even if he is the unquestionable founder and leader of the church.

Because of this, a pastor cannot and must not randomly access the church funds for personal needs.

3. The pastor must not receive the churches tithes and offerings into his personal account.

Offerings must not be kept in the pastor's home. It is wise for the pastor not to count money himself, but to delegate it to a team of honest Christians.

4. A pastor should desist from taking money directly from the offering.

The counters of the money will consider you to be an unprincipled thief.

5. Do not borrow money from the church with the intention of paying back later.

6. Do not use your money for church projects with the intention of being paid back later

7. The senior pastor must also have a clearly defined income with clearly defined conditions, benefits and privileges.

All benefits and privileges should be implemented on the basis of a policy that cares for the pastor. When a pastor indiscriminately dips his hands into the churches bank account or offerings to meet his personal needs, he is laying a foundation for confusion and corruption.

The Church Constitution 56

DEVELOPING THE CHURCH CONSTITUTION

1. One of the most frequent requests I have had is the request for my church constitution.

Many people do not understand what a constitution is. That is why they request it, thinking that it is a key to administration or church growth.

2. The church constitution is the legal document that defines the church to the government.

Generally speaking, it explains to the government who you are and what you do.

3. The church constitution therefore has little to do with the day to day running of the church.

The church constitution therefore does not contain the keys to church growth or church administration.

4. The constitution is therefore to be differentiated from a manual that defines and guides the structure and ministry of a church.

This guide to practical ministry has nothing to do with lawyers and is the business of pastors who lead the church. Lawyers come in to help draft a simple constitution which has a very limited application in a real church.

5. Do not allow lawyers to mislead you into theoretical and verbose paperwork that has little practical value for your church. Most lawyers know very little about how a church really runs.

6. Having a constitution is therefore a formality that you must fulfill in order to exist legally.

7. Most people do not do what is written in their constitution therefore it is often a meaningless document which has no real and practical input to the church life.

8. The church constitution is a document that becomes necessary in three main instances

i. To open bank accounts as the banks need to know who you are in a legal sense.

ii. In a legal crisis within the church where the essential leadership of the church is threatened or in question. Other legal crises to do with the ownership of property sometimes necessitate the reference to a constitution.

iii. In a legal crisis where the foundational objectives and standards of the church are threatened.

9. Such legal crises that necessitate the consulting of constitutions are so serious that it is important to have the constitution of your church laid out carefully.

10. A long constitution can be dangerous because it will contain numerous clauses, the significance of which the average pastor may not appreciate.

Make sure you understand every single sentence in your constitution.

11. A short constitution is to be preferred because it will have fewer dangerous clauses with ambiguous interpretations.

12. Know the law under which your church is registered.

Know and understand what your church is registered as. Sometimes, churches are forced to register as companies or associations. You must understand the implications of this.

13. A simple constitution must include the following:

i. The name of the church

ii. A preamble

iii A statement of faith

iv. The aims and objectives

v. The Church Boards

vi. The Administration

vii Finance

viii Succession

ix. The Amendment clause

14.Constitutions tend to change.

As a church grows, it is redefined and the constitution has to be redefined. For instance, our church began as a single congregation but has developed into over four hundred congregations in thirty countries. Obviously, the constitution of a single congregation will be different from the constitution of a network of churches. As your church evolves, the constitution must be amended and expanded as necessary.

15. Since a constitution is called upon mostly in a crisis your constitution must have the following essential features about the leadership:

i. Who the leader of the church is.

ii. How the leader of the church comes to be in office.

iii. The circumstances that can or cannot remove the leader from office.

iv. Clear and unambiguous guidelines for succession. It must be clear as to who will take over in the event that the current leader is no more in place.

16. In a time of crisis, many people do not obey the constitution because they claim that the church is not to be governed by a piece of paper but by the Holy Spirit.

Therefore it is important to verbally communicate the essentials of the constitution so that the information carried therein will not come as a surprise.

17. Other essential material within the constitution will contain information on the aims and objectives of the organization.

The eternal values and founding vision must be spelt out clearly and in such a way that they cannot be tampered with by future deviant ministers.

18. Other information which is required in the constitution includes information on finances and the structure of the church.

19. Don't forget, short and vague constitutions are safer for new ministries.

20. I have included the sample of a simple constitution, which will work for almost any church.

THE READY-TO-USE SAMPLE CONSTITUTION

CONSTITUTION OF THE ALLOS CHURCH INTERNATIONAL

Preamble

We, The Allos Church International (which is the name of a Christian association, hereinafter referred to as 'the church') with the main object of propagating the Word of God….

In compliance with the Biblical mandatory injunction to go into all the world and make disciples of the Lord Jesus Christ,

Convinced that such disciples must be properly tutored and brought up in the Word of God,

Recognizing that a Constitution to regulate the operations of the Church is not only a legal requirement for registration of the Church but also one of the many ways to build a stable church structure, do hereby enact this Constitution for the purposes of our work:

ARTICLE 1: THE NAME

1.1 The name of the church shall be THE ALLOS CHURCH INTERNATIONAL

1.2 The Allos Church International shall set up churches everywhere thereby constituting a worldwide network of churches in different places. It shall have its corporate office in Golden Streets, North West Heaven.

1.3 The registered address of the corporate office of THE ALLOS CHURCH INTERNATIONAL shall be The Allos Church International, P. O. Box 24, Golden Streets, North West Heaven.

ARTICLE 2: AIMS AND OBJECTIVES

2.1 The Allos Church International shall provide a ministry of the Word of God through the planting of churches, the organisation of Para-church ministries and institutions in order to reach any person irrespective of race, colour, and nationality.

2.2 The Allos Church International shall propagate the Gospel of Jesus Christ to all parts of the world through any means such as church services, crusades, breakfast meetings, prayer meetings, radio and television outreaches, witnessing campaigns or any other means that are appropriate, so long as they are not contrary to the laws of the land.

2.3 The Allos Church International shall have as its primary function to be the preaching of the Gospel of Jesus Christ.

2.4 Other secondary roles of the church such as providing health, education, poverty alleviation, and relief services, shall be practiced and encouraged as long as they shall not adversely affect or contradict the primary role of preaching the gospel of Jesus Christ.

ARTICLE 3: MEMBERSHIP AND STATEMENTOFFAITH

3.1 The Allos Church International requires that all members must be born-again christians, who publicly and openly profess to have conscious and willingly accepted Jesus Christ as Lord and Saviour.

3.2 The Allos Church International believes that the Bible is the word of God.

3.3 The Allos Church International requires that all members accept the bible, as the word of God and the final authority for all aspects of Christian living.

3.4 The Allos Church International shall emphasise the study of the word of God, the preaching and teaching of the word of God, Soul Winning and Evangelism. The church will also emphasize prayer, the reality of the Holy Spirit, the work of ministry and the basic doctrines of Christ.

ARTICLE 4: ADMINISTRATION

4.1 The Founder and President of the Allos Church International is Peter John-Paul

4.2 The Founder and President shall appoint two Vice-Presidents who shall assist him in the performance of his functions and in the administration of the Allos Church International Denomination.

4.3 They jointly shall also appoint appropriately qualified personnel to various positions and offices that exist, and that shall be created in due course.

ARTICLE 5: CHURCH BOARDS

5.1 A governing board shall be established. This board shall consist of the President, Senior Pastors, church secretary, finance director, administrator and legal advisor. This board shall assist the president in the administration of the church.

5.2 A pastoral board shall be established. This board shall consist of the President and the other appointed pastors of the church. This board shall assist the president in the running of the pastoral and ecclesiastical affairs of the church.

ARTCLE 6: FINANCES

6.1 The Allos Church International and its activities shall be financed from funds derived from free-will tithes and offerings as well as voluntary contributions from other individuals and organisations.

6.2 Funds received by the church are nonrefundable and are not subject to claims by any individual or organisation which m a y have made any contribution whatsoever.

6.3 Funds of Allos Church International are to be deposited in the designated depository banks, and may be withdrawn or otherwise dealt with by authorised joint signatories.

6.4 The financial affairs of the Allos Church International shall be handled by Appropriately qualified personnel appointed thereto.

ARTICLE 7: SUCCESSION

7.1 During his lifetime, the founder shall nominate a successor to lead the organisation for an indefinite period after his expiration. In the event of the failure or refusal of the founder to nominate a successor, the pastoral board shall duly elect the next president who shall lead the church for a five year renewable term.

7.2 In the event of the departure, death or resignation of a non-founding president, the first vice president shall act in the capacity of the president. At the next meeting, the pastoral board shall elect a successor to the president. The new president shall lead the church for a term of five years which is renewable once.

ARTICLE 8: AMENDMENTS

8.1 The Founder and President shall have the power to amendany part of this Constitution in his lifetime.

8.2 Upon the demise of the Founder and President, the Constitution shall be amended by a 75% majority decision of the pastoral board.

Signatures

SIGNED: ----------

Peter John-Paul PRESIDENT----------

Thomas Andrew

1ST VICE PRESIDENT----------

Matthew Judas

2ND VICE PRESIDENT

Principles for Employment 57

GUIDELINES FOR EFFECTIVE EMPLOYMENT

1. EMPLOY PEOPLE THAT ARE GENUINELY NEEDED BY THE ORGANIZATION.

2. EMPLOY FROM WITHIN THE CHURCH.

As much as possible, employ people who are church members. Sometimes it is not possible to do so. But it is better to take from amongst your own sheep.

3. FIRE! DISMISS!

Anyone who employs people must be ready and willing to dismiss these people in the future if the need arises. Contrary to traditional opinion, it is important to fire non-performing staff members even though they may be members of your church.

4. EMPLOY AS FEW PEOPLE AS YOU POSSIBLY CAN.

When people are employed for non-existent jobs, they become disgruntled and dissatisfied. Such people complain and create a discontented atmosphere in the church office. It is better not to have an employee than to have an unhappy employee.

5. MAKE EMPLOYEES CARRY OUT MULTIPLE ROLES.

For instance a pastor could be a lecturer at the bible school and at the same time fulfill his pastoral duties. You may not need to have a secretary in this modern age as many people can type a simple letter on the computer. You may not need to have a receptionist as you could have a door bell to announce the arrival of a visitor. You may not need to have a telephonist as the modern telephone systems can be answered and transferred by anyone.

6. USE OF MACHINES; WHEREVER POSSIBLE, USE EQUIPMENT INSTEAD OF HUMAN BEINGS.

Machines do not get tired! Machines do not develop moods and attitudes! Machines do not ask to be paid for over-time work. Machines do not go on leave. Machines do not go on maternity leave. Machines do not resign suddenly! Zimbo!

7. ESTABLISHING YOUR HEADSHIP

The pastor should develop an average knowledge base in every field with which he has to work. Many pastors have a 'black out mentality' in which they think they are not qualified to relate with that area of expertise. For instance, as soon some ministers realize that something has to do with legal work they black out and call for lawyers saying, "This is legal work, just call the lawyers to take over". In this way, pastors often unsuspectingly sell their fate to misguided professionals who do not know enough about the church.

I have learnt that whether it is accounting, medicine, law, architecture or engineering, there is a level to which I can relate with the subject. I therefore need to read and ask many questions. It takes humility to ask questions about things you do not know.

Through the asking of many questions, I have become very knowledgeable in many areas of professional expertise. In my ministry, I am deeply involved with all the professional bankers, travel agents, lawyers, accountants, human resource managers, carpenters, contractors, engineers, architects and administrators that I have employed. As time has gone by, they have developed a healthy respect for my ability to engage in intelligent discussions on the relevant subjects.

8. PUT EVERYTHING IN WRITING.

Once you begin to employ people, it is important to write letters and contracts where necessary. Discussions are no longer sufficient basis for dealing with employees even though they may be church members.

9. EDUCATION: WHAT REFINES AND DISCIPLINES EVERY WORKER!

Education serves as the basis of employment. Although the success of ministry is not dependent on education, it is an important factor. Education greatly refines the natural gifts that God has given to every individual. Any kind of education is often valuable even in the ministry. Your education does not have to be in a particular field in order to be valuable in that field. For instance, I am trained as a doctor but I function as a pastor, a manager, a doctor and a leader. I was not trained for much of what I do today but my general education in the fields of anatomy, physiology, pharmacology, microbiology etc. have greatly enhanced my ability to perform. Generally speaking, the more formally educated a person is, the more valuable he is. That is why salaries jump as individuals acquire more degrees. However this is not a hard and fast rule. Some people are able to informally educate themselves thus making up for a lack of formal education. Another important effect of education is the establishing of discipline in the individual. The discipline that develops as he passes numerous exams is one of the most valuable assets that education imparts. Generally speaking, an educated person is more disciplined than an uneducated person.

The disciplines of education (having to stay up late, having to pass exams, having to surmount various barriers and hurdles) are all exercises that prepare the individual for the rigors of real life.

10. TEMPERAMENTS: WHAT DEFINES THE ABILITIES OF EVERY WORKER!

Know all about temperaments. The knowledge of an individual's temperament is a very good guide for determining how suitable he is for a job. Unfortunately someone may be educated in an area but does not have the temperament suitable for that kind of work. If you do not understand the strengths and weakness of the choleric, the melancholic, the phlegmatic and the sanguine you will be a frustrated employer. You will constantly wonder why the work is not done even though you have some one who is a specialist in that field.

a. When to employ a choleric:

The choleric is good at jobs that involve targets and deadlines. He is also good at pioneering new projects and doing things that have not been done before. He is also good at supervising other employees due to his natural tendency to take charge.

The choleric is likely to be your best kind of manager. Because he is self-motivated and self-supervising, he is able to drive himself through the obstacles of a big project. A choleric will spontaneously work for many extra hours. A choleric can handle a number of different functions at the same time. The choleric is not usually good at being an assistant since he takes the lead naturally.

b. When to employ a melancholic:

Choose a melancholic when the job involves being meticulous and detailed. A melancholic employee will also do well in positions where books and records must be kept. They are also target oriented and very focused. A melancholic may also be good for jobs that require secrecy. The melancholic is said to be very intelligent and very loyal. Use them for sensitive jobs which require loyalty. Because they are very analytical and detailed they are good at jobs that involve technical things. They are usually the best at using computers, machines and other technical equipment. The melancholic is usually gifted in the area of music. He may be useful in that area.

c. When to employ a phlegmatic:

Choose the phlegmatic when the job involves monotony. Repetitive and laborious work within already defined structures is the best place for the phlegmatic worker. Teaching in a school setting and doing routine work in an established office are good examples of jobs for the phlegmatic.

They are usually not good at meeting deadlines and building new projects. The Phlegmatic is easy going and may be the best person to handle difficult people-situations. He may not always express the urgency required in sensitive situations and sees no need to hurry about anything. Therefore keep your phlegmatic away from stressful and high intensity work zones.

d. When to employ a sanguine:

The sanguine must be employed when the job requires intelligence, giftedness, and the creation of happiness and pleasant conditions. The sanguine is good at jobs that have to do with human relationships. They usually give a good public presentation of your office and what you stand for. They are often good singers because they are uninhibited and therefore give full expression to the music they perform. They introduce life and vitality to almost every circumstance. The sanguine is usually gifted and must be used in his gifted areas and not in the area of organization. The giftedness of a sanguine employee must not be confused with the ability to manage and organize things. Somehow the sanguine is not very good at meticulous management and organization.

The sanguine will do well when the job can be completed in a short time frame. Although your sanguine employee may look outwardly charismatic he often does not have the discipline to carry things through.

11. SUPERVISE EVERY EMPLOYEE.

There are four main ways to supervise:

a. Supervision by meetings

Meetings provide a forum for discussion of the work. During these meetings, different aspects are discussed and the employees are made to focus on the important targets.

b. Supervision by visits

There are two types of visits: announced visits and unannounced visits. Announced visits help the individuals to put up their best performance. Surprise visits help the manager to see the real picture.

c. Supervision by monitoring targets

This is the best form of supervision. Ultimately, the worker is supposed to produce results. A result oriented work place is often more fruitful than others.

d. Supervision by the “Scapegoat” principle

In this method, workers who are found to be non-performing can be dismissed as an example to the others. In all my experience, there is nothing that sends a more somber message than the dismissal of an employee. A tone of seriousness is introduced into the system.

12. BE A BENEVOLENT EMPLOYER

Be kind and generous to your staff. It is important for people to perceive that you genuinely care for them. Even if you do not have a good salary to offer, the employee's knowledge of your concern and love for them is reassuring. You will be surprised to find out that people will work for 'more love and less money' than for 'more money and less love.'

STEPS FOR EMPLOYMENT

STEP 1: THE APPLICATION LETTER

An application letter is to be written by the potential employee. This is important so that the individual will not say that he was forced to work in the ministry against his will. The application is the evidence of the individual's desire to work with you.

STEP 2: PRESENTATION OF DOCUMENTS BY THE APPLICANT

There should be a presentation of CV's and certificates from school. This is important because there are many who claim to have certain backgrounds but in actual fact have no real qualification. For example, some people attended university but either did not complete their courses or did not pass their exams and therefore have no authentic certificates.

STEP 3: THE TEMPERAMENT EXAMINATION

A simple test can reveal the basic temperament of your potential employee Study the test included and implement it for every worker. Ensure that you put your employee in an area that is suitable for his temperament.

STEP 4: HE GENERAL INTERVIEW

Every applicant must be interviewed by a panel. Somehow a panel is better able to objectively question an applicant. The interview helps create a solid foundation for the future. The panel becomes convinced about the rightness or wrongness of employing this individual. The job seeker defends his application and makes a case for himself to be employed. The interview helps the applicant to perceive the church as a professional, efficient and competent organization. This interview establishes whether the individual is the right person for the job in question.

STEP 5: THE FINANCIAL INTERVIEW

This interview centers on the financial package that the newly employed person can expect to receive. Sometimes it is wise to separate financial discussions from discussions centered on the job itself. In a church setting it is important that people work because they believe God has called them, rather than for the money. After this interview, if the individual is still happy to work for the organization then you may go ahead and give the Letter of Appointment.

STEP 6: THE LETTER OF APPOINTMENT

A letter of acceptance of the individual must be given to the applicant upon his passing the interview. This letter should specify the date of commencement of work. Such a letter would remove doubts concerning his date of employment. The date of employment becomes important when determining benefits that are time related. This letter should be delivered at an extensive and explanatory meeting.

STEP 7: THE REMUNERATION PACKAGE LETTER

A letter that indicates the remuneration package that has been discussed at the financial interview. This includes things like the take home salary, and any other housing, transport or health benefits that may exist. This includes what the person will be paid and what the person can expect in the future. It is wise to retain this letter in house. In other words, the individual signs the letter acknowledging that he has seen and understood the contents of the letter.

STEP 8: THE JOB DESCRIPTION LETTER

Give a letter containing the job title and the job description. This should explain in detail the job that the person is expected to do. Explain in your letter how the individual will be assessed and what targets should be accomplished. This letter should be delivered at an extensive and explanatory meeting.

STEP 9: THE ORIENTATION LETTER

This letter should introduce other existing departments and indicate the functions of other staff members. There will be many questions on the mind of a new person. For instance:

a. Where should I go if I need money to complete a project?

b. Who do I call on when I need equipment?

c. Where do I go when I need equipment to be fixed?

d. Where do I go when I personally need financial assistance?

e. Who do I see when my computer breaks down?

f. Who do I see when I need a car?

g. Who do I see if I need to arrange for transport?

h. What do I do if I want to resign?

i. Who is my boss?

j. Who does my boss report to?

STEP 10: THE GENERAL EXPECTATIONS LETTER

This is a letter that indicates the other general expectations of an employee as well as any staff rules that may exist. In some offices, there may be dress codes and rules about privacy and confidentiality. There may be rules about the use of equipment and the repair of equipment.

There may also be rules about visitors to the office and the access to the offices. There may be working hours that are peculiar to the office. All these and more need to be spelt out clearly.

STEP 11: THE SANCTIONS LETTER

This is a letter that indicates a sanctions package. It should include measures that will be taken against an employee in the event of unsatisfactory performance or behaviour. Such sanctions must always include the possibility of dismissal. You must also include the reality of the need to lay off staff in the event that the church can no longer sustain its staff.

DETERMINING SALARIES

Salaries must be determined by the employer. It is good to use a board or committee to determine salaries. The board must have a formula that guides them in determining salaries. It is important to establish clear grades and ranks among employees. These ranks must be understood and accepted by all. The basis for rank is the same basis for determining salaries. Ranks amongst the employees become the basis for different grades of benefits available. Salaries in any country are determined be the following principles:

1. THE REAL COST OF LIVING.

There is no point in paying someone less than he can survive on. You will only create an army of petty thieves within the church. The cost of living varies from country to country. It even varies within a country. It is important to consider these realities. In some places people earn a lot of money but have equally high bills.

2. THE SALARY WHICH THE INDIVIDUAL WAS PAID IN HIS PREVIOUS WORK PLACE.

This serves as a good measure to what the person lived on in the past. People often inflate the figures of their former work place. Knowing the previous salary helps to quieten individuals who claim you are not paying them well. All you have to do is to refer them to their previous jobs.

3. COMPARABLE SALARIES

Salaries can be determined by knowing what is being paid to individuals who are doing similar jobs in comparable organizations. A secretary who demands an unreasonable salary must be told what other secretaries earn in comparable organizations. A pastor who demands outrageous benefits must be told about what other pastors earn in other churches.

4. THE EDUCATIONAL BACKGROUND OF THE INDIVIDUAL

Generally speaking, the more educated a person is, the more he earns. There are times however that the qualifications of an individual must be ignored. There are some people who are good at passing exams in school and therefore have many degrees. Unfortunately many of such people are of little practical use when it comes to real work. It must be remembered that a certificate is just a piece of paper and does not mean that an individual is capable of carrying out a job.

5. THE VALUE OF THE INDIVIDUAL TO THE ORGANIZATION

This is the most important factor in determining someone's income. Consider what would happen if a particular employ were absent. Easily replaceable people, such as drivers and secretaries are not as valuable as managers and lifelong assistants!

6. THE LENGTH OF TIME THE INDIVIDUAL HAS WORKED AFTER SCHOOL

Usually, the longer an individual has been in gainful employment, the more mature and productive he is. Young people are full of zeal and energy but sometimes lack the maturity that seasoned workers have.

7. THE LENGTH OF TIME THE INDIVIDUAL HAS WORKED FOR THE ORGANIZATION

The length of time that individuals have worked for you must be recognized. Generally speaking, the longer people work, the more they must be paid.

8. THE ABILITY OF THE ORGANIZATION TO PAY THE INDIVIDUAL

It is all well and good to propose very high salaries. Will the church be able to continue paying these salaries? Many organizations are unable to pay their employees at the end of the month. This unfortunate situation is sometimes created by over-staffing and over-paying people. The leader must assess carefully whether he will be able to sustain certain levels of payment.

Sometimes, individuals want to be paid as though they work in a bank. I often tell my employees that we are neither a bank nor a gold mine. A secretary working for a gold mine may obviously have a higher salary than a secretary working for a church. A church simply does not have the income that a gold mine has and therefore cannot sustain the salaries that a gold mine does.

THE TEMPERAMENT EXAMINATION

The following temperament test can be implemented by every employer. This will help you to know what kind of person you are employing. Just follow the instructions below and you will come out with a score for each of the four temperaments. When you discover which temperament the individual is, you can refer to what we discussed earlier on temperaments. This will help you to decide what job is best for the individual.

This will help you to decide what job is best for the individual. You may tick more than one word on each row. Ignore all words that do not usually apply to you.)

Temperament Test 1

Name:…….Date……..

(Place an X in front of the words that most often apply to you. Do this horizontally and row by row in order to cover every word. You may tick more than one word on each row. Ignore all words that do not usually apply to you).

___Adventurous___Adaptable___Animated ___Analytical
___Persistent___Playful___Persuasive ___Peaceful
___Submissive___Self-sacrificing___Sociable ___Strong-willed
___Considerate___Controlled___Competitive ___Convincing
___Refreshing__Respectful___Reserved ___Resourceful

___Satisfied___Sensitive___Self-reliant ___Spirited
___Planner___Patient___Positive ___Promoter
__Sure___Spontaneous__Scheduled ___Shy
___Orderly___Obliging___Outspoken ___Optimistic
___Friendly___Faithful___Funny ___Forceful
___Daring___Delightful ___Diplomatic ___Detailed
___Cheerful___Consistent ___Cultured ___Confident
___Idealistic___Independent ___Inoffensive ___Inspiring
__Demonstrative___Decisive ___Dry humour ___Deep
___Mediator ___Musical ___Mover ___Mixes easily
___Thoughtfulness ___Tenacious ___Talker ___Tolerant
___Listener ___Loyal ___Leader ___Lively
___Contented ___Chief ___Chart maker ___Cute
___Perfectionist ___Pleasant ___Productive ___Popular
___Bouncy ___Bold ___Behaved ___Balanced

Temperament Test 2

Name:…….Date: …….....

(Place an X in front of the words that OTHER PEOPLE who know you have used to describe you. Do this horizontally and row by row in order to cover every word. You may tick more than one word on each row. Ignore all words that do not usually apply to you).

___Adventurous ___Adaptable ___Animated ___Analytical
___Blank ___Bashful ___Unsympathetic ___Unenthusiastic
___Persistent ___Playful ___Persuasive ___Peaceful
___Brassy ___Bossy ___Undisciplined ___Unforgiving
___Submissive ___Self-sacrificing ___Sociable ___Strong-willed
___Reticent ___Resentful ___Resistant ___Repetitious
___Considerate ___Controlled ___Competitive ___Convincing
___Fussy ___Fearful ___Forgetful ___Frank
___Refreshing ___Respectful ___Reserved ___Resourceful
___Impatient ___Insecure ___Indecisive ___Interrupts
___Satisfied ___Sensitive ___Self-reliant ___Spirited
___Unpopular ___Uninvolved ___Unpredictable ___Unaffectionate
___Planner ___Patient ___Positive ___Promoter
___Headstrong ___Haphazard ___Hard to please ___Hesitant
___Sure ___Spontaneous ___Scheduled ___Shy
___Naïve ___Negative attitude ___Nervy ___Nonchalant
___Orderly ___Obliging ___Outspoken ___Optimistic
___Friendly ___Faithful ___Funny ___Forceful
___Worrier ___Withdrawn ___Workaholic ___Wants credit
___Daring ___Delightful ___Diplomatic ___Detailed
___Too sensitive ___Tactless ___Timid ___Talkative
___Cheerful ___Consistent ___Cultured ___Confident
___Plain ___Pessimistic ___Proud ___Permissive
___Idealistic ___Independent ___Inoffensive ___Inspiring

___Doubtful ___Disorganized ___Domineering ___Depressed
___Demonstrative ___Decisive ___Dry humour ___Deep
___Messy ___Moody ___Mumbles ___Manipulative
___Mediator ___Musical ___Mover ___Mixes easily
___Slow ___Stubborn ___Show-off ___Skeptical
___Angered easily ___Aimless ___Argumentative ___Alienated
___Thoughtfulness ___Tenacious ___Talker ___Tolerant
___Loner ___Lord it over others ___Lazy ___Loud
___Listener ___Loyal ___Leader ___Lively
___Sluggish ___Suspicious ___Short-tempered ___Scatterbrained
___Contented ___Chief ___Chart maker ___Cute
___Revengeful ___Restless __Reluctant ___Rash
___Perfectionist ___Pleasant ___Productive ___Popular
___Compromising __Critical ___Crafty ___Changeable
___Bouncy ___Bold __Behaved ___Balanced

Temperament Test 3

Name:……..Date…….

(Place an X in front of the words that most often describes your weaknesses. Do this horizontally and row by row in order to cover every word. You may tick more than one word on each row. Ignore all words that do not usually apply to you).

___Blank ___Bashful ___Unsympathetic ___Unenthusiastic
___Brassy ___Bossy ___Undisciplined ___Unforgiving
___Reticent ___Resentful ___Resistant ___Repetitious
___Fussy ___Fearful ___Forgetful ___Frank
___Impatient ___Insecure ___Indecisive ___Interrupts
___Unpopular ___Uninvolved ___Unpredictable ___Unaffectionate
___Headstrong ___Haphazard ___Hard to please ___Hesitant
___Naïve ___Negative attitude ___Nervy ___Nonchalant
___Worrier ___Withdrawn ___Workaholic ___Wants credit
___Too sensitive ___Tactless ___Timid ___Talkative
___Plain ___Pessimistic ___Proud ___Permissive
___Doubtful ___Disorganized ___Domineering __Depressed
___Messy ___Moody ___Mumbles ___Manipulative
___Slow ___Stubborn ___Show-off ___Skeptical
___Angered easily ___Aimless ___Argumentative ___Alienated
___Loner ___Lord it over others __Lazy ___Loud
___Sluggish ___Suspicious ___Short-tempered ___Scatter-brained
___Revengeful ___Restless ___Reluctant __Rash
___compromise ___Critical ___Crafty ___Changeable
___Inconsistent ___Introvert ___Intolerant ___Indifferent

Temperament Test – SCORING SHEET

(If any of the words below were ticked in test 1-3, then mark that word in the columns below).

Strengths

___Sanguine ___Choleric ___Melancholy ___Phlegmatic
___Animated ___Adventurous ___Analytical ___Adaptable
___Playful ___Persuasive ___Persistent ___Peaceful
___Sociable ___Strong-willed ___Self-sacrificing ___Submissive
___Convincing ___Competitive ___Considerate ___Controlled
___Refreshing ___Resourceful ___Respectful ___Reserved
___Spirited ___Self-reliant ___Sensitive ___Satisfied
___Positive ___Promoter ___Planner ___Patient
___ Spontaneous ___Sure ___Scheduled ___Shy
___Optimistic ___Outspoken ___Orderly ___Obliging
___Funny ___Forceful ___Faithful ___Friendly
___Delightful ___Daring ___Detailed ___Diplomatic
___Cheerful ___Confident ___Cultured ___Consistent
___Inspiring ___Independent ___Idealistic ___Inoffensive
___Demonstrative ___Decisive ___Deep ___Dry humour
___Mixes easily ___Mover ___Musical ___Mediator
___Talker ___Tenacious ___Thoughtful ___Tolerant
___Lively ___Leader ___Loyal ___Listener
___Cute ___Chief ___Chart maker ___Contented
___Popular ___Productive ___Perfectionist ___Pleasant
___Bouncy ___Bold ___Behaved ___Balanced

Total

_____ _____ _____ _____

Weaknesses

___Sanguine ___Choleric ___Melancholy ___Phlegmatic
___Brassy ___Bossy ___Bashful ___Blank
___Undisciplined ___Unsympathetic ___Unforgiving ___Unenthusiastic
___Repetitious ___Resistant ___Resentful ___Reticent
___Forgetful ___Frank ___Fussy ___Fearful
___Interrupts ___Impatient ___Insecure ___Indecisive
___Unpredictable ___Unaffectionate ___Unpopular ___Uninvolved
___Haphazard ___Headstrong ___Hard to please ___Hesitant
___Permissive ___Proud ___Pessimistic ___Plain
___Angered easily ___Argumentative ___Alienated ___Aimless
___Naive ___Nervy ___Negative attitude ___Nonchalant
___Wants credit ___Workaholic ___Withdrawn ___Worrier
___Talkative ___Tactless ___Too sensitive ___Timid
___Disorganized ___Domineering ___Depressed ___Doubtful
___Inconsistent ___Intolerant ___Introvert ___Indifferent
___Messy ___Manipulative __Moody ___Mumbles
___Show-off ___Stubborn ___Skeptical ___Slow
___Loud ___Lord it over other ___Loner ___Lazy

___Scatter-brained ___Short-tempered ___Suspicious ___Sluggish
___Restless ___Rash ___Revengeful ___Reluctant
___Changeable ___Crafty ___Critical ___Compromising

Total

_____ _____ _____ _____

Combined Totals

_____. _____ _____ _____

Add up the numbers of X's you scored under each of the four temperaments. You can now calculate the percentage of melancholic, choleric, sanguine or phlegmatic that you are. For example

Total choleric Xs x 100

(choleric Xs + sanguine Xs + melancholic Xs + phlegmatic Xs) is your choleric score in percentage.

TEMPERAMENT ASSESSMENT OF:……..

(Name of Candidate)

……..

Signed: ….....……Date: ……

Assessor.....

Managing a Network of Churches 58

PRINCIPLES FOR HANDLINGA NETWORK OFCHURCHES

Type 1 Church Network

1. In this type of church network, each church is autonomous or independent.

2. Each church within the network remits a percentage of its income to a general fund.

3. In this type of network, pastors start their own ministries with some initial support.

4. Sometimes, this support lasts for six months and then the churches must continue at their own expense.

5. Even though churches within this type of network are quite independent, they often maintain the same name and belong to a common fellowship.

6. Here, Pastors are trained by the mother organization. After the initial training, these pastors become independent. They maintain a membership of the network by paying a percentage of their income. They also maintain their membership of the network for the sake of fellowship and a sense of belonging.

7. Pastors cannot be transferred from their congregation because they are independent.

8. An example of this kind of network is the Assemblies of God church.

Type 2 Church Network

1. In type two church networks, branch churches are not independent and are continually monitored and governed by the headquarters.

2. The mother church finances the start of the church and supports it fully. All income flows into a central fund and ministers are paid from a central fund

3. All the needs of these churches are met by the network as a whole. There is more dependence on the central system than on individual strengths.

4. The scriptural truth that churches which gather in more income support churches that gather less is implemented fully. "As it is written, He that had gathered much had nothing over; and he that had gathered little had no lack. (2 Corinthians 8:15).

5. Pastors are trained by the mother organization. In this network, pastors continue to be trained and supported after their initial training.

6. The central governing body can transfer pastors.

7. An example of this system is the Church of Pentecost.

HOW TO MANAGE THE NETWORK

Managing a network of churches is different from pastoring a single church. Pastoring a network of churches requires the development of a complex system of management. This system of management will help you to:

1. KNOW WHAT IS GOING ON IN THE DIFFERENT CHURCHES.

This is done by developing a system in which reports are sent regularly to the headquarters. Weekly or monthly reports must contain vital information about the churches that you have established.

i. the real attendance

ii. what is preached and who preaches

iii. the income of the church for the week

2. COMMUNICATE REGULARLY TO MAINTAIN A SPIRIT OF LOYALTY AND TOGETHERNESS IN THE FAMILY OF CHURCHES.

Reports must be sent to the headquarters by the most convenient method e.g. email, letter, fax, courier or by hand. Gradually, a well controlled and full monitored system becomes established. The information must be used for decision taking. For instance this information will determine if the church in question is doing well. It also determines if there is a need to make any changes.

3. INFLUENCE WHAT IS GOING ON IN THE DIFFERENT CHURCHES.

Influence what is going on by having frequent meetings with all the pastors and leaders. Meetings with the leaders are more important than meetings with the church itself.

4. ENCOURAGE. CHURCHES THAT ARE PART OF THE NETWORK NEED A LOT OF ENCOURAGEMENT.

Pastors and churches greatly benefit from frequent visits by seasoned ministers.

5. TEACH TO MAINTAIN A SPIRIT OF LOYALTY AND TOGETHERNESS IN THE NETWORK.

It is important to teach on the advantages of belonging to the network.

The Principle of Frugality 59

VALUING RESOURCES AND OPPORTUNITIES

Frugality is the careful and wise use of money, resources and opportunities. A frugal person is one who carefully and wisely uses money and resources. This person for instance, may eat frugal meals-that is, food which is not in excess or wastefully prepared.

A frugal person wastes nothing! Therefore frugality is the way to prosperity. The opposite of frugality is prodigality. To be prodigal means to waste and to misuse money and resources.

Luke gives an account of a man who had two sons. The younger son demanded that his father give him his portion of the property. So he gave him his portion of the goods. The young man took half of the inheritance and set off into a far country. And there, he wasted his substance on riotous living. Luke also tells of a prodigal steward, who was accused of wasting the things that were placed at his disposal. "There was a certain rich man, which had a steward; and the same was accused unto him that he had wasted his goods" (Luke 16:1).

The rich man is representative of God and the steward also represents the Christian. This rich man had certain goods which were in the charge of the steward. In the same way, God has given us everything in this life to control. The Christian is the custodian of these resources. He expects the Christian to use them wisely.

Whoever you are, know that God has placed certain things in your charge. He has put your life in your hands; He has given you parents, children, lands, trees, rivers, money and opportunities. So you have several things in your control. But God's expectation is that you use them frugally. If many of us were to wisely use what God has given us, we would go very far.

Most of the problems we have in Africa are not due to the lack of resources. It is not because we lack the gold, diamonds, silver, steel, timber and a host of other resources. But it is the result of how we have used them. That is why we are rated as one of the poorest continents in the world.

If you don't use the resources wisely, you will end up poor. Just as this prodigal steward was asked to account for his stewardship, God will ask you to account for yours. I believe that many Christians are failing because they are wasting the resources God has given them.

When God was taking the children of Israel out of Egypt, He gave them an idea-to borrow jewellery from their Egyptian neighbours. God gave the Israelites favour before the Egyptians. As a result, the Egyptians released lots of jewellery to them. Then, in the 25th chapter of the book of Exodus, God instructed Moses to take an offering from the Israelites. He did not tell Moses to remind the people that He had given them the idea to be rich.

God may not remind you of the education He gave you, the job He gave you, or the life He gave you. God will give to you over and over again, but one day, He will ask you to give an account of what is in your control.

If you can't account properly for these things, God, like the rich man in the book of Luke, Chapter 16, will dismiss you. So many Christians do not know that God is in the business of employing and dismissing people!

God employed Moses to deliver the Israelites from Egypt to the Promised Land. But, when he disobeyed God's instructions by hitting the rock for water, God told him he wouldn't enter into the Promised Land. God simply dismissed Moses at that point! God also employed Elijah to fight the prophets of Baal, but when he complained, God dismissed him and chose Elisha to replace him. How can we use what we have wisely?

Dear friend, are you making the most of the opportunities God is giving you? There are certain principles by which we can wisely use the money, resources and opportunities which God has put at our disposal. In the following chapters, I will share with you seven important principles on how to carefully and wisely use what God has given to you. These are the seven principles of FRUGALITY.

PRINCIPLES OF VALUATION

It is very important to esteem, treasure and place value on some things in life. All over the world, people attend school just to learn how to value properties. These are professionals called "valuers" or "land economists". When you know the value of something you will not mistreat it or throw it away. There are some things that you do not regard because you don't know their importance or value.

Many people only value money! When a huge amount is mentioned, you easily appreciate how valuable it is. But it is important to know that many other things are valuable. That is why sometimes when somebody buys you a present, he will tell you how much it cost, so that you will treat the gift according to its value.

Once, I bought a present for a couple. When I gave it to them, they looked at it as if it was something ordinary. They didn't realize the value of the present. So I told them how much it cost. Suddenly, their reaction changed. They got up and moved towards the gift to have a closer look at it.

Valuable People

When you put value on something, you treat it differently. You will not waste or disregard it. Many people do not know the importance of teachers. In most African countries, they are not even well paid.

a. Teachers

My mother-in-law is a qualified teacher. Her pet name is "Please-Teacher". She has been a teacher for many years, and at one time, she was the President of the Ghana National Association of Teachers (GNAT). She had this sticker on her car which read, "If You Can Read This, Thank

Your Teacher". It never occurred to me to value the teacher who taught me how to read. Just like many other people, I had taken the teacher for granted.

b. Nurses

Another important but unappreciated profession is nursing. It was only when I started working in the hospital that I began to see what nurses go through. In my estimation, nursing should be one of the highest paid professions. Often, they have to deal with dying people. Sick people are usually unattractive. They can urinate and defecate all over the bed but it is the nurse's duty to take care of them. Working in the hospital made me understand why some nurses behave the way they do.

c. Women

Another group of people who need to be valued are women. Until recently, people did not know their value. But fortunately, they are now receiving some recognition all over the world. In most cases, it is the women who teach the children, and without them a lot of things in the world would not be the same.

d. Parents

Mothers and fathers are also not valued until they are dead. Once, when I was returning home on a flight after a tour of some Lighthouse Chapel International churches, I saw a man with a giant wreath. It was the most beautiful set of flowers I had ever seen. It was so big that he had to put it on one of the seats and buckle it with a seat belt.

I wondered if he could not have bought these flowers for the person when he or she was alive. I also wondered if as much money as was used in buying the wreath was ever sent to the deceased while he/she was alive.

We must place value on people and things while we have them with us, or we will live to regret it. The principle of valuation teaches us to value what we have, so that we treat it with care, and benefit from it while we can.

Timely Valuation

In Luke 7:36, we read the account of a Pharisee who asked Jesus to dinner. In the course of the meal, a woman in the city showed up with an alabaster bottle of ointment and poured it on His feet. Then she began to wash His feet with her tears and to wipe them with her hair, kissing and anointing them with the ointment. When the Pharisee who invited Jesus saw that He did not stop the woman, he began to question Jesus' credibility as a prophet.

To him, Jesus could not discern that the woman was a sinner. Jesus discerned the heart of the Pharisee and gave a parable to explain that the woman had shown greater appreciation to Him for forgiving her of her numerous sins. I entered into thine house, thou gavest me no water for my feet: but she hath washed my feet with tears, and wiped them with the hairs of her head. “Thou gavest me no kiss: but this woman since the time I came in hath not ceased to kiss my feet” (Luke 7:44,45). This was a woman who felt Jesus was so important that while Jesus was alive, she anointed His feet with the most expensive perfume and wiped them with her hair.

It is interesting to note that when Jesus died, the women who had walked with Him came with prepared spices and ointment to anoint Him. By then it was too late! They rather met two people dressed in white like angels, who told them that He had risen from the grave. “Now upon the first day of the week, very early in the morning, they came unto the sepulchre, bringing the spices...And they found the stone rolled away... they were much perplexed. (Luke 24:1,2,4).

You will also be perplexed when you realize too late that something valuable has been taken away from you. The opportunity is gone forever! These women came with all their valuable ointments to anoint the Master, but it was too late. When Jesus was with them, they probably did not realize His value. So many people don't realize the importance of something until it is gone. All over the world, people are hailed after their death.

The first president of Ghana (my country), Kwame Nkrumah, was insulted, ridiculed and exiled when he was alive. Many years after his death, some political parties are now struggling to identify with him, calling themselves "Nkrumahists".

Many great people are recognized and valued after they are gone. When my father died I wept like a baby. Suddenly, I realized his value in a way I had never known when he was alive!When you lose something forever, you will suddenly see its value.

During the funeral of Ron Brown (the American Secretary of Commerce, who died in a plane crash), his son read his tribute which was carried live by CNN. He said something which struck me as underlining the principle of timely valuation. I think he said something to this effect: I have no feelings of regret. I have said all that I could have said to him. There is nothing that I could have said which I didn't say. I have had thebest of relationships with my father. On the day that he travelled I kissed him goodbye on his lips. This was a son who probably had little to regret after he lost his father. In showing appreciation to his father, little did he know that this would be the last time. We need to value people and things before we lose them.

Many are those who kneel at their fathers' or mothers' graves and weep. They grieve not only because the person is dead, but also because they didn't show appreciation to the person when he or she was alive. I urge you to look into your life and see whether there is anybody you should have valued but you didn't. Hopefully, it is not too late to make amends-locate all such people and find a suitable way of expressing appreciation to them.

God is saying to His people that there are many things He has given us which often go waste. If you keep on wasting them, He will take them away from you. So if God gives you a pastor and you don't value him, with time, He will take him away from you. If God gives you a mother and you are not grateful for her, He will take her away. If God gives you money and resources to be a blessing to the house of God, and you fail to utilize it for that purpose, He will take away this opportunity and give it to someone else who will properly utilize it.

1. THE PRINCIPLE OF GATHERING CRUMBS

Jesus taught a great lesson when He gathered the crumbs after feeding the multitude on the mountain. During one of Jesus' evangelistic tours, there were more than five thousand people He needed to feed. Philip, one of Jesus' disciples pointed out that even two hundred penny worth of bread would not be sufficient to feed them. A small boy's lunch of five barley loaves of bread and two small fishes was blessed by Jesus, and He fed them all. “When they were filled, he said

unto his disciples, Gather up the fragments that remain, that nothing be lost" (John 6:12), Instead of just sharing the grace and leaving, He collected twelve baskets of crumbs. I am sure every one of His twelve disciples took a basket home!

If you want to follow somebody, follow Jesus. He is the express image of God Himself. To see what God Himself would have done, look at Jesus-He gathered the crumbs after He had taken five thousand people to the restaurant. Why would someone who could afford to take five thousand people to the restaurant be interested in crumbs? The answer is simple: frugality! I can say from my little experience in this life, that it is often rich people who gather crumbs. If you do not develop to the point where crumbs are important, you will never be rich, neither will you prosper.

Counting Pennies

The Lord told me when we started the Lighthouse Cathedral project, "If you count your pennies, you will go very far." I have found God's words to be true. In our church we don't have any big business tycoon who sponsors our building projects or any other project. Many people are just average. Yet we have gone very far and completed our multi-million cedi Cathedral. We gathered the crumbs!

Most people in poor, developing countries do not respect the crumbs. Lights which are not in use are left switched on; water could be dripping from the taps but everyone would ignore itthese are just two classic examples of the waste in our system. When I visited my grandparents in Switzerland, I realized the waste in my country, Ghana. Like a typical Ghanaian, I used to leave my lights on all the time. In Switzerland, only the rooms in which we were present had lights on. Every other room was in darkness to save electricity. My grandfather would come with his walking stick and say, "You! You!" Then he would shake his stick, and I would immediately turn off the extra lights. Sometimes you wonder why certain people prosper and some do not. Switzerland is one of the richest countries in the world. In 1993, the GDP of Switzerland was 219 billion dollars while that of Ghana was only about 6 billion dollars.

In poor Ghana, we waste electricity and become poorer. In rich Switzerland, they save electricity and become richer! It is the crumbs that make up the whole meal. When you add up all the crumbs, you will become rich. There's a saying that "little drops of water make a mighty ocean". Well that's not in the Bible, but it's true.

Regarding Few Things

As Christians we must know that there are many things that are not in the Bible, but are still true. Identify the few things that God has given you, and consider them to be important. If you reduce the amount of deaths (dropouts or waste) your wealth will rise. If only you can stay at the same income level and reduce the waste, suddenly you will increase and become rich.

Preventing Drop-Outs

Pastors need to learn that if they could only reduce the number of people dropping out of their churches, the churches will grow. I value every single member of my church. I try hard to prevent unnecessary dropouts and people leaving the church. I have learnt to close the back door of the church. Many churches have big front doors and big back doors; that's why they never

grow! Your business will grow when you can stop the waste and check the high, unnecessary bills and overheads. Don't you realize that all your profits and increase are going down the drain?

In my church, we monitor electricity bills, water bills and telephone bills on a chart. We have a system of sharing the phone bill amongst the staff when the bill goes above a certain figure. You may not know, but all these contribute to the eventual wealth of the church.

2. THE PRINCIPLE OF THE SEVEN LEAN COWS AND THE SEVEN FAT COWS

Pharaoh had a dream about seven fat cows and seven lean ones. In the dream, he saw that out of a river, the seven fat cattle came out to graze. Suddenly, seven other extremely lean ones came out of the water and ate up the fat cattle (Genesis 41:1-4). When Pharaoh had this dream, Joseph, who was then a prisoner, explained to the King that the seven lean cows stood for years of poverty and the seven fat cows, for years of prosperity. God advised him through Joseph to store food during the times of plenty, so that he and the whole of Egypt would survive the lean years. This is wisdom from God.

This is a principle that will definitely affect you and me. Everybody's life has seven "lean cows" and seven "fat cows". The days of the seven fat cows will come, and so will the days of the seven lean cows. There are always going to be seven lean cows and seven fat cows, and the lean ones will always eat the fat ones. That means that there is a period when things will be good. So make the most of it by storing up for a rainy day.

If you save in those years, when the lean years come, you won't go-a-begging. The seven lean cows always eat up the fat ones, so if you are not wise in using your money, you will end up a pauper. A poor old man who looks like he never had any wealth, probably did not use his seven fat cows very well. My father was a very good lawyer, who handled many cases in court for several years. Through his hard work, he became rich and famous-those were his fat cow years. Later, he was taken seriously ill, and kept going in and out of hospital. But he had invested in hotels and other things, therefore he reaped from all the investments of his fat cow years. If you do not learn to save and invest during your fat cow years, the lean cow years will suddenly overtake you, leaving you with nothing but faint memories of how well you lived ages ago. Some Africans who live abroad do not know that they are in the fat cow season. Some of them have the opportunity to earn so much money. But they don't realize that it's just for a season. They must benefit from their 'fat cow' season.

3. THE PRINCIPLE OF NEEDING NO SUPERVISION

“Go to the ant...which having no...overseer” (Proverbs 6:6,7). If you are the type of worker who needs no supervision, you can be paid the additional money that would have been paid to your supervisor. If your employer needs to employ someone to supervise you, then your supervisor will be paid more to ensure that you work well.

The supervisor would have to ensure that you come to work on time and see to it that you work well. That is the real reason why the person who supervises is paid more. No employer needs a worker who has to be told when it's time for him to wake up, when to come to work, and how to work. But the more somebody can work without supervision, the more the employer values such a person. “Go to the ant, thou sluggard; consider her ways, and be wise: Which having no guide,

overseer, or ruler, Provideth her meat in the summer, and gathereth her food in the harvest" (Proverbs 6:6-8).

I watched a documentary of an American airline which crashed somewhere in South America. It was a Boeing 757 with about 195 people on board. During the flight, the co-pilot was the one flying the plane, and not the captain. One survivor recounted that he heard the co-pilot saying, "We are approaching the airport. The weather is very good, visibility is clear, and there is no problem." Suddenly, they heard a loud bang and the lights went out. This survivor woke up later on in the hospital. Just after the passengers had been assured of arriving safely, a terrible accident occurred and almost everybody was killed. There were only four survivors!

The recorded conversation between the captain and the co-pilot was revealing. He was terribly lost. This caused the plane to crash into a mountain. Unfortunately, this was a man who needed to be supervised constantly in order to avoid killing many people. And that is exactly what he did. If the captain himself had been flying the plane, it might have been a different story.

I know some private businessmen in my church. If I were to go to their offices at eleven o'clock in the night, they would probably be there. At midnight on Sundays, some of them may be found in their offices working. Nobody tells them to work, neither does anyone admonish them to rise up early to go to work.

I know people who started out as drivers, but have risen to become managers because they needed no supervision. If you are reliable enough to work without supervision, you will rise. You will not waste all the opportunities you have.

4. THE PRINCIPLE OF NOT CHASING FANTASIES

"He who works his land will have abundant food, but the one who chases fantasies will have his fill of poverty" (Proverbs 28:19 NIV) This verse tells us that if a man has a piece of land right before him, and works on it or makes use of it, he will have more than enough food to eat. But if this man rather chases after what he imagines he can get from somewhere else, then he will be poor forever! For this man, the difference between abundance and poverty, will be determined by whether he works on the piece of land he has, or whether he runs after imaginary things.

The piece of land here could be his profession, job, or property. He may own a shop or restaurant. He may be a teacher, doctor, or a photographer. Whatever the profession, he must make good use of it. Unfortunately, many people waste their lives chasing fantasies. Fantasies are things that are not real, they are things that are not in your hands. You may have something that is right before you, but instead of working on it, you go chasing after something else. You will definitely have poverty. Instead of concentrating on going to school, some people rather chase after visas to travel to Europe and America.

I know a young man who was brilliant academically. I personally encouraged him to go to school, and even promised to pay his school fees. But he insisted on travelling to America. For the past six years, he has been waiting for his visa. Chasing the fantasy of travelling to America for six years! Imagine that! People are looking for something elsewhere, when there is something right before them. I know someone who became a millionaire just by taking photographs. He started out by taking photographs in my church, and became a millionaire. There are things that

are right before our eyes, yet we don't want them. We prefer something else. When God blesses you with something, use it!

I have been in my church in Korle-Gonno, Ghana, all these years. I believe this is what God has given to me. I am not going to go around chasing after ministerial fantasies. I will continue to till the "ministerial ground" that is before me. And I will be blessed. But if I leave what is in my hands and go chasing after the wind, trying to become famous, I will have poverty enough.

When it comes to spiritual things, people behave in the same manner. Some Christians have good churches with good pastors, honest men and women of integrity; but they would rather go round chasing after other things. Whenever they hear that a powerful man of God is working wonders somewhere, they jump on the bandwagon. When they hear of a new church, they flock there. Jesus calls them sign seekers. He says they are evil people."An evil...generation seeketh after a sign" (Matthew 12:39).

Sometimes as a pastor, you wonder what such church members are looking for. What counts is faithfulness. A good Christian must be able to faithfully stay or abide in one church where he will receive nourishment. Paul said: "I thank Christ...that he counted me faithful, putting me into the ministry" (1Timothy 1:12). There is one thing God will consider before He puts you in the ministry. It is not ability, anointing, or talent-it is faithfulness! When you are faithful and stable with what He has put right before you, He will promote you!

5. THE PRINCIPLE OF WORD-BASED VALUATION

"He hath shewed thee,...what is good" (Micah 6:8). Word-based valuation can be done by valuing things on the basis of what the Bible says, and not what you think. The Word of God is God Himself, so when you value things according to God's Word, then you will be acting in the will of God. God is wiser than us; God knows more than we do, so I believe that God is the One who can tell us what is important. If it is God who can tell you and I what is important, then we need to be interested in what God says.

In Akwatia, (a diamond mining town in Ghana) I am sure the children used to play with what they thought were ordinary stones. One day, somebody might have come along and informed them that the stones they were throwing at each other were actually valuable diamonds.

Then they probably stopped throwing away the stones and rather treated them with care. Now these stones have brought them wealth. When you don't know the value of something and you get someone to tell you how important that thing is (like the people at Akwatia), it could change your life. Your life could improve, or your earning power could increase because you were given the right information about something.

It is the Word of God which can show you what is valuable. The Word of God has a lot of instructions as to what is valuable. For instance, the Bible tells us what is more valuable than money. "A good name is rather to be chosen than great riches" (Proverbs 22:1).

You may not know how valuable a good name is. As a pastor, I have come to see that every man of God has a good name and a bad name. There are some places where I go that I have (as it were) a good name, and others where I have a bad name.

It often depends on whether my enemies or friends have been there, and what they have said about me! It is through experience that I have seen that a good name is better than riches. You cannot flourish in the atmosphere created by a bad name. You cannot buy a good name with money. I have learnt to value a good name.

Why would I give up my profession as a medical doctor to become a minister of the Word? Do I not think that it is important to attend to the physical bodies of people? I do! However, my Bible also tells me that the souls of men are more important than their physical bodies.

There are so many Christians who do not have biblical reasons for the things they do. I have biblical reasons for the things I am doing. The physical is more important to people than the spiritual. I have often asked for the reasons behind some of the things Christians do. "...what shall a man give in exchange for his soul?" (Matthew 16:26).

Normally, a brother would rather say, "I left this church for the other because my friend is in the other church." Hardly would you hear a modern day Christian say, "It is written..." or "The Bible says..." It is the Bible which must guide us and tell us what to do.

The Word of God is reliable, it will never change. Jesus also said, It is written... when He faced the devil. Jesus knew why He did the things He did, and said the things He said. Remember, my friend, Heaven and Earth shall pass away but the Word of God will never pass away. (Jeremiah said,). "Whether it be good, or whether it be evil, we will obey the voice of the Lord our God" (Jeremiah 42:6).

This means you should obey the Word of God no matter what it says. It may not sound very good. It may be difficult . But it is the Word. Jeremiah said he would obey the Word of the Lord whether it sounded good or bad. At the end of the day you will see the results of obedience to the voice of the Lord.

It is the Word of God which can tell you what is important, what is good and what is right. "He hath shewed thee, O man, what is good" (Micah 6:8). The Word of God gives life, light and direction. God expects the Christian to seek what He says concerning any situation. Through this, the Christian can assess situations by the Word of God.

Dear Friend, frugality is the way to maximize the meagre resources at your disposal. Apply these principles and prosper. Frugality is the key you need!!!

MULTIPLE CHOICE QUESTIONS

1. "It is required in stewards that a man be found faithful". This Scripture is found in

a. Gal. 5:20

b. I Cor 4:2

c. II Cor 4:2

d. I Cor. 14:22

e. II Cor. 10:20

2. In Angels Delight Word Int. Center 5 members of the congregation were assessed to find out which of them had the cardinal requirement for leadership.

Brother A was very gifted and could sing well

Brother B was warm and friendly

Brother C was very noble

Brother D has been faithfully handling the choir for years

Brother E was a good preacher with great oratory skills.

Which of these would you chose to be a leader.

a. Brother A

b. Brother B

c. Brother C

d. Brother D

e. Brother E

3. The 5th column refers to

a. the power of God operating in a ministry

b. the disloyal people in the church

c. the double faced people in the church

d. the double tongued people in the church

e. the discontented people in the ministry

4. The Scripture "He that is not with me is against me…." Can be found in

a. Mark 10:30

b. Matt. 10:3

c. Matt 12:30

d. Matt. 12:13

e. Luke 2:32

5. John 13:35 says by this shall all men know that ye are my disciples, if ye have_____ one for another. Which work best fills this gab?

a. patience

b. love c. mercy

d. forgiveness

e. compassion

6. According to the textbook we need to be loyal

a. because most churches are filled with disloyal people

b. to enable the love of God to fill the church

c. so that there will be peace in the church

d. because it is the principal qualification for every minister

e. in order to reap our full reward.

7. What reward did Jesus promise the twelve disciples for their loyalty to him?

a. they would be successful in life

b. they would be free from the devil's attacks

c. they would enjoy the Kingdom of God here on earth

d. their names would be written on the foundations of the New Jerusalem

e. Their names would be written on the gates of the New Jerusalem.

8. A person in the 3rd stage of disloyalty

a. is usually offended and then becomes passive

b. does not involve himself in activities going on in church

c. becomes indifferent to activities going on in church

d. becomes unconcerned about activities going on in church

e. does not get involved in prayer meeting or any other smaller group activities.

9. Which of these statements are true?

a. The 2nd stage of disloyalty is the stage of passivity

b. The 3rd stage of disloyalty is the stage of offence

c. The 4th stage of disloyalty is the political stage

d. The 5th stage is the stage of deception

e. The 6th stage is the stage of open rebellion

10. II Samuel 13:22 says "And Absalom spoke unto his brother neither good nor bad…" for how many years did this situation go on.

a. 2 years

b. 3 years

c. 4 years

d. 5 years

e. 6 years

11. In the Bible which of these people exhibited clearly the critical stage of disloyalty

a. Amnon

b. Miriam

c. Joab

d. Aaron

e. Absalom

12. A person in the political stage of disloyalty

a. Tries to involve other people in his treacherous ideas.

b. Tries to gather a following by the things they say.

c. Tries to make people believe that he has identified a real problem that must be solved.

d. Like Absalom tries to steal the peoples' heart

e. All the above are true

13. Everybody is saying "so and so, many people are saying is so…" these phrases are best associated with a person in the

a. 2nd stage of disloyalty

b. 3rd stage of disloyalty

c. 4th stage of disloyalty

d. 5th stage of disloyalty

e. 6th stage of disloyalty

14. In the stage of deception

a. The disloyal person goes around telling people lies.

b. The disloyal person may be deceived to think hat he id more gifted than hs teacher.

c. The disloyal person goes around deceiving church members

d. The mother of all deception is when the disloyal person thinks he can even destroy his teacher or leaders

e. The disloyal person is deceived into thinking he is greater than he really is

15. The Scripture "for rebellion is as the sin of witchcraft" can be found in

a. I Sam. 5:23

b. I Sam 15:20

c. I Sam 15:23

d. Exodus 22:18

e. Exodus 2:18

16 The end of all rebels is the same. What is this end

a. rejection

b. disappointment

c. execution

d. failure

e. mercy

17. II Samuel 15:11 tells us that when Absalom rebelled a certain number of men out of Jerusalem followed him in their simplicity and knew not anything. How many were they?

a. 100 men

b. 150 men

c. 200 men

d. 250 men

e. 300 men

18. How many stages of disloyalty are there?

a. 2

b. 4

c. 6

d. 8

e. 10

19. Which of these statements are true?

a. Disloyalty is something that happens suddenly

b. Disloyalty is a process

c. It is important to know about and learn disloyalty to help you to identify and kill any such tendency within you.

d. It is important to learn and know about disloyalty to help you detect disloyalty in any person you work with.

e. All of the above

20. A person with an independent spirit

a. is someone who does what he wants to do, in spite of contrary instructions.

b. Is someone who obeys only certain instructions the one he thinks are really important.

c. Is evident in a leader who decides to fast on Wednesday when the whole church has decided to fast on Friday.

d. Is someone who does not allow the rules of the organization to control him

e. All of the above are true.

21. Which of these people had an independent spirit?

a. Goliath

b. Joab

c. Abner

d. Samuel

e. David

22.What events caused Absalom to be offended?

a. His father did not take him along for an important battle.

b. Amnon had raped his sister Tamar

c. David had punished Amnon too harshly

d. David was too lenient towards Amnon

e. David had left his mother and married Bathsheba.

23. After people are offended the next stage of disloyalty they enter is characterized by being

a. Independent

b. Critical

c. Passive

d. Complaining a lot

e. Uninvolved

24. The servant is not greater than his Lord; neither he that is sent greater than he that sent him. This Scripture can be found in

a. John :20

b. John 13:6

c. John 13:16

d. Luke 13:16

e. Mark 13:16

25. According to textbook which of these are the common phrases used by a disloyal person at the Political stage of disloyalty

a. I am being really frank with you

b. Everybody is saying "so and so"

c. A lot of people are saying "so and so"

d. I am not the only one saying "so and so"

e. Many people are saying 'so and so"

26. The last stage of disloyalty is the

a. Political stage

b. Critical stage

c. Passivity stage

d. Deception stage

e. Open rebellion

27. Joab showed that he had an independent spirit when

a. He killed Abner against the Kings' order

b. He refused to kill Abner even the King had ordered him to

c. He joined Absalom in making a coup against the King

d. He killed Adonijah with 3 darts

e. He threatened to name a city they had gone to war against if the King did not come.

28. What was the name of David's counselor who joined forces with Absalom later against David?

a. Abner

b. Joab

c. Ahitopel

d. Shemei

e. Benaiah

29. Who killed Adonijah when he was disloyal?

a. Ziba

b. Joab

c. Shemei

d. Benaiah

e. Jeroboam

30. Which of the people listed below did Adonijah's executor also kill?

a. Ziba

b. Joab

c. Shemei

d. Benaiah

e. Jeroboam

31. Who advised Absalom to go and take his fathers concubines and sleep with them?

a. Hushai

b. Joab

c. Ahitophel

d. Shemei

e. Benaiah

32. Which of these disloyal people died by hanging?

a. Absalom

b. Ahitophel

c. Shemei

d. Adonijah

e. Judas.

33. Which of these are useful keys to developing a culture of allegiance?

a. Blow the wind

b. Constant pruning

c. Passivity

d. Creating fire

e. Teaching against loyalty

34. Proverbs 25:23 says "the north wind drives away rain so doth an angry countenance a _____

a. murmurer

b. person who complains

c. double tongued person

d. backbiting tongue

e. person who is not faithful

35. The key of the North wind means

a. that shows by your face you are not interested in what is being said

b. to show a disagreeable attitude

c. by certain facial expressions you can neutralize a malicious persons report

d. to block your ears to any complaints

e. to pray for the Holy Spirit to blow its wind on anybody who complains to you.

36. Which of these statements are true?

a. No one should stay on in a church when he or she does not want to

b. If any of your staff members indicates a desire to resign, try as a good leader to get to he bottom of the issue so that he stays

c. If any indices his desire to resign, it is best for such a person not to stay but to leave

d. If some one who indicates that he wants to resign, changes his mind and decides to stay give the person a chance and allow him/her to stay

37. Which of these statements are true?

a. It is necessary to create conditions that expose disloyal elements - this refers to the key of creating fire

b. The fire of time is an example of something that exposes the true nature of people.

c. Difficult times and hardship also bring the true nature of people

d. Softening the path on which a person travels prevents them from being disloyal

e. Softening the path on which a person travels does not help to test their hearts.

38. Which of these statements are true?

a. No one is born with faithfulness and loyalty written all over them

b. Constant teaching on the subject of loyalty and disloyalty is very important

c. If you discover that the people working with you are unwilling and feel trapped make a way for such people to exit peacefully

d. Constant education on loyalty and disloyalty will prevent people from unknowingly involving themselves in traitorous activities.

e. It is better to assist and unwilling person who wants to leave to leave even if it means personally getting them another job.

39. The north wind as used in Proverbs 25:23 refers to

a. using rebelling words

b. reporting signs of disloyalty

c. showing an angry countenance

d. showing a disagreeable attitude

e. all of the above.

40. Which of these are true?

a. The 1st key to creating a cultural of allegiance is the key of creating fire.

b. The 2nd key to creating a culture of allegiance is the key of the North wind

c. The 3rd key to creating a culture of allegiance is the key of creating fire

d. The 4th key to crating a culture of allegiance is the key of working with willing people

e. The 5th key of creating a culture of allegiance is the key of teaching against disloyalty.

41. Loyalty demands analysis of

a. the past

b. the persons mistakes and shortcomings

c. the individual

d. the form of words you have heard e. the word of God

42. Jonathan was loyal to David. What lessons of Loyalty did Jonathan clearly follow.

a. Your loyalty must be to the Higher authority

b. A loyal person does not withhold information

c. Loyalty is based on principles and not emotions

d. Loyalty will cost you relationships and friendships

e. Loyalty may cost you physical things.

43. Paul said, "Follow my example, as I follow the example of Christ." This Scripture can be found in

a. I Cor. 11:1

b. I Cor. 1:11

c. II Cor. 11:1

d. II Cor. 1:11

e. II Cor. 2:11

44. In the Bible which of the people named below clearly exhibited the principle that, "A loyal person does not with hold information?"

a. Joab

b. Esther

c. Abner

d. Mordecai

e. Jonathan

45. The Bible says "Mark them which causes division and offences…and…."

a. Be not closely associated with them

b. Avoid them

c. Do not be party to them

d. This Scripture is found in Rom. 16:17

e. This Scripture is found in Rom 6:17

46. Hebrews 11:24,25 says the faith_____, when he was come to years, refused to be called the son of ….. choosing rather to suffer affliction with the people of God. This Scripture refers to

a. David

b. Jesus

c. Moses

d. Jonathan

e. Aaron

47. Which of these are signs of disloyalty?

a. A leader who is always late for members

b. A leader who is unduly quite, reserved and detached

c. A leader who has not been involved in practical ministry work

d. A leader who does not contribute to a joint effort, which is intended to bless and appreciate their pastor.

e. A leader who has not been tested by fire.

48. Which of the following are signs of disloyalty?

a. A person who readily accepts blame for problems

b. A leader who thinks too much money's being spent on the Head

c. A person who constant shifts the blame to other people

d. A leader who does not stay around to mingle and interact with other church members.

e. A person who poison you about others.

49. Other signs of disloyalty include

a. A person who is not faithful in another person's work

b. A leader who does not pay tithes and offerings

c. A leader who approves of someone who makes wrong

d. Leaders who do not attend certain meetings

e. A leader who had often been criticized.

50. Acts 15:38 says that" But Paul thought not good to take him (John Mark) with them, who ……" why did Paul not want to travel with John Mark

a. Because John Mark had some financial weakness

b. Because John Mark had once disappointed them when he John Mark was under pressure

c. Because John Mark had disappointed them when Paul and the others were in a time of crisis

d. Because John Mark was worldly

e. Because John Mark had some moral weakness

51. "For _____hath forsaken me, having loved the present world" - II Tim. 4: 10. Who is mentioned in this scripture for forsaking Paul?

a. Silas

b. Stephen

c. Peter

d. Demas

e. Philip

52. Before Absalom became disloyal we see him displaying certain signs of disloyalty which of these did he display?

a. A leader who has a Jezebel for a wife

b. Wounded leader who have never recovered from their hurts

c. A leader who prepared to attack his own father or senior in ministry

d. A leader who has moral weakness

e. A leader who thinks hat they can do what you are dong better than you can

53. Which of the signs of disloyalty did Judas exhibit?

a. A leader who has a moral weakness

b. A leader who has a financial weakness

c. A leader who is worldly

d. Leaders who do not attend certain meetings

e. A leader who thinks too much money is being spent on the Head.

54. The Scripture "He that sweareth to his own hurt, and changeth not" can be found

a. Psalm 5:4

b. Psalm 15:14

c. Psalm 15:4

d. Psalm 4:5

e. Pro. 15:14

55. In III John 9 John the apostle said but……who loveth to have preeminence _____ recieveth us not.

a. The name of the person mentioned in the scripture is Demas

b. The name of the person mentioned is Diotrephes

c. John the apostle was not able to minister effectively to the person because he was irritated and reactionary every time he corrected him

d. John the apostle_____ because he had a know it all attitude and probably did not take notes when John was preaching

e. John the apostle _____because her was an unknown factor.

56. "Out of the abundance of the heart the mouth speaketh". This means that a.

a tree is known by its fruit

b. this is found in Matthew 12:32

c. the heart betrays the mouth

d. disloyalty in the heart can be known from the words of the person

e. loyalty in the heart can be known from the words of that person.

57. "Some of us could be head pastors. It is just that we have decided to submit."

a. A loyal person is speaking

b. A disloyal person is speaking

c. The speaker sees himself above his head pastor

d. The speaker feels he is equal to his head

e. The speaker is deceived

58. "I would like you to pray with me about certain things that are going on at the office - the way I am being treated."

a. The speaker sincerely needs prayers from his hearers

b. The speaker is trying to spread dissent and mistrust

c. He is subtly getting others involved in his feeling of discontentment

d. The person speaking is at the political stage of disloyalty

e. The speaker is solving his "problem" improperly

59. "I think my senior pastor has deviated from the original vision and course, he doesn't read the Bible any more."

a. This comes from the lips of a loyal, concerned associate

b. This was a misrepresentation of the truth

c. This means the speaker is simply not prepared to flow anymore with the leaders vision and course

d. If this statement is true, the speaker should still be loyal

e. If this statement is true , the speaker should rebel openly

60. "Many people are saying… even the workers and elders are saying that…"

a. This statement shows the speaker is at the political stage of disloyalty

b. It implies that you have been talking to people about your leader in a negative way

c. If you are loyal, no one will say this to you

d. The purpose of this statement is to help the leader to know how people are feeling

e. All the above are true

61. "You are proud and difficult to work with. You are stubborn"

a. This speaker no longer admires or trusts his leader

b. They are words of a person at he critical stage of disloyalty

c. The speaker is likely to be misrepresenting his leaders' strength and firmness as stubbornness and pride

d. The speaker is himself proud and stubborn to say this to his head

e. The speaker is bold and very courageous.

62. "Pastor, there is a lot of fear in this church, but I want you to know that I don't fear you"

a. This person is speaking out of a spirit of defiance

b. He is actually saying " I will fight you if necessary

c. He is speaking out of godly boldness

d. His words betray a rebel in the making

e. What he is calling " a lot of fear" may be a lot of respect for rank and authority

63. A church member said to her pastor after church, "You remind me of my father. He is so full of himself". She means…

a. her pastor was very anointed

b. her pastor was proud and arrogant

c. she was admiring her pastor

d. she was demeaning her pastor

e. her heart is not full of commitment to the church or pastor, but is rather filled with venom

64. An associate pastor said about his head pastor, "When he is away the church grows and many more people attend the services".

a. He is really saying that, the presence of the head pastor is undesirable.

b. He means the congregation dislikes the contribution of the head pastor

c. He also means his own contribution is more appreciated than that of his head pastor

d. Such a person cannot be described as a loyal associate

e. The head pastor must be replaced with the associate so that the church will grow

65. "You don't have any idea what people are saying about you. You don't know what I've had to tell them." By saying this to his head pastor this pastor…

a. is showing how loyal he is

b. is saying the head pastors' support is waning with the church

c. is saying he has had to stabilize the feeling of discontent that are in the congregation

d. is informing you that you are unpopular e. is telling you that your are not as great as you think your are.

66. A good and loyal assistant

a. is not a receiver of untrue complaints

b. is a receiver of only true complaints

c. is not receiver of complaints

d. must not let his office be a center for discussions about the shortcomings of his senior pastor

e. all of the above are true

67. Giving a gift to someone

a. means you love the person

b. means you appreciate the person

c. means you respect the person

d. means you think the person is poor and needs it more

e. it also a way of sending a message of encouragement to someone who has been a blessing to you.

68. A loyal assistant must

a. make mention of only his senior pastor as a good example when preaching

b. not make mention of other ministers as good examples when he has not mentioned his own senior pastor

c. make mention of his senior pastor often, and in a favorable light

d. quote his head as often as possible

e. give the impression he genuinely admires his pastor even if he does not

69. Which of these statements are true, about a loyal assistant?

a. Genuinely admire your pastor and praise him often

b. If you do not admire your senior pastor, you should not be working with him in the first place.

c. You receive best from people you admire

d. Genuine admiration for your pastor is a secret to catching the anointing on his life

e. A loyal assistant admires the way his pastor preaches

70. The Scripture "he must increase, but I must decrease,"

a. was said by Jesus of his heavenly father

b. was said by John the Baptist of Jesus

c. can be found in John 3:30

d. teaches that a bad associate is one who gets worried at his pastors promotion

e. teaches us that a loyal assistant must be genuinely happy at the promotion of his senior pastor.

71. A loyal assistant must

a. Honour his pastor's wife

b. Minister and give gifts to his pastor's wife

c. Regard his association with his head as a learning experience

d. Acquire and soak in his pastor's tapes alone

e. Periodically organize pleasant surprises for his pastor

72. Which of these statements are true, a loyal assistant?

a. must be protective of his senior pastor

b. is not ignorant of the fact that his pastor is human

c. is not ignorant of the fact that his pastor is capable of making mistakes

d. must sometimes feed his pastor with lying praises or flatteries to encourage him when he is down

e. gives his head pastor wise counsel

73. It is the outdooring of the Choir Leader's baby and you the assistant arrived for it and realized the Head pastor had forgotten. If you are a good assistant you should

a. Say you're there on behalf of the head pastor

b. Say, I expected him to be here you know

c. Say, I really don't know why he is not here

d. Give a reason why your head pastor is not present

e. Say he is late as usual

74. A man's gift maketh room for him and bringeth him before great men. This Scripture is found in

a. Psa. 27:10

b. Prov. 7:10

c. Prov 18:10

d. Prov. 8:10

e. Prov. 6:18

75. When a general overseer of a church arrived at a branch church ,his rebellious pastor instructed the ushers not to allow him to enter. Which of these are true?

a. The ushers must obey their branch pastor

b. The ushers must ignore the branch pastor's command

c. The ushers must realize their loyalty is first to the branch pastor

d. The ushers must realize their loyalty is first to the overseer

e. The rest of the church should protest about the branch pastor's actions.

76. Your senior pastor is unable to attend a function, if you are disloyal these are some of the ways you will behave or things you would say

a. You would say" he told me he was too busy to attend"

b. Give a genuine excuse for him

c. "He had to go somewhere so he asked me to come for him"

d. You would say ,"I really don't know why he is not here"

e. You would say ,"I think some thing must have happened to him to hold him up"

77. When you as an assistant write notes during sermons it

a. shows that you are humble

b. encourages others to write notes

c. shows that you don't already know what is being taught

d. means that you are learning something

e. means what is being shared is blessing you

78. It is the Head Pastor's birthday and the associate gives him a new suit. What does this gift mean

a. That the Head Pastor's other coats are not nice

b. That he the associate loves the Head Pastor

c. That he the associate appreciates the Head Pastor

d. That he the associate is more blessed

e. That the Head Pastor needs the coat more than he the associate does

79. A disloyal associate

a. does not flow with the general mood of the congregation

b. openly disagrees with his head pastor

c. is like Ahab who listened to bad advice from his Jezreel

d. is not happy at the wealth and blessing of his senior pastor

e. eagerly looks for opportunities to sit in his heads' chair

80. A bad assistant

a. is one who cannot wait for opportunities to preach in the stead of his head

b. he looks forward to the time when the head is away so that he can pose as the leader

c. is more concerned about his own image rather than raising the image of his head pastor

d. is not happy about the differences between himself and his head

e. always feels that things should be done in a different way

81. A project that the church is working on fails and the assistant pastor says. " I knew all along that this would not work".

a. The assistant pastor is just being frank

b. The assistant is right in expressing his misgivings

c. The assistant is showing a sign of disloyalty

d. The assistant is glad that the project went wrong

e. Such an ssistant must be displaced and replaced

82. Where the head pastor is away a group of ministers visit the church. The assistant does certain things, which show that he is a bad assistant. Which of these statements show that he is a bad assistant?

a. He asked the head of the group of ministers to sit in the head pastor's seat

b. The assistant sits in the head pastor's chair

c. The head pastor's office is opened to entertain the guest without his knowledge

d. The head pastor's chair is left with no one sitting on it

e. The assistant continues using the head pastor's office even after the guests have gone.

83. A loyal associate is someone who

a. Notices the good attributes of external ministers but never speaks positively about his own head pastor

b. Listens to and learns from the tapes of external ministers but not that of his own head

c. Always feels that things should be done in a different way

d. Habitually receives complaints about his head pastor

e. Will not create the environment for people to say negative things about my head.

84. Which of the following actions of an associate makes him out to be disloyal when his head is preaching

a. Not clapping when others are

b. Shouting "Amen" in agreement to the message

c. Not smiling or laughing when the rest of the congregation are doing so

d. Singing and lifting up his hands during worship

e. None of the above

85. "If Jesus had a Judas, you will too".

a. Your leadership style can change this statement

b. Your leadership principles can cancel this statement

c. It means every church is very likely to have a Judas

d. It means that no matter what you do, you will have to experience betrayal because your master did

e. You must be greater than Jesus not to have a Judas in your church.

86. A Judas develops usually from

a. Among your enemies

b. Your trusted friends and leaders

c. Those who don't eat, drink and fellowship with you

d. A very familiar friend or person

e. Those above you in ministry

87. The following circumstances can make a Judas out of you.

a. Being the odd person among a team

b. Being disappointed at your training and appointment

c. Being disappointed with the conditions of service offered you

d. Not being happy about the elevation of your head

e. All the above

88. Judas betrayed Christ because

a. Familiarity had crept in as he engaged in so many day to day activities with his master

b. He had seen Jesus weeping before

c. He must have seen Jesus eating when he was hungry

d. He no longer saw Jesus as God but man

e. He wanted to get rich quickly

89. Match the following quotations with the Scriptures below

a. It must needs be that offences come… - John 12:5

b. "My own familiar friend in whom I trusted which did eat my bread, hath lifted up his heal against me" - Acts 20 : 29

c. after my departure shall grievous wolves enter - Matthew 18:17

d. ….but the Son of man hath not where to lay his head -Luke 9:58

e. And Judas went unto the chief priests, to betray him unto them … they were glad, and promised to give him money…_Mark 14: 10,11

90. Which of these statement are true

a. Judas was initially a trustworthy person

b. Judas was the treasurer who kept money among the twelve

c. A good leader must not have a Judas in his ministry

d. It is surprising for a close trusted friend to betray you in ministry

e. If Jesus had prayed a little more before selecting the disciples, Judas would not have been included

91. Judas

a. was from Galilee

b. was from Kerioth

c. was from Samaria

d. and Thomas were both from Kerioth

e. probably felt he was the odd one out of the twelve

92. From Scripture, Judas played these roles as a disciple

a. An usher

b. A waiter

c. An errand boy

d. A worship leader

e. A treasurer

93. Judas probably betrayed Jesus because

a. He was the odd one out of the twelve

b. He felt Jesus alone received special treatment

c. He wanted to get rich quickly

d. He had become too familiar with Christ and took him for granted

e. Jesus had disgraced him and accused him openly of being a thief.

94. Godly resignation may be biblically necessary

a. When it comes as an explicit instruction from the Lord

b. When the visioner is too firm and strong

c. When there is a major doctrinal deviation in the ministry

d. When there is significant and chronic moral deviation

e. When you feel you are better than your head.

95. Resignation in the church setting usually occurs in the midst of

a. a cordial atmosphere

b. misunderstandings

c. conflicts

d. accusations

e. unhealed wounds

96. Standards of behaviour expected of one before, during and after resignation include

a. To give ample notice of your intentions to leave

b. Your resignation must never be a surprise move

c. Do not try to influence other ministers to leave with you

d. Win the hearts of your admirers only to leave with you

e. Expose all the wrongdoings of the former church and leader after your departure

97. Seemeth it a small thing unto you to have eaten up the good pleasure, but ye must tread down with your feet the residue of your pastures? and to have drunk of the deep waters, but ye must foul the residue with your feet?

a. This is quoted from Ezekiel 18:34

b. This is quoted from Ezekiel 34:18

c. This scripture is saying "do not muddy the waters you have drunk from" after leaving the ministry

d. You "muddy" the waters by saying evil things about the church you just left.

e. Muddying the waters prevents others from being trained and blessed by the same ministry which blessed you

98. If you intend to set up a church after your departure

a. You must not declare your intentions to the senior minister

b. You must not discourage others from following you

c. Do not set up a church anywhere within a 10 mile radius from where you used to be

d. The name of your new church may resemble that of your old church

e. A notice of 3 months to your senior minister is ample notification of your intention to resign

99. Which of these people left where they were in a wrong way?

a. The Israelites from Egypt

b. Jacob from Laban c. Moses from Jethro

d. David leaving Saul's court

e. Abraham leaving Lot

100. Which of these steps show true godly repentance rather than a forced admission of wrongdoing?

a. Admit to yourself and God that you have been a rebel

b. Explain and justify to God why you rebelled

c. Go to the church from which you rebelled and pray for forgiveness

d. Ask God for his understanding and blessing

e. Confess to any other parties that were involved during the time of your rebellion

101. Which of these followers of Jesus deserted him at the cross?

a. Peter and James

b. John the Beloved and Mary Magdalene

c. All the apostles except John

d. Judas, Peter, James, Mathew and Philip

e. Only Judas

102. Which of the following statements about rebels are true?

a. Not every traitor is deeply rebellious

b. Some rebels are innocent while some are not innocent

c. Judas repented because he admitted his wrong and returned the money of betrayal

d. Admission of sins is not the same as repentance

e. There is no way you can leave a church without becoming a rebel.

103. In Isaiah 3:1 the lord of hosts promised to take away the following

a. Jerusalem and Judah

b. All leaders

c. The whole stay of bread

d. The whole stay of water

e. The mighty man of war

104. According to Isaiah 3:5 when the leaders are taken away

a. The people shall rebel

b. The people shall be oppressed

c. The people will not be oppressed anymore

d. The child shall behalve himself proudly

e. All the above

105. By taking away all kinds of leaders, God was punishing Israel with the principle that …

a. No leader, no progress

b. No leader, no deliverance

c. No leader, no development

d. No leader, no development

e. All the above

106. The lack of good and strong leadership in a church results in

a. Church scandals

b. Almost every bad situation in the church

c. A lack of anointing

d. All the above

e. None of the above

107. In Isaiah 3:1-7, the following groups of people are mentioned as leaders who would be taken away from Jerusalem and Judah.

a. The ancient

b. The princes

c. The prophetess

d. The fathers

e. The counselor

108. Other leaders who were going to be taken away in Isaiah 3:1-7 were

a. The judge

b. The eloquent orator

c. The captain of the hundred

d. The man of war

e. The spearman

109. Isaiah 3:12 says …… "As for my people, children are their …… Fill in the gap

a. Rulers

b. Captains

c. Oppressors

d. Princes

e. Counselor

110. The lack of leadership in the Church would leads to

a. a lack of development in the ministry

b. poverty among the people and the church

c. lack of teaching

d. lack of knowledge

e. the proliferation of sin

111. The principal reason for the poor state of affairs in most parts of Africa is that

a. There is a curse on the black man

b. There is a lack of democratic values

c. The African continent is cursed

d. There is a lack of good leaders

e. All the above

112. In a national where there is no good leadership you will notice

a. The rise of many false prophets

b. The rise of many rebels

c. The rise of many mushroom churches

d. The rise of pirates

e. All the above

113. Many people do not know that they are leaders because

a. No none has told them so

b. They think few people are born to lead

c. They think that many are called but few chosen

d. They do not understand that "many" means they

e. They do not know that God's call is for leaders

114. The many evils of leadership which people fear to fall into include the facts that

a. Leaders are often accused of being ambitious

b. They are accused of having bad motives

c. They have many enemies

d. They are admired by the opposite sex

e. Leaders have an opportunity to become rich

115. The Scripture "for many are called but few are chosen" can be found in

a. Matt 2:14

b. Matt 22:14

c. Matt 22:4

d. Mark 2:4

e. Mark 22:14

116. There are few leaders because,

a. People think sheep want to be independent and not to be led.

b. People do not know that they have leadership ability

c. They do not care about others

d. God wants to use perfect people and there are not many of such people

e. They do not want to be criticized, disgraced and hurt

117. Some of the evils of leadership include

a. People accuse you of being ambitious

b. People accuse you of having bad motives

c. You lose your privacy

d. You become prosperous

e. You will have more enemies because people may get hurt

118. The scripture "whosoever doth not bear his cross and come after me cannot be my disciple" can be found in

a. Lk 14:27

b. Lk 4:7

c. Lk 1:27

d. Lk 4:2

e. Lk 4:17

119. Heb 12:2,3 says "Looking unto Jesus the a and the b of our faith; who for the c that was set before him endured the d , despising the shame and is set down at the right hand of the throne of God. For consider him that endured such contradiction of sinners against himself, lest ye be wearied and e in your minds.

a. finisher

b. author

c. crown

d. shame

e. faint

120. Following are reasons why many stay away from leadership

a. They think that they are not good enough

b. They think they are not morally up to the standard

c. They think they can not pray enough

d. They think they have no leadership qualities

e. They fear people's reactopms

121. True or false

a. God works with perfect people

b. God does not work with imperfect people

c. God works with unwilling people

d. God does not work with perfect people

e. You do not have to be perfect to become a leader.

122. True or False

a. Yielding to the call of Jesus Christ makes you an automatic leader

b. There are good and bad ministers or leaders

c. To be effective in ministry, you must read and study leadership

d. To be an effective minister you must study only the bible

e. Becoming a leader will cost you your valued private life

123. The following experiences of leaders must discourage people from becoming leadership

a. Many leaders have ended up in disgrace

b. Many leaders have been terribly hurt

c. Many leaders have been crucified by the people they let

d. Sometimes, leaders are rewarded with evil after many years of service

e. Sometimes pastors are rejected over issues like cars and house

124. When you study the fate of leaders around us

a. It is proper that people shun leadership roles

b. It is understandable that people shun leadership roles

c. It is wise that people shun leadership roles

d. It is still worthwhile that people take up leadership role

e. It is foolish that people still take up leadership roles

125. The following statements about secular and church leadership are true

a. Secular leaders work for human rewards like money and fame

b. When you work for Jesus you receive an everlasting reward

c. The challenges of church and secular leadership are very similar

d. The accusations against church and secular leadership are different

e. The accusations against church and secular leadership are similar.

126. "For the Lord seeth not as man seeth; for man looketh on the outward appearance, but the Lord looketh on the heart" This scripture can be found in

a. 1 Sam 6:7

b. 1 Sam 16:7

c. 1 Sam 6:17

d. 2 Sam 6:7

e. 2 Sam 16:7

127. Which of these statements are true?

a. God works mainly with perfect people

b. God works with willing people

c. If Jesus was looking for perfection then none of the disciples would have qualified for leadership positions

d. You do not have to be perfect to become a leader

e. God expects the highest standards of character and morality and yet God still works with unperfect people

128. Which of these statements are true?

a. 1Tim 3:1 says "If any man desire the office of a Bishop ……

b. A desire to lead is a symptom of a leader within.

c. A desire to help other people is a symptom that God has given you the gift of leadership

d. A desire to serve others with the good things you have is a great sign of leadership

e. A true leader wants his followers to be better than himself

129. "Verily, verily, I say unto you, he that believeth on me, the works that I do shall he do also; and greater works than these shall he do ……." This Scripture can be found in

a. Jn 4:12

b. Jn 14:12

c. Jn 4:2

d. Jn 4:10

e. Jn 10:2

130. 1 Peter 5:1-3 mentions some qualifications that a leader must have. The qualities mentioned include

a. He must be willing to take up the position

b. It must be for filthy lucre

c. He must be really trained

d. He must not be a new believer

e. He must be of a ready mind

131. The names of a leader as studied in your leadership course include

a. A chairman

b. A planner

c. A secretary

d. A captain

e. An owner

132. Other names of a leader are

a. A manager

b. A Chief Executive Officer

c. An Officer

d. An organizer

e. A historian

133. Which of these statements are true of a leader as a head? He

a. Occupies the upper part of the group

b. Is the most vital part of the group

c. Must be well protected

d. Must be a servant to his people

e. Must be the chairperson at all functions

134. Which of the names below for a leader best describes his role as someone who must have authority and be a good administrator?

a. A director

b. A president

c. A prime minister

d. An officer

e. A manager

135. God is an organizer ……. Which of these statements are true.

a. The first thing that God did was to organize the universe into orderly compartments

b. God separated the land from the water

c. God separated the waters below from the waters above

d. God clearly defined the greater lights and the lesser lights

e. God is waiting for you to organize your life so that you can receive his best for your life.

READ THE STORY BELOW AND ANSWER THE QUESTIONS THAT FOLLOW:

Pastor Okine had just been sent to Ejura to start a church. He has done some crusades and has been able to get twenty people to start the church with, and they have been meeting in a classroom nearby. Pastor Okine is actively involved in setting up a choir; He leads the prayer warriors to pray on Friday and is also involved in the New Believers School.

Unfortunately, shortly after starting the church, thieves broke into their premises and took away their keyboard and drum set and as a result, attendance had fallen.

A teacher of the secondary school who was an alcoholic and was having serious marital problems is now happily settled in his marriage and is actively involved in the choir.

136. Which of the qualities of leadership do you see Pastor Okine displaying?

a. to lead is to be able to get people to follow you somewhere

b. to lead is to be able to get people to follow you anywhere

c. to lead is to be able to make people become better Human beings

d. to lead is to be able to rally people around you

e. to lead is to be a one step ahead

137. Which of the qualities of leadership do you NOT see Pastor Okine displaying?

a. to lead is to be able to get people to follow you somehow

b. to lead is to be able to get people to follow you anywhere

c. to lead is to be able to make become better Human Beings

d. to lead is to be able to rally on people around you

e. to lead is to be a one step ahead.

138. To lead is to be able to get people to believe in you personally. In Jn 1:47-49 what is the name of the man who expressed this personal belief in Jesus.

a. Joseph of Arimaethia

b. Peter

c. Batholomew

d. Nathaniel

e. Andrew

139. Which of these statements are true?

a. A good leader changes his followers

b. As a leader you must see yourself working on the character of the people you lead.

c. By the time Jesus had led his disciples for 3 years, their lives were completely transformed

d. To lead is to work on people until they become better human beings

e. In Acts 4:13 it was said of Peter and John that they took knowledge of them that they had been with Jesus

140. To lead is to be a step ahead. Jesus was a step ahead

a. In prayer

b. In preaching

c. Mainly in public than in private

d. Mainly in private than in public

e. In sacrificing

141. The works that I do shall ye do also and greater works than these shall ye do because I go unto the …… .What word best fills the space.

a. cross

b. the grave

c. heavens

d. the Father

e. the Kingdom of God

142. "Keep thy heart with all diligence; for out of it are the issues of life" This scripture can be found in

a. Ps 4:23

b. Prov 3:24

c. Prov 4:23

d. Ps 14:3

e. Prov 3:23

143. Which of these statements are true?

a. A good leader is one who leads the people to do the easy and nice things only

b. To lead is to be able to get people to do things they don't like doing

c. Many of the things that will take you forward in life are hard and difficult to do

d. Persuading people to change their mind is a basic art of leadership

e. When somebody has an opinion about something and you are unable to change that opinion, then you are not a leader.

144. Which of these statements are true?

a. the best way to get people to do hard and difficult things is by mainly preaching and teaching on it .

b. the best way to get people to do hard and difficult things is by doing it yourself with them.

c. a true leader makes his people do the hard and difficult things because it will make them believe in him that he is a strong leader.

d. a true leader makes his people do the hard and difficult things because it will be for the benefit of the people themselves.

e. There are 2 groups of things to do in life: - The nice and easy things and the hard and difficult things.

145. To lead is to be able to make people obey instructions. As a leader, which of the following steps will help you achieve this

a. Make people see that your instructions are for their own good

b. Do not give unreasonable instructions

c. Let people see that when you break the rules you will be punished

d. Be fair when you deal with people who have broken the law

e. Let people see you the leader also obeying the instructions

146. True or False

a. A true leader has willing followers

b. A good leader is surrounded by people who are glad to carry out his wishes

c. When your followers have a feeling of selfworth and genuine respect, then you have gone a long way in making your followers willing

d. In 2 Sam 23:15 David said he longed to drink water from the well of Jerusalem and 3 of his mighty men risked their lives and got him this water willingly

e. In 2 Sam 23:15 David said he longed to drink water from the well of Bethlehem and 5 of his mighty men risked their lives and got him this water willingly

147. To lead is to be able to send people to their own Peril

a. Paul was someone who was sent to his own Peril

b. Peter was someone who was sent to his own Peril

c. The key that made Peter willing to die , in John 21:18, 19 was the fact that Jesus himself had set an example

d. When a leader leads the way personally, his words become more powerful

e. All the above are true

148. True or False

a. The key to making people obedient when they are out of your sight is loyalty

b. The key to making people obedient is discipline

c. Making people obey you when they are out of your sight is a key that enables you to lead many people

d. Your followers must understand that their promotion will come through you, and that will help them obey you even when they are out of your sight.

e. If your followers can get the understanding that it is God they are dealing with then ,they will obey you even when they are out of your sight

149. 1 Tim 5:1,2 says, "Rebuke not an elder, but intreat him as a a , and the younger men as b , the elder women as c , the young as sisters with all d .

a. Parent

b. Brethren

c. Aunties

d. Purity

e. All the above are true

150. One of the keys to having senior people amongst you is

a. to make a lot of them elders and deacons

b. show them respect

c. to give them extra privileges

d. provide food and clothing for them regularly

e. to treat them in the same way as you will treat the young people. This will make them feel they are part of the body

151. True or False

a. You cannot motivate people if you yourself are not motivated

b. A leader is someone who inspires the people around him

c. You cannot affect the emotions of anyone unless you yourself are emotional about what you are doing

d. The key to having motivated people is giving them a "hope for the future"

e. When people do not trust you they will not follow you.

152. True or False

a. It is enough for your followers to have hope for the future only

b. It is better as a leader for your followers not be hopeful only for the future but also to be content and satisfied now

c. Jesus himself gave his disciples a hope for the future alone and that was for them to receive eternal life.

d. Jesus himself gave his disciples a hope for both the future and now

e. Jesus promised his disciples houses, prosperity and eternal life - all for the future.

153. Leadership is making a way

a. where there is already a path

b. where there is no way

c. where others have already trodden

d. through the easy and accessible ways

e. through the hard and slippery pathways

154. True or False

a. Failure to take a decision is the failure to lead

b. Abram separated himself from Lot because the land available was too small for both of them

c. Abram separated himself from Lot because it was difficult to distinguish Abram's sheep from Lot's sheep

d. Abram separated himself from Lot because their herdsmen were quarrelling

e. After Abram separated himself from Lot, God blessed and gave him specifications for the land.

155. Matt. 5:29-30 says if thy _____ eye offend then _____ it out and cast it from thee, for it is _____ for thee that one of thy members should _____, and not that that whole body should be cast in to _____.

a. Left

b. pluck

c. blessing

d. perish

e. hell

156. A Pastor X who lived in Sunyani had fallen into immorality a number of times, was advised by a pastor friend to relocate to a different town all together. What would you advise Pastor X to do.

a. It is not easy to start afresh and get established so you would advice Pastor X to depend on the grace of God to still be successful in Sunyani

b. Pastor X is very anointed so he must just have faith that his congregation would forgive him

c. The people will no longer accept Pastor X so it will be better for him to relocate.

d. God is a God of second chance so Pastor X should just stay on in Sunyani

e. God may forgive him but human beings will not easily forgive him and give him another chance and so you would advise him to move.

157. James 3:17 says "that the wisdom that is from above is without …… and without …… words. Which words best fill the gaps.

a. Offence and partiality

b. Partiality and offence

c. Partiality and hypocrisy

d. Offence and hypocrisy

e. Partiality and principle.

158. Leadership is the art of investing yourself. A leader can do this by

a. studying the Bible

b. reading books

c. listening to tapes

d. attending Seminars and Conferences

e. Listening to the news

159. "…….. but he that soweth to the Spirit shall of the Spirit reap". This scripture is found in

a. Gal 6:8

b. Eph 6:8

c. Phil 6:8

d. Colossians 6:8

e. Romans 6:8

160. True or False

a. Leadership is the art of analyzing problems

b. A leader can become ineffective if his heart and mind are not constantly on his assignment

c. King Solomon analyzed the problem of poverty and came to the conclusion that the primary cause of poverty was a curse in generation

d. Leadership is the art of making a lot of people dependent on you

e. The better you are as a leader the less you are even needed to make your organization work.

161. 2 Tim 2:2 - Paul said to Timothy, "! the things that thou hast heard of me among many witnesses, the same commit thou to …….. Men, who shall be able to teach others also." What word best fills in the gap.

a. anointed

b. capable

c. willing

d. faithful

e. trustworthy

162. From 2 Cor 11:23-27 we learn the principle that leadership is the ability to withstand pressure. Paul was someone who went through a lot of pressure, crises and problems. He says of himself in these Scriptures that.

a. 6 times received I forty stripes

b. 5 times received I forty stripes

c. thrice was I beaten with a rod

d. once I was stoned

e. thrice I suffered shipwreck

163. In 1 Sam 30, what were the names of the two wives of David who were captured when he went to war?

a. Bathsheba

b. Ahinoam

c. Carmelial

d. Abigail

e. Abishai

164. True or False

a. A leader cannot encourage his followers until he has learnt to encourage himself

b. A leader can encourage himself by speaking scriptures to himself

c. A leader can encourage himself by listen to appropriate tapes which encourage him

d. A leader can encourage himself by playing the right music

e. To encourage yourself be constantly aware that the greater one is in you

165. True or False

a. A leader must be a constant learner

b. In order to stay ahead, the leader must receive new information

c. A pastor's authority to lead often lies in his ability to feed the sheep

d. A pastor's authority to lead often lies in his ability to visit and pray for the sheep

e. You can learn something new even as you listen to people speak

166. These are all sources of learning great truths

a. A child

b. The bible

c. Your experiences

d. Everyone you meet each day

e. All the above are true

167. Proverbs 24:3,4 say through _____is an house builded:and by _____ a home it is established: and by _____shall the chambers be filled with all _____and _____ riches. What are the right words that fill these spaces?

a. knowledge

b. understanding

c. wisdom

d. precious

e. golden

168. Who said thus "The God of heaven, he will prosper us; therefore we his servant will arise and build?"

a. Isaiah

b. Nehemiah

c. Ezekiel

d. Nahum

e. Hosea

169. True or False

a. Leadership is often expressed through building and creating new things

b. A good leader leaves something behind

c. Weak leaders do not build anything

d. It takes wealth and riches mainly to build a house

e. All of the above are true

170. "Redeeming the time, because the days are evil." This Scripture can be found in

a. Eph 5:6

b. Eph 3:16

c. Eph 5:16

d. Eph 4:6

e. Eph 4:16

171. To develop the art of using your time wisely,

a. Discover what you are suppose to do and stick to it

b. Stay in your calling

c. It helps to branch into other callings and other peoples territory

d. Socialise a maximum of 6 hours a week

e. If you have a calling to be a pastor, pastor 6 hours a day then teach and be a prophet for at most 3 hours a day.

172. Now the children of …….. and the children of ……. had a very great multitude of cattle and when they saw the land of Jazer and the land of Gilead, that, behold, was a place for cattle……. wherefore - What were the names of the 2 tribes who wanted to be separated from the rest of Israel when they saw the rich land before the Jordan?

a. Manasseh

b. Rueben

c. Gad

d. Benjamin

e. Levi

173. Which of the following leadership principles can be seen in King Solomon's life?

a. Leadership is the Art of analyzing problems

b. Leadership is the ability to withstand pressure

c. A leader is someone who can build a house

d. Leadership is the art of handling delicate situations successfully

e. Leadership is the art of putting principles above friendships or relationships

174. Hebrews 12:14 says

a. Brethren let us love one another for love is of God

b. Follow peace with all men

c. Let the peace of God rule in your heart

d. Redeeming the time, because the days are evil

e. Behold what manner of love the Father hath bestowed upon us.

175. What can a leader do to be at peace with others?

a. Try to change those who are willing to change

b. Do not be disturbed with other peoples' success

c. Accept people as they are

d. Do not constantly threaten them

e. Do not fight people because they have something you do not have.

176. True or False

a. A leader is someone who doesn't make foolish statements in public

b. By your words you are snared and your words you will be judged

c. The statement in "b" can be found in Prov. 6:2

d. Learn the art of speaking well in public or say nothing

e. If you don't know what to say or how to say it, then say nothing at all.

177. True or False

a. A real leader does not engage in battles he cannot win

b. Failures breeds failure

c. Success breeds success

d. A real leader knows which case should be sent to court

e. Some building projects are a failure before they start because the cost has not been counted.

178. Many organizations train their leaders by taking them to every department in the organization

a. because they don't want them to specialize in any department

b. because they want them to know a little about everything that goes on

c. because knowing a little about everything that goes on makes you a better leader

d. because even as a leader in a particular field, decisions have to be taken involving other areas outside your field

e. a Pastor does not need to know a little about computers, electronics, accounting, law, medicine, etc. to make him a good leader

179. A leader is some body who is able to subject himself to strict discipline in the following areas.

a. In prayers

b. In fasting

c. In reading the Bible

d. In every area of life

e. Only in areas affecting your field

180. Leadership is the art of having several good habits. Which of these statements are true?

a. A habit is something you think very hard about before you do it

b. Good habits make you do the right things without even intending to do them

c. Jesus also had the habit of going to a particular garden for retreats

d. Jesus' good habits included going to church on Sabbath days

e. Not every habit we have is good

181. Which of these habits should you develop to enhance your leadership skill?

a. A regular reading habit

b. Regularly listening to tapes

c. Regularly attending Church programmes

d. Regularly paying your tithes

e. Regularly waking up late to pray

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

a. because Jesus was moved with compassion

b. because Jesus was thinking about getting people's admiration and praise

c. because Jesus was thinking of helping them

d. this scripture is quoted from Matt 9:35

e. because a leader must be someone who genuinely wants to help people.

183. Which of these statements about the need for a vision in leadership is true?

a. where there is no vision the people perish

b. the vision a man has makes him a leader

c. your vision is what drives you and propels you

d. you do not make your vision

e. it is your vision that makes you.

184. A leader is a prudent man

a. This means a leader is someone who sees ahead

b. This means a leader concerns himself with what is only important today and leaves tomorrow to God

c. This means he creates tomorrow's needs today even if it appears as if it is not necessary today

d. This means he does not care about the evil which tomorrow may bring, so that he can concentrate on today's needs.

e. This means a leader is someone who works with the future in mind.

185. "A prudent man foreseeth the evil, and hideth himself; but the simple pass on and are punished"

a. This Scripture is quoted from Ps 22:3

b. This is quoted from Prov 3:22

c. A prudent man hideth himself" by staying indoors until it is safe

d. A prudent man "hideth himself" by preparing and acting to avoid future problems which do not exist now

e. Foreseeth the evil" means he alone can see it ahead

186. Which of these scriptures from the passage in Eccl. 8:16-17 shows that a leader is a deep thinker?

a. When I applied mine heart to know wisdom

b. And to see the business that is done upon earth

c. For there is that neither day nor night seeth sleep with his eyes

d. Then I beheld all the work of God

e. …… though a wise man think to know it yet shall he not been able to find it.

187. Do you consider yourself a leader? If so then it is time for you to start

a. Contemplating

b. Intellectualizing

c. Discriminating

d. Reasoning and analyzing

e. Worrying

188. The thing that hath been, it is that which shall be; and that which is done is that which shall be done: and there is no new thing under the sun. Is there any thing whereof it may be said, see this is new? It hath been already of old time, which was before us.

a. This Scripture implies that a good leader should not bother about the past since it will repeat itself

b. This means that a good leader must concern himself with the past and learn from history

c. We must learn from history because history repeats itself

d. It means that learning from history will help us avoid mistakes that our predecessors made e. It implies that learning about the future is more important than the past

189. A leader is someone who is observant

a. This means a leader must notice what others do not notice.

b. This means a leader must "keep his eyes wide open" at all times to what is going on around him

c. This means a leader must spy on all his colleagues all the time

d. This implies that a leader must read 'signs' from the actions, words, and events around him and understand their implications

e. All the above applies

190. "And moreover, because the preacher was wise he still taught the people knowledge; yea, he gave good heed and sought out and set in order many proverbs" (Eccl 12:9).

a. This shows that Solomon was a leader who "sought out and set in order" many proverbs.

b. Sought out means he 'searched' for proverbs

c. Set in order means he created his own proverbs

d. He gave good heed "means he also learnt, listened to others attentively

e. All this shows that a wise leader must not use other peoples' proverbs but develop his own.

191. A proverb is

a. A dark saying

b. A saying without meaning

c. A wise saying

d. A saying with a deep meaning

e. A saying everyone can understand.

192. A leader is someone who takes his place. This implies that;

a. A leader must be a humble person but also confident

b. Leadership is not only sacrifices and responsibilities but you should also enjoy its privileges and blessings

c. When it comes to taking your privileges and you don't take them you will be considered a fool

d. You should fight for your privileges at all cost

e. You should not allow those under you to rise through the ranks.

193. Woe to thee, O land, when thy King is a child and thy princes eat in the morning! Blessed art thou, O land, hen thy King is the son of nobles and thy princes eat in due season, for strength, and not for drunkenness". Eccl 10,16-17 This means that

a. A leader is someone who does not eat in the morning

b. A leader should take his privileges at the right time

c. A leader should not take his privileges for the wrong reasons

d. Privileges become blessings only when they come at the right time

e. Princes who eat in the morning are leaders who "kill the hen that will lay the golden eggs later"

194. A leader is someone who goes the extra mile. This means that;

a. The leader makes a little more sacrifice for his followers

b. The leader does what he is required to do very well for his followers

c. It means doing all that you are asked to do

d. The leader does even what he is not required to do for his followers

e. The leader does what he has not been asked to do

195. A leader is someone who does the hard and difficult rather than the nice and easy. This is because ...

a. Tackling the hard and difficult things will advance you greatly in life.

b. Tackling the hard and difficult things require no effort

c. The nice and easy things should not be tackled at all

d. The hard and difficult things are the most important

e. Constantly doing the things that are nice and easy will not make you a true Soldier of Christ

196. A leader is someone who is always learning new things. This means a true leader

a. is always doing new courses at the universities, Bible schools, etc.

b. is always learning from the things around him

c. is always learning from the people he sees every day

d. learns from rivals and competitors e. does not consider himself to know everything yet

197. A leader is someone who controls his lower instincts. This implies that, to be a true leader

a. you must first be able to control all the lower people under you

b. you must first control yourself before you try to control others

c. you must learn to control the natural desire for sex

d. you must learn to control your stomach

e. you must "keep your body under control and bring it into subjection"

198. Leadership is being able to taking charge .To take charge as a leader

a. simply take charge

b. just rise up and speak confidently

c. just do what you think is best and God will be with you

d. delegate your authority to people who can do better than you

e. force everyone to do as you wish

199. A leader is someone who takes responsibility and gives account. This means that

a. A true leader must realize that he will give account of his/her leadership responsibilities

b. Leadership is a great responsibility

c. How we carry our leadership responsibilities matter

d. We must have a good accounting knowledge to be true leaders

e. The giving of account must make us more responsible leaders

200. Leadership is being able to know your strengths and flow in them. This implies that

a. A leader can be a "Jack of all trades" and master of all

b. A leader can be a "Jack of all trades" and master of none

c. A leader can be a "Jack of all trades" and master of some

d. A leader must find his "calling" and stand in it

e. All the above are true.

201. They shall run like mighty men; they shall climb the wall like men of war; and they shall march everyone on his ways, and they shall not break their ranks.

a. This is found in Joel 2:7

b. This means a leader is someone who understands the principle of ranking

c. This means your designated area of operation is your rank

d. This means you cannot rise above your current level of ranking

e. This means your present ranking is very important.

202. True or False

a. A leader is someone who has a conviction

b. Apostle Paul was not a man of conviction but a man of anointing

c. Nobody takes any notice of a leader without a conviction

d. Be prepared to give up anything so that you can fulfill your conviction

e. A man of conviction is prepared to sacrifice many things for his conviction.

203. The Scripture "I have fought a good fight, I have furnished my course, I have kept the faith" can be found in

a. 2 Tim 4:7

b. 1 Tim 4:17

c. 1 Tim 4:7

d. 2 Tim 4:17

e. 1 Tim 7:4

204. True or False

a. Even if you are not called to the office of a teacher, you must learn to teach

b. People relate with you on the basis of your words

c. A businessman needs to study the art of teaching, to enable him to teach his subordinates to understand what they are trying to achieve

d. A bishop must be apt to teach

e. All of the above statements are true

205. “You shall know the truth, and the truth shall set you free." This Scripture can be found in

a. Jn 2:32

b. Jn 4:32

c. Jn 6:32

d. Jn 8:32

e. Jn 10:32

206. A leader is someone who is able to tell the truth.

a. The truth will tell you where you are

b. The truth will not tell you where you are not

c. The truth will tell you where to go

d. There are many Pastors who need to start telling the truth about the size of their congregation

e. The very nature of leadership is the truth

207. A leader is someone who can raise money. Which of these principles below will help you be such a leader?

a. The key to your ability to raise funds is integrity

b. The key to your ability to raise funds is not to embark on projects which will not be completed

c. The key to you ability to raise funds is not to raise money for the wrong projects.

d. The key to your ability to raise funds is to do regular fund raising even when there is no project at hand. Such monies can then be kept for future projects

e. The key to successful fund raising is not to raise funds too often".

208. Which of these Bible people had great boldness to raise finances and riches for God?

a. Moses

b. Elisha

c. Elijah

d. David

e. Nehemiah

209. The 80-20 Rule about raising funds teaches us the following

a. The key to successful fundraising is to raise funds from the general congregation

b. The key to a successful fundraising is to raise funds from individuals

c. 80% of the income comes from 20% of the people d. 20% of the income comes from 80% of the people

e. in a church there are usually a few people who can give a lot

210. True or False

a. Leadership is having control over your domestic life

b. A leader is someone who is ready for a long fight

c. A leader is someone whose battles must be fought and sorted out so that he can continue in peace

d. Leadership is the Art of fighting Battles and wining. When you lose a battle try again

e. Leadership is the art of only fighting battles you can win

211. True or False

a. Every great leader has many enemies

b. Every great leader has many friends

c. The greater a leader you are the more you will be loved

d. The greater a leader you are the more you will be hated and hunted

e. If you are not prepared for hatred and opposition then it would be better to resign from leadership immediately

212. Nehemiah faced opposition from these people when he tried to rebuild the walls of Jerusalem

a. Geshem

b. Sanballat the Horonite

c. Sanballat the Ammonite

d. Tobiah the Horonite

e. Tobiah the Ammonite

213. These following people faced opposition when they set out to do great things

a. Elisha

b. Elijah

c. Joseph

d. David

e. All of the above

214. True or False

a. A true leader exhibits flexibility

b. A leader tries new things

c. A leader must be open to try methods that he did not even invent

d. A leader must not be rigid

e. Without being flexible you will not be able to flow in a miracle service where the Holy Spirit must have liberty

215. In Matt 23:27. Jesus said Woe unto you, scribes and Pharisees, ……a….! For ye are like unto ……b…… sepulchers, which indeed appear beautiful ……c……, but are within full of ……d….. men's bones, and of all ……e……..". Fill in the gap.

a. Hypocrite

b. Golden

c. Outward

d. Dead

e. Uncleanness

216. Prov 11:1 says a false balance is ……. to the Lord: but a just weight is his …….. . Which 2 words fill the spaces above?

a. disgrace and delight

b. abomination and delight

c. abomination and glory

d. shame and s desire

e. hypocrisy and desire

217. To start something new in your congregation eg a miracle service, the best way to get a flow is

a. is mainly by praying about it

b. mainly by teaching about it

c. mainly by giving it sometime for the congregation to get used to it

d. is by waiting till the people mature enough to receive the new wave

e. is by having an anointing serve to anoint the congregation into the new wave

218. A frugal person is someone

a. who is wasteful

b. who is a miser

c. who counts his pennies

d. who is usually stingy

e. who likes impressing people

219. Which of these does a leader need in order to generally predict the way things will go in a particular situation?

a. History

b. Common sense

c. The word of God

d. Direction by the Spirit of God

e. The anointing of a prophet

220. True or False

a. Leadership is the ability to balance your priorities

b. A leader must be sincere but, to reach some groups of people he must be a hypocrite

c. A leader is a person who can handle opposition

d. A leader keeps to and relates mainly to his own class of people

e. Jesus asked the disciples to gather the crumbs after feeding the 5,000 mainly because he wanted to keep the environment clean.

221. A leader is someone who has the ability to handle crowds. In order to do this well a leader must

a. Dress properly

b. Speak wisely

c. Learn to give accurate and timely information

d. not make useless promises

e. Pass on information about good things that have happened to the group

222. True or False

a. Every leader comes face to face with ingratitude

b. As a leader you need to demand gratitude from the people otherwise you cannot serve them happily

c. As a leader do not look to people for gratitude

d. A leader looks to God for his reward

e. God is the only one who can reward you adequately

223. What is the key to becoming a leader who can convince people to make great sacrifices?

a. Be a good preacher

b. Be a good giver

c. Be a trustworthy person

d. You must be someone who has made great sacrifices yourself

e. You must develop the art of speaking well

224. True or False

a. A leader is someone who deals strongly with faults in his followers before the faults get out of hand

b. A leader is someone who overlooks many faults

c. It is almost impossible to effectively lead without intentionally overlooking faults

d. A leader is someone who overlooks few faults but must deal with many faults

e. Jesus himself overlooked many faults in his disciples

225. A leader is someone who acknowledges the gifts of others. State which of the statements below are True or False

a. Peter acknowledged that Paul had a ministry to the Jews

b. Peter acknowledged that Paul had a ministry to the Gentiles

c. Paul acknowledged that Peter had a ministry to the Jews

d. Paul acknowledged that Peter had a ministry to the Gentiles

e. If you acknowledge the gift in others your own gift will diminish

226. A leader is someone who is not afraid to issue a command State which of the statements below are true or false?

a. Giving commands will establish your position as a leader

b. Giving commands will expose disloyal elements within your ranks

c. Issuing a command is different from giving advice

d. Issuing a command is different from making suggestions

e. A leader must not advice and make suggestions he must command

227. True or False

a. Your example is more important than your words

b. Your words are more important than your example

c. An old Chinese proverb says " I hear and forget, I see and I remember. I do and I understand".

d. A person retains only 12% of what he hears

e. Jesus did not only teach about prayer, but he acted and lived prayer.

228. True or False

a. A leader is someone who is constantly aware of his life's visions

b. A leader is someone who acknowledges the gifts of others

c. A leader is someone who influences people by setting the example

d. A leader is someone who is mature

e. Experience is what will mature you as a leader.

229. Leadership means more education:- Therefore

a. You must be educated formally to be a leader

b. You can be educated informally to be a leader

c. You can be educated intentionally or unintentionally

d. When you get tired of education then it means you are tired of leading

e. When you get tired of leading then it means you are tired of education

230. The Scripture " …… of making many books there is no end" can be found in

a. Eccl 2:12

b. Eccl 12:2

c. Eccl 10:2

d. Eccl 12:12

e. Eccl 11:12

231. True or False

a. Apostle Paul described himself as the least of the apostles

b. Apostle Paul described himself as the least of all sinners

c. A leader is someone who has a humble opinion of himself

d. We need to maintain a humble opinion of ourselves because we are mere flesh

e. Nebuchadnezzar's achievements in war made him have an elevated opinion of himself

232. How many times did God exhort Joshua to be courageous at the beginning of his life as a leader in Joshua 1?

a. twice

b. thrice

c. four times

d. five times

e. eight times

233. A leader is someone with personal integrity. Integrity

a. mean wholeness

b. means you are upright

c. means you are sincere

d. means you are loyal and pure

e. is shattered by lies and deception

234. A leader is someone who is capable of Holy Anger. Holy Anger means

a. anger in which you do not sin

b. anger that you immediately confess

c. anger at the things that make God angry

d. anger against the devil, sin and wickedness in the world

e. one that must be followed by certain decisions and certain steps to correct what is wrong.

235. A leader is someone who has a good memory. A good memory is important because forgetful leaders

a. tend to become rebellious

b. are not good preachers because they cannot remember their points and scriptures

c. are not good preachers because they cannot give testimonies of where God has brought them from

d. lack true compassion

e. may mock those who once helped them and even despise those below them

236. A leader strives for excellence. True or False

a. Excellence demands hard work

b. Excellence sometimes occurs by accident

c. Excellence comes by diligence

d. To become excellent, be humble and make your own discoveries

e. To become excellent be humble and develop upon the discoveries of others

237. State which of these statements are true or false

a. If you work for eight hours a day, you are not likely to achieve distinction in this life

b. People who distinguish themselves in this life often work for more than fifty hours a week

c. People who distinguish themselves in this life often work for more than sixty hours a week

d. Life is too short to discover everything yourself

e. To become excellent you must emulate the example of excellent people ahead of you

238. Leadership means concentration. When you concentrate on one particular group or activity, people are likely to accuse you of being

a. proud

b. unfriendly

c. outward looking

d. inward looking

e. anti-social

239. True or False

a. A leader is someone who is prepared to wait for results

b. If you cannot wait for your God given promotion you are not a leader

c. The secret to having genuine friends is to be a generous person

d. The secret to having genuine friends is to be a genuine friend yourself

e. No matter how loyal you are, you will still have some traitors

240. Leaders are lonely people because

a. it is wrong to socialize freely with your followers

b. many decisions are left to them to take on their own.

c. they cannot voice their fears openly

d. most people do not understand that leaders also have problems

e. they ought to be consecrated and set apart for God

241. Which of these statements are true?

a. A leader is a tired person

b. A leader is a survivor

c. A leader must not be easily exhausted

d. A leader survives rejection

e. A leader survives persecution

242. In order to survive the bad stories that people spread about you, you need

a. Have determination

b. Have a lot of faith

c. to believe in yourself

d. to believe that what you are doing is the right thing

e. to also fish out some bad stories about these people and also make them public

243. The Scripture "but unto them which are called, both Jews and Greeks, Christ the POWER of God and the WISDOM of God". Can be found in

a. 1 Cor 1:24

b. 2 Cor 1:24

c. 1 Cor 1:14

d. 1 Cor 2:4

e. 2 Cor 2:4

244. A leader is someone who is as wise as a serpent. The wisdom of a serpent is the ability

a. to attack your enemies when they least expect it

b. deceive people without them realizing it

c. to function without unduly attracting you enemies' attention

d. to go into hiding in times of crises for a while and coming out when there is peace

e. to make people fear you and therefore keep away

245. From 1 Sam 15:16 we learn that King David was a great leader and one of the reasons he was loved by his people was because

a. he was generous

b. he was humble

c. he was near and close to the people he led

d. he was a strong warrior

e. during his reign taxes were low

246. Which of these statement are true?

a. The world is ruled by creative men

b. The creative rule over the non-creative

c. Adventure is the sister of creativity

d. Variation is the brother of creativity

e. Leadership means creativity

247. Some steps to creativity are

a. ask the Holy Spirit to teach you what to do

b. admire supernatural things more than natural things

c. be honest and deal with every streak of a noncreativity spirit in your life

d. be interested in medicine, surgery, cars planes, computers etc

e. not have a blackout attitude towards every new suggestion

248. Which of this leadership principles did Samson primarily violate which eventually led to his destruction?

a. A leader is someone who translates his vision into reality

b. A leader is creative

c. A leader is someone with many genuine friends

d. A leader is someone who knows the secret of his power and never gives it up

e. A leader is someone who is capable of Holy Anger

249. These leaders in the Bible were readers. True or False

a. John Mark

b. Daniel

c. Paul

d. Thomas

e. Peter

250. A leader must read

a. for intellectual growth

b. for spiritual growth

c. to boast his ego

d. to improve his accent

e. in order to learn how to write

251. Frugality implies

a. The wise and careful use of money, resources and opportunity

b. The evidence of waste

c. The opposite of prodigality

d. The wasteful use of resources and opportunities

e. Stinginess

252. Most of our problems that lead to poverty arise because God has not put any resources at your disposal

a. We lack opportunity to prosper

b. We have not used our resources and opportunities wisely

c. We waste much of our resources and opportunities

d. We have many resources and opportunities to prosper

e. All of the above

253. The principle of valuation

a. helps you to know the value of what you have

b. helps you not to mistreat or throw away your resources

c. helps you to know that many other things other than money are valuable

d. helps you to treat all that you have differently

e. All of the above

254. In Luke 7:36-45, we read the account of

a. the prodigal son

b. the prodigal steward

c. the 'prodigal' worshipper with the alabaster jar of ointment

d. the woman who exhibited timely valuation

e. the Pharisee who did not understand the principle of timely valuation

255. Timely valuation involves

a. appreciating something or somebody before it is too late or before we lose them

b. appreciating something or somebody when the opportunity is there

c. appreciating a person when he is alive

d. appreciating a person when he is dead

e. waiting for the loss of something before seeing its true value

256. Some of the consequences of not practicing the principle of timely valuation include the fact that:

a. God will take away things we don't value in time

b. God will give the undervalued blessings to another

c. You will feel perplexed after the loss of the blessing or opportunity

d. You may lose the opportunity to value a person or blessing forever.

e. It makes you a wise person afterward.

257. "When they were filled, he unto his disciples, gather up the fragments that remain, that nothing be lost".

a. This is quoted from Luke 6:12

b. Jesus was teaching us the principle of timely valuation in this scripture

c. Jesus was teaching the principle of gathering crumbs

d. This scripture teaches the principle of needing no supervision.

e. This scripture also teaches us the principle of "The seven lean cows and the seven fat cows"

258. The principle of gathering crumbs …

a. is more often practiced by rich people than poor people

b. is more often practiced by poor people than the rich

c. can make a poor person poorer

d. can make a poor person richer

e. can make a rich person richer

259. The saying "Little drops of water make a might ocean" …

a. is quoted from the Bible and is therefore true

b. is not quoted from the Bible and is therefore not true

c. is true though not found in the Bible

d. teaches us the principles of Gathering Crumbs

e. teaches us the value of big things like the ocean.

260. Some of the ways by which we apply the principle of Gathering Crumbs in Lighthouse Chapel include

a. monitoring our electricity bills by controlling the use of the lights in the church b. monitoring water bills

c. monitoring telephone bills

d. valuing every single member of the church

e. trying hard to prevent unnecessary dropouts

261. The principle of the Seven Lean Cows and the Seven Fat Cows …

a. is taken from Genesis 4:1-41

b. is taken from Genesis 41:1-4

c. stands for seven years of poverty and seven years of prosperity

d. teaches us to store food during the times of plenty e. teaches us how to survive our lean years

262. According to the textbook

a. everybody's life has seven lean cows and seven fat cows

b. "There are always going to be seven lean cows and seven fat cows" in our lives

c. ….. and the fat ones will always eat the lean ones

d. if you save in the lean years when the fat years come you won't go a-begging.

e. lean years can mean serious illness and constant hospital bills

263. The principle of needing no supervision

a. is found in Psalm 6:6-8

b. is found in Proverbs 7:6-7

c. is found in Proverbs 6:6-7

d. instructs us to learn from the eagle

e. instructs us to learn from the ant

264. According to the principle of Needing No Supervision

a. when you need supervision you can be paid additional money

b. the more a person can work under supervision, the more the employer values him

c. if you are reliable enough to work without supervision you will rise

d. employers need workers who have to be told when to come to work and how to work

e. if you need supervision to work, then your supervisor will be paid more

265. "He who works his land will have abundant food, but the one who chases fantasies will have his fill of poverty".

a. This Scripture can be found in Proverbs 19:28

b. This Scripture can be found in Proverbs 28:19

c. This Scripture teaches us about the principle of Needing No Supervision

d. This Scripture teaches us about the principle of Gathering Crumbs

e. This Scripture teaches us about the principle of Timely Valuation.

266. The Principle of "Not Chasing Fantasies" is the…… principle in the section on the Principles for Effective church management.

a. First

b. Second

c. Third

d. Fourth

e. Fifth

267. The principle of Not Chasing Fantasies means that ….

a. we should work on and with what we have now instead of living in a dreamland

b. we should chase what we imagine we can get instead of working with what we have now

c. we should not use our imagination at all

d. we should only concentrate on today and forget about tomorrow

e. a bird at hand is worth two in the bush.

268. "He who works his land will have abundance of food." According to Bishop's book called 'Frugality' "works his land" means:

a. his profession or job

b. his property

c. his shop or restaurant

d. his teaching profession

e. his photography profession

269. Which statements are true according to the principles for effective church management?

a. Fantasies are things that are not real …

b. Fantasies are things that are not in your hands

c. Fantasies are fantastic imaginations

d. Instead of concentrating on going to school, some rather chase after visas to travel

e. All of the above statements

270. "Spiritual" violations of the principle of "Not Chasing Fantasies" include:

a. Christians who have good churches with good pastors yet go round looking for other churches

b. Christians who stay with their own churches and refuse to look around for 'better churches'

c. Christians who jump on the bandwagon whenever they hear of a new powerful man of God

d. Christians who faithfully stay or abide in a church where they will receive nourishment e. Sign seeking Christians.

271. These are the most important fields of information for church membership:

a. Marital status

b. Age

c. Gender

d. Telephone Numbers

e. Occupation

272. These statements are true about the average church member:

a. Their minds are on the church

b. They append a lot of money on God

c. They think a hundred dollars is a lot of money in a shopping mall

d. Most church members pay tithes

e. Most church members will pay what they pledge during fund-raising events

273. On how to manage your offerings:

a. Ensure adequate security so that an intruder cannot steal the offerings

b. Make sure that no one is ever left alone with the money

c. Offerings should be kept in the pastor's house as it is very safe there

d. Ensure that 50% of your offerings are banked and banked promptly

e. To prevent the loss of offerings, ensure that only one reliable person counts the money

274. These will improve offerings in the church:

a. From time to time, teach the church about giving

b. Take only one powerful offering in each service

c. Flow prophetically and under the anointing when receiving offerings

d. Show the congregation evidence of judicious use of money

e. Dedicate enough time during the service for receiving offerings

275. These things will improve tithing in the church:

a. Create an index number system for the church

b. Make tithing records so that church members can request a statement of their contributions

c. Teach about tithing

d. Link tithing with church membership

e. Establish real differences between all other offerings and the tithe

276. In raising funds in the church,

a. Frequent fund-raising events should be held in one congregation

b. A wise pastor should not expect more than 50% of pledges to come in

c. Never see fund-raising as a means of financing your projects

d. The fund-raiser must decide on the highest amount to be requested

e. During fund-raising, give opportunities to all levels of givers to contribute, from the richest to the poorest.

277. How to manage the church's money:

a. Church employees do not pay tax

b. Avoid debt

c. Employ wisely and carefully

d. Start a building project as early as possible

e. Meet the needs of the pastor before you meet the needs of the church

278. The following are principles of employment to use:

a. Establish your headship

b. Do not allow employees to carry out multiple roles

c. It is prestigious to employ many people

d. Employ from within the church

e. Fire! Dismiss!

279. A simple church constitution must include the following:

a. A preamble

b. The aims and objectives

c. The Administration

d. The Amendment Clause

e. Church growth strategies

280. Concerning temperaments:

a. A sanguine is likely to be your best kind of manager

b. A choleric must be employed when the job requires the creation of happiness and pleasant conditions

c. Choose the phlegmatic when the job involves monotony

d. Choose a melancholic when the job involves being meticulous and detailed

e. All of the above

281. Which of the following statements are true

a. God gives a second chance for obedience.

b. Jonah is an example who had a second chance

c. God sometimes changes his call upon your life

d. God does not change his mind with the passage of time

e. All of the above.

282. When you accept the call of God

a. You will be made into something that you are not.

b. You will become fisher of man.

c. You will be expected to make great contribution to the Kingdom of God.

d. All things will depend on you.

e. None of the above.

283. The following statements are true:

a. It is our privilege to be called to God's work.

b. It is dishonour to be involved in God's work.

c. In Full Time ministry a few humbling experiences await you.

d. In Full Time ministry, you will be moulded in to a vessel God can use.

e. All of the above.

284. When you enter full-time ministry

a. It is very difficult get close to God.

b. You start a journey that brings you closer to God.

c. You will be transformed.

d. Nothing depends on you and nothing will be destroyed by you neglecting the Ministry

e. All of the above.

285. The following are true statements

a. We are indispensable

b. We are expendable.

c. We are dispensable.

d. When the church pays you it means you are in the full time ministry.

e. All the above.

286. Which of the following describe full-time ministry?

a. Convenient job option.

b. Retirement for the elderly.

c. Arrangements for redeployed workers.

d. Transferring your profession.

e. All of the above.

287. The following are true.

a. There is no difference between working for God and working for the World.

b. Pharaoh is a type of Satan.

c. Egypt is a type of the world.

d. Israel is a type of God's people.

e. All of the above.

288. Which of the following cities were built by the people of Israel in Egypt?

a. Alexandria.

b. Cairo

c. Thompi

d. Pithom

e. Raamses

289. Which of the following statements are true?

a. When you enter into full time ministry you depart from the world.

b. Full time ministry is service to the Lord.

c. Full time ministry is service to the government and community.

d. Full time ministry is like going away from Egypt and into the dessert to sacrifice to the Lord.

e. None of the above.

290. How many stages must a Christian go through in order to break out into full-time ministry?

a. Five.

b. Three.

c. Four.

d. Seven.

e. none of the above.

SHORT NOTES QUESTIONS

1. What do you understand by the following statement as enumerated in the ten laws of loyalty in the textbook?

a. Loyalty as a single eye

b. Loyalty does not creates or join faction.

c. Loyalty is an integral part of your character

2. Why would some people be disloyal no matter what a leader does?

3. The reward of disloyalty is execution, give example of six famous execution for disloyalty in the Bible.

4. Briefly discuss the rewards of loyalty.

5. Explain the four important times when disloyalty may occur to a leader.

6. One of the common causes of disloyalty is for financial reasons. Briefly explain how this can bring about disloyalty.

7. As a leader with many assistant pastors, how would you test every ones loyalty?

8. Loyalty and disloyalty like many diseases are best detected by watching out for signs and symptoms. Briefly discuss the six manifestation (Symptoms) of disloyalty.

9. Why would you say that Jesus was a loyal person?

10. How do these methods deal with disloyalty?

a. The teaching method

b. The Nicola tan method

c. The Abrahamic method

d. The marking and avoiding method.

11. Why would you say that the cardinal requirement for leadership is loyalty?

12. Explain the stages of disloyalty.

13. What is the end of disloyal people? What lessons can you learn from them?

14. How would you create a culture of loyalty in your Church?

15. Your loyalty must be to the higher authority. Explain.

16. If loyalty demands analysis, which areas of your leader's life will you analyse in order to remain loyal?

17. Every leader must watch out for signs that can lead to disloyalty. Briefly explain ten of such signs.

18. Absalom is a very good example of how someone becomes disloyal. Explain with Scriptures, the stages he went through.

19. A loyal assistant minister can be compared to an ambassador. What lessons will help him function well in a role of an assistant.

20. A bad assistant is often difficult to detect. List ten signs which if you notice in your assistant will tell you of his disloyalty.

21. If you were made the church administrator, which factors would you consider in establishing the churches membership base?

22. You need to understand the mind set of the average church member. What should you expect from the average church member to circumvent in order to build a successful ministry.

23. What steps would you take to ensure a successful fund raising in the church?

24. There are type one and two church networks. Compare and Contract these two church networks and how they can be managed effectively?

25. Enumerate the steps you would use when employing church workers for the ministry.

26. There are four main ways to supervise an employee. List and explain them briefly.

27. The temperament of people should be taken unto consideration when employing and placing them in a job. When should an employer employ the ff:

a. A Choleric

b. A Melancholic

c. A Phlegmatic

d. A Sanguine

28. Which types of letters would you give to a new employee? Give a brief outline of each.

29. Outline the main features of a typical church constitution.

30. Pastor A approaches you to advise him on how to manage his churches money. What advise will you give him. Why would you advise him to separate his personal monies from the churches money?

31. What do you understand by the statement that God gives a second chance?

32. Full-time ministry brings about changes in the life of the person. Explain how this takes place.

33. As a Senior Pastor explain the concept of Full Time Ministry to a fresh University graduate who aspires to enter the ministry.

34. "People in full-time ministry are not spared their share of delusions". Discuss this assertion.

35. Write short notes on the steps you must overcome in order to enter full-time ministry.

36. Write a short note on the importance of Pharaoh in relation to full-time ministry.

37. List the different reasons why you must walk worthy as a full time minister. Explain any three (3) of them.

38. With the help of appropriate Scriptures, describe in detail the life of a gentile /unbeliever.

39. Write a one-page note on the types of full-time ministers.

40. What laws must be observed in full-time ministry? Write short notes on any five (5) of them.

41. Write short notes on the laws of personal service.

42. List all the laws of personal service. Explain three (3) of them.

43. What are the laws of placement in full-time ministry? Describe any four (4) of such laws.

44. Explain the assertion that "your value increases when you are 'good company'."

45. Describe qualities you must exhibit as a fulltime worker in order for your organization to highly value you.

46. List five (5) wisdom keys you need to enjoy your work. Briefly explain them.

47. Your subordinate at work says to you "I want to quite my work. I don't enjoy it". What counsel would you offer him in order for his work to become more enjoyable?

48. Briefly describe the features that show you that you have found your life's work.

49. Explain five (5) wisdom keys you need to avoid doing unsuitable jobs.

50. As the pastor in charge of the Human Resource Department of your organization, briefly explain ten (10) things your employees should do in order to help them relate well with their bosses.

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