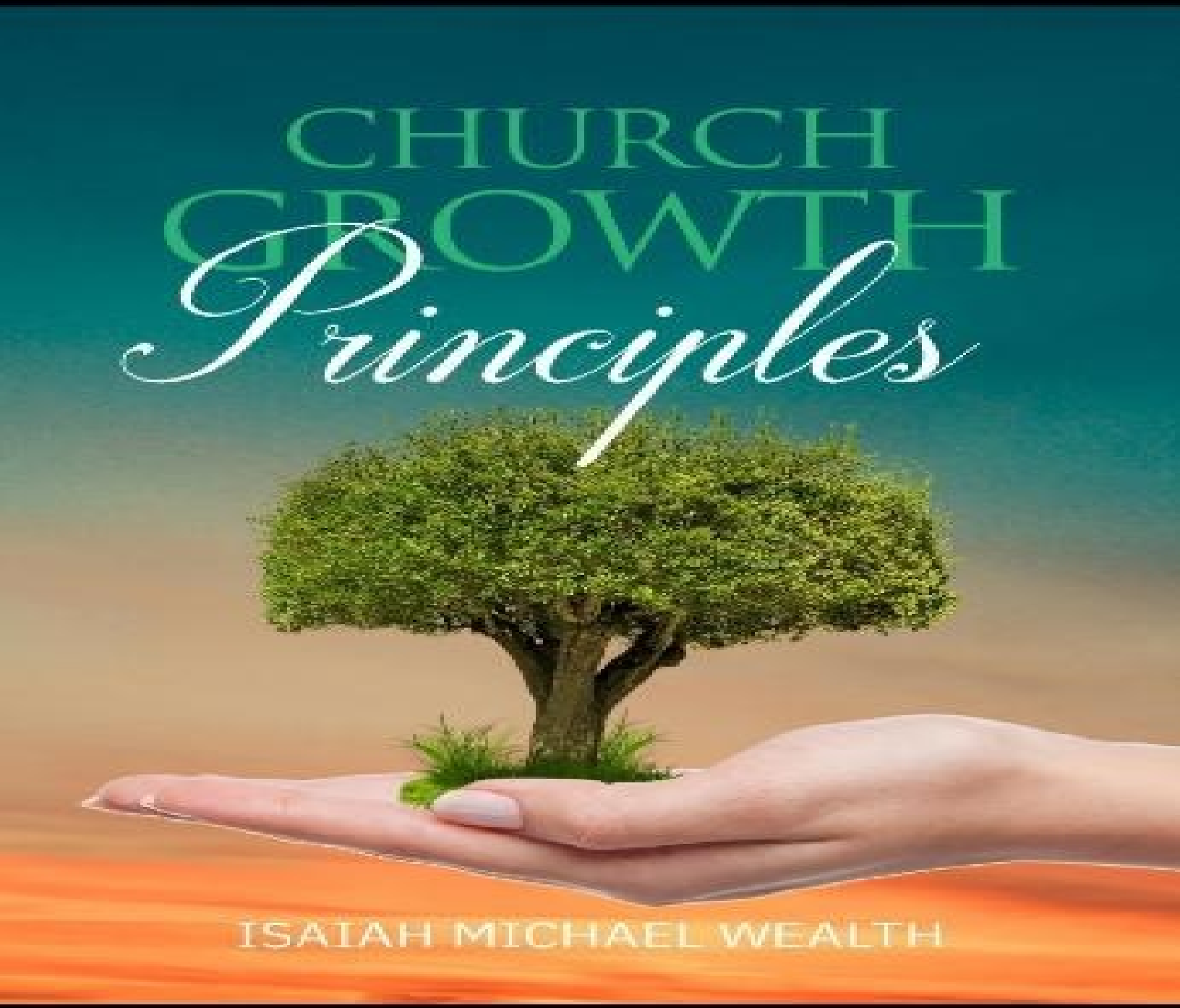
CHURCH GROWTH Principles



ISAIAH MICHAEL WEALTH

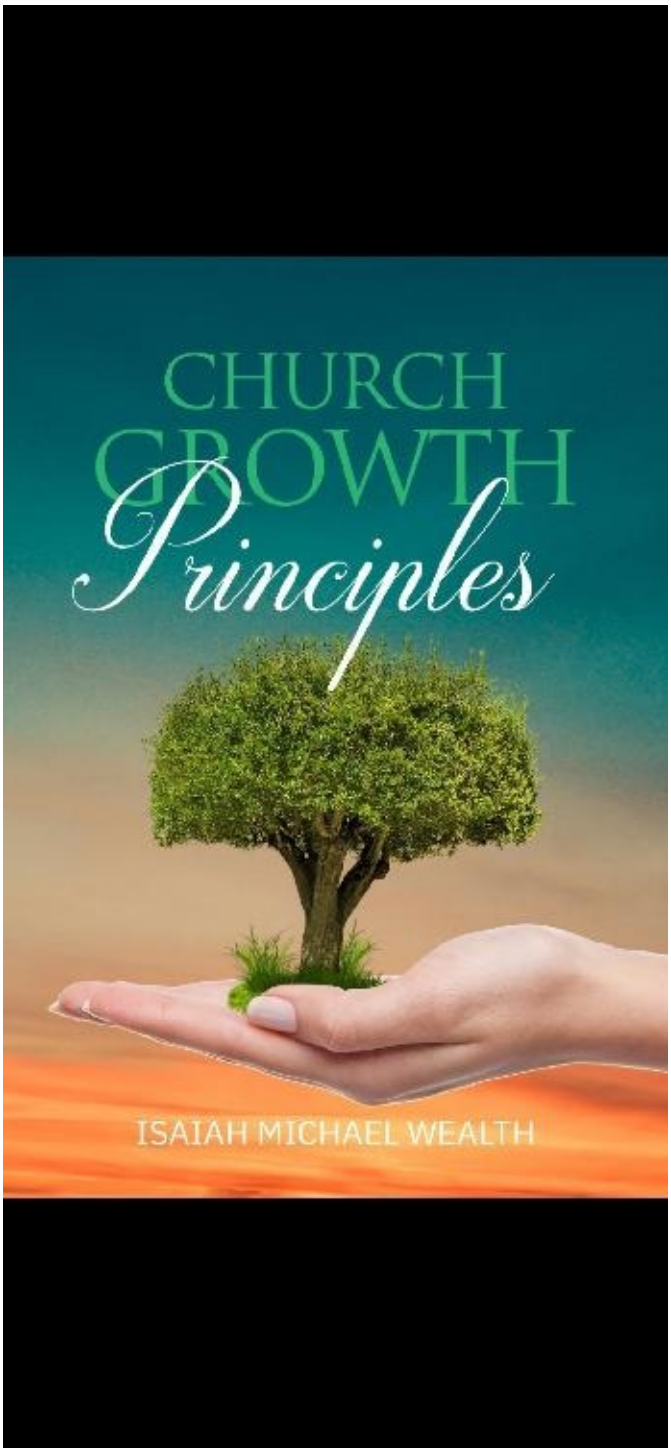

CHURCH
GROWTH
Principles
ISAIAH MICHAEL WEALTH

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Other Books By Isaiah Michael Wealth

INTRODUCTION

Church growth is the will of God and a necessary part of the calling of the church. There are some who claim that there is too much emphasis on church growth in these last days. These do not know the purpose and plan of God for His church. This is why I will begin this book by expatiating on the necessity of church growth.

Also, many pastors today want to grow their churches but lack the wisdom to make it hap-

pen. Many have been pastors for years but have not been able to induce church growth. This is a common problem among pastors today. I have heard about some so called pastors who resorted to diabolical means to achieve church growth. This is foolishness! Some others have achieved church growth by trial and error but cannot say categorically how they did it, so they are unable to help others do the same and also may be unable to sustain it. But through years of training and practice, God has given me revelation on how to achieve church growth irrespective of the present state of a church.

Church growth is not automatic; it is a process that must be painstakingly understood. To be achieved, it must be approached systematically.

In this book, I am going to impart to you the truth about church growth and give you infallible wisdom that you can implement anywhere in the world and get results.

CHAPTER ONE

THE NECESSITY OF CHURCH GROWTH

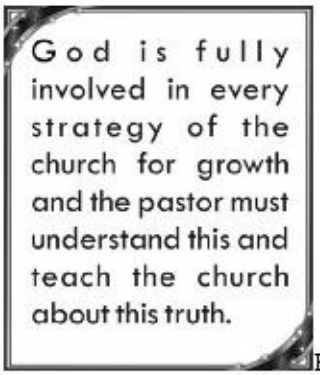
Church Growth is not a product of the will of man but of God. It is not a product of man's desire to rule over others or a product of man's desire for conquest. It is part of God's agenda for the church and part of His last move on the earth to spread the Gospel. This is the first understanding that a pastor must possess about church growth.

Like I said in the introduction to this book, there are some who think that Church growth is a conception of man, but that is not true. God is fully involved in every strategy of the church for growth and the pastor must understand this and teach the church about this truth.

Why church growth?

1. Church growth is necessary because God wants a people of His own out of every tribe, nation and tongue of the earth, those who will fellowship and reign with Him throughout eternity. This is why we are commissioned to witness unto all nations.

> ***And this gospel of the kingdom shall be preached in all the world for a witness unto all nations; and then shall the end come.***
>
> ***Matthew 24:14***



Hence, the church must grow and spread all over the world so that people from every tribe, tongue and nation can be won into the Body. Until then, the end will not come.

2. Church growth is necessary because the church is a living organism and thus needs to grow.

> ***Till we all come in the unity of the faith, and of the knowledge of the Son of God, unto a perfect man, unto the measure of the stature of the fulness of Christ:***
>
> ***Ephesians 4:13***

A church that does not grow is not a living church. The proof that your church is alive is that it is adding people daily and weekly. It is the nature of the church to grow, so your church should grow.

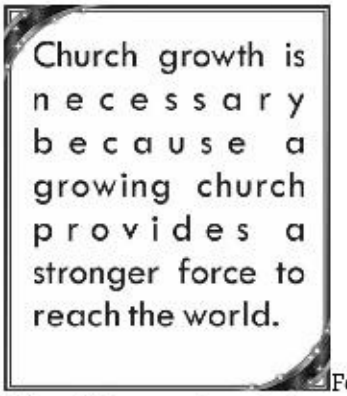
> ***Praising God, and having favour with all the people. And the Lord added to the church daily such as should be saved.***
>
> ***Acts 2:47***

3. Church growth is necessary because a growing church provides a stronger force to

reach the world. Our calling is to go into all the world and preach the Gospel;

> ***And he said unto them, Go ye into all the world, and preach the gospel to every creature.***
>
> ***Mark 16:15***

> ***Go ye therefore, and teach all nations, baptizing them in the name of the Father, and of the Son, and of the Holy Ghost:***
>
> ***Matthew 28:19***



For us to achieve this calling, we have to be more. The more we are, the more we can do and the easier it will be to fulfill our purpose. This is what many critics of church growth do not understand.

4. Church growth is necessary because we have been ordered or commanded by God to bear fruits.

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

John 15:16

God has called, commissioned and empowered us to reach out to the world and bear fruits that will remain.

This is a commandment that the church must obey.

5. Church growth is necessary because God takes pleasure in church growth. Throughout scriptures we see that God loves church growth and He takes pleasure in adding people to the church.

> ***Then they that gladly received his word were baptized: and the same day there were added unto them about three thousand souls.***
> ***Acts 2:41***

> ***Praising God, and having favour with all the people. And the Lord added to the church daily such as should be saved.***
> ***Acts 2:47***

> ***Then tidings of these things came unto the ears of the church which was in Jerusalem: and they sent forth Barnabas, that he should go as far as Antioch. Who, when he came, and had seen the grace of God, was glad, and exhorted them all, that with purpose of heart they would cleave unto the Lord. For he was a good man, and full of the Holy Ghost and of faith: and much people was added unto the Lord.***
> ***Acts 11:22-24***

These additions led to the multiplication of the disciples of Jesus Christ. This is still God's desire and pleasure today

> ***And by the hands of the apostles were many signs and wonders wrought among the people; (and they were all with one accord in Solomon's porch. And of the rest durst no man join himself to them: but the people magnified them. And believers were the more added to the Lord, multitudes both of men and women.***
> ***Acts 5:12-14***

> ***And in those days, when the number of the disciples was multiplied***
> ***Acts 6:1***

> ***Then had the churches rest throughout all Judaea and Galilee and Samaria, and were edified; and walking in the fear of the Lord, and in the comfort of the Holy Ghost, were multiplied."***
> ***Acts 9:31***

6. Church growth is necessary because there are wages for reapers - those who win souls.

> ***And he that reapeth receiveth wages, and gathereth fruit unto life eternal: that both he that soweth and he that reapeth may rejoice together.***
> ***John 4:31-36***

There are eternal benefits for those who win souls and thus bring about church growth. When we all pass unto eternity, those who were wise to win souls will shine as the brightness of the firmament.

And many of them that sleep in the dust of the earth shall awake, some to everlasting life, and some to shame and everlasting contempt. And they that be wise shall shine as the brightness of the firmament;
Daniel 12:1-2

The fruit of the righteous is a tree of life; and he that winneth souls is wise."
Proverbs 11:30

And those that turn many to the way of righteousness shall shine as stars forever. What an eternal hope!

...and they that turn many to righteousness as the stars for ever and ever.
Daniel 12:3

7. Church growth is necessary because God loves His house to be full, hence we must participate in bringing this will to pass.

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 14:23

This is God's mindset - He wants his house to always be full. A full house is more than filled seats. It is a house or church with every kind of people and no empty spaces. God's house is therefore full when we have all kinds of people - black, white, rich, poor etc. This is another reason why church growth is necessary.

8. Church growth is necessary because God loves noise. He loves it when we come together in large numbers to shout unto Him.

> ***I will surely assemble, O Jacob, all of thee; I will surely gather the remnant of Israel; I will put them together as the sheep of Bozrah, as the flock in the midst of their fold: they shall make great noise by reason of the multitude of men.***
> ***Micah 2:12***

Shouting is the highest form of praise. And the more the people shouting the more praise we offer to God. This means that the multitude matters to God. He deserves all the praise that man can give and the more we are the better. This is why He asks that we enquire of Him to increase us to a great multitude of people.

> ***Thus saith the Lord GOD; I will yet for this be enquired of by the house of Israel, to do it for them; I will increase them with men like a flock.***
> ***Ezekiel 36:37***

God is waiting for our prayers so that he can increase us with men like a flock.

9. Church growth is necessary because we fear God. God wants as many souls as possible to be saved and added to His house so if we fear Him we will do all to ensure that this will is done. God also wants to reach out to the wicked - those that have rejected Him all around the world;

> ***If thou forbear to deliver them that are drawn unto death, and those that are ready to be slain; If thou sayest, Behold, we knew it not; doth not he***

that pondereth the heart consider it? and he that keepeth thy soul, doth not he know it? and shall not he render to every man according to his works?"
Proverbs 24:11

We are the watchmen of God sent to warn the wicked, and if we fail to do so He will require their blood from our hands.

When I say unto the wicked, Thou shalt surely die; and thou givest him not warning, nor speakest to warn the wicked from his wicked way, to save his life; the same wicked man shall die in his iniquity; but his blood will I require at thine hand.
Ezekiel 3:18

All souls were purchased with His blood. We are not to be careless with them. If we preach and they believe, they are saved. If not, they are damned. It is sobering to know that someone's eternity is dependent upon our preaching. And the more we are, the more persons we can reach.

Church growth is not optional for a pastor - something that he can decide to do or not. It is compulsory for every pastor who oversees a church because it is God's will. No man takes pleasure in one who does not multiply his investment. Likewise, God takes no pleasure when you have no passion to multiply the church He has given to you. Jesus illustrates this in the parable in Matthew chapter 25;

After a long time the lord of those servants cometh, and reckoneth with them. And so he that had received five talents came and brought other five talents, saying, Lord, thou deliveredst unto me five talents: behold,

I have gained beside them five talents more.His lord said unto him, 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.He also that had received two talents came and said, Lord, thou deliveredst unto me two talents: behold, I have gained two other talents beside them.His lord said unto him, Well done, 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.Then he which had received the one talent came and said, Lord, I knew thee that thou art an hard man, reaping where thou hast not sown, and gathering where thou hast not strawed:And I was afraid, and went and hid thy talent in the earth: lo, there thou hast that is thine.His lord answered and said unto him, Thou wicked and slothful servant, thou knewest that I reap where I sowed not, and gather where I have not strawed: Thou oughtest therefore to have put my money to the exchangers, and then at my coming I should have received mine own with usury. Take therefore the talent from him, and give it unto him which hath ten talents.For unto every one that hath shall be given, and he shall have abundance: but from him that hath not shall be taken away even that which he hath. And cast ye the unprofitable servant into outer darkness: there shall be weeping and gnashing of teeth.
Matthew 25:19-30

The calling to pastor can be likened to being given a talent. It is the pastor's responsibility to be faithful to trade it and multiply the souls given to him. Those who trade it and are able to reap much souls for the kingdom will receive a reward from God and those who are unfaithful and do not trade it, will be judged. There is no middle ground. It is a privilege to be called to pastor and you must take this serious and dedicate your whole life to growing the church that God has committed to your trust.

CHAPTER TWO

CHURCH STAGE ANALYSIS

Before we discuss the church stage analysis, I first want to let you see that the members of your church pass through three stages of development viz:

Spiritual Age of Members

1. The Babe/Childhood Stage: This is the stage after the person becomes born again and then begins to gain the knowledge of the father.

> ***..... I write unto you, little children, because ye have known the Father***
> ***1John 2:13***

Characteristics of the Babe Stage

- This stage is characterized by struggles with several habits or works of the flesh.

> ***And I, brethren, could not speak unto you as unto spiritual, but as unto carnal, even as unto babes in Christ. For ye are yet carnal: for whereas there is among you envying, and strife, and divisions, are ye not carnal, and walk as men?***
> ***1Corinthians 3:1,3***

- At this stage they can only be fed with the milk of the word or they may backslide or draw back into the world

I have fed you with milk, and not with meat: for hitherto ye were not able to bear it, neither yet now are ye able.
1Corinthians 3:2

This is what we see in Apostle John's writings to the children in the church

My little children, these things write I unto you, that ye sin not. And if any man sin, we have an advocate with the Father, Jesus Christ the righteous: I write unto you, little children, because your sins are forgiven you for his name's sake.

1John 2:1-2

2. The Youth Stage: This is a more matured stage of believers. These have begun to overcome Satan and whatever he places ahead of them to trap them unlike when they were babes.

.....I write unto you, young men, because ye have overcome the wicked one.
1John 2:13

They are those who have use of the meat of God's word. **Characteristics of the Youth Stage**

- The word of God dwells in them

.... I have written unto you, young men, because ye are strong, and the word of God abideth in you, and ye have overcome the wicked one.
1John 2:14

These do not easily fall into temptation as they have strength from the Word to overcome.

3. The Adult Stage: In the adult stage, the believer comes to know the Lord. This is the stage of spiritual fatherhood.

> ***I write unto you, fathers, because ye have known him that is from the beginning.....I have written unto you, fathers, because ye have known him that is from the beginning***
> ***1John 2:13-14***

Characteristics of the Adult Stage

- They understand the deep things of God
- They are able to give birth to spiritual sons and mentor others in the things of God.

> ***But strong meat belongeth to them that are of full age, even those who by reason of use have their senses exercised to discern both good and evil. These understand the eternal purposes of God and able to stand regardless of prevailing circumstances.***
> ***Hebrews 5:14***

Every member of your church is either a babe, a youth or an adult. Knowing this will help you to understand the church stage analysis we are about to study below:

Church Stage Analysis 1 - The characteristic principle: This principle states that the age of an individual member of a church is not time dependent but on the characteristics of that member.

You cannot determine the age of a member by how long he has been saved or how long he has been in church, you know by how he acts or his characteristics.

You cannot determine the age of a member by how long he has been saved or how long he has been in church, you know by how he acts or his characteristics. The baby stage is characterized by struggles with sin and other works of the flesh. So anyone who has these issues is still in the baby stage irrespective of how long he has been saved or how long he has been in church. You can have a 60 year old man who is still a babe in Christ and you can also have a 25 year old member who is already at the youth or adult stage. The characteristic of a person is a pointer to his age in the body of Christ. Any pastor keen on church growth should understand this and this will help determine which members and the areas of their lives to focus the teaching and training.

So if you want to grow your church, you must identify the present age of your church.

What to do

Instead of complaining of what your church members do not do, let this help you to identify the age of the people using the explanation of the spiritual age characteristics above. When you have done this, find out how many percentage of the people in your church respond

according to the different age categories. After doing this, you would then be able to know how many percentage of your members are in the babyhood, youth or adult stage e.g.

Adult 10%,

Youth 15%,

Children 75%

Church Stage Analysis 2 - The Age Principle: The age principle states that the age of a church is the average age of her members.

The age of the church is based on the age group that is predominant. This means the age of your church is based on whether the predominant group in your church is spiritual babes, youths or adults.
A church may be 20 years old and still be a baby church because the average membership of the church is in the babyhood stage. This should give the pastor a cause for concern.

Characteristics of a Babyhood Church

If you have a church characterized by strife, quarrelling and bitterness, then you have a baby church irrespective of the number of years your church has been in existence. For instance, if you have a church of 100 members and 70 percent of them are in the baby stage, then you have a baby church that needs to grow.

Spiritual Age of Church	What to do
Baby church	Teach the milk of the word.
Youth Church	Teach the meat of the word

Adult Church	Preach the strong meat of the word.

What to Do

From this table, using the example of the church in the Church Stage Analysis 1 above, which shows:

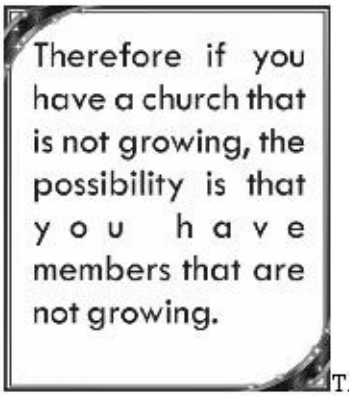
Adult 10%,

Youth 15%,

Children 75%

Since the majority here are children, to grow this kind of church, the pastor must focus on teaching the milk of the word to enable the children grow quickly to the youth stage.

Church Stage Analysis 3 - The Growth Principle: The growth principle states that the growth and development of a church is directly related to the growth and development of the individual members of that church.



This shows us that a church that will grow needs to first focus on the growth of her individual members. So rather than focus on church growth, the pastor

should focus on the all round building and development of each member of the body who in turn will build the church. Therefore if you have a church that is not growing, the possibility is that you have members that are not growing.

What to do

Here, you have to focus on discovering ways to move the members to practice the word because it is only by practicing the word that they have been taught that they can experience growth. You may want to change your teaching approach to a more practical one and also create incentives for those who do the Word as a way of motivating others into doing the word.

The pastor here must be able to work with his members to help each person overcome their specific area of weakness.

CHAPTER THREE
THE PRICE FOR CHURCH GROWTH

Having laid the foundation about the necessity of church growth, it is important to state that there is a price to pay

if you want to achieve it. Every worthwhile endeavor has a price tag and anyone who wants to participate in it or enjoy it must pay the price. It is the same way with church growth. You cannot wish or hope church growth into existence. There is a combination key that can unlock church growth at any time in any place. The value you need to generate in other to experience church growth is what I refer to as the price for church growth.

Let us discuss them below;

1. **Inspiration:** The reason many pastors do not experience growth in their churches is because they lack inspiration. This often leads to indifference and lethargy. To be inspired is to have continuous drive or passion for your work. This inspiration comes from keeping your focus on the course and constantly seeing possibilities. A pastor who will experience church growth must do all to get and maintain inspiration. You must be willing to pay any price to keep yourself inspired. Spend money and time to ensure you keep your inspiration. Whatever you need to do to keep it, do it. It may be to take a retreat, fast, pray, play messages and even do something as simple as relocating your house or church or redecorating. Your inspiration is your driving force and its absence leads to stagnation. This is why you must do all to maintain it. Also, the pastor's inspiration is what the people aspire to, so when the pastor lacks inspiration, the people too will lack it. Keep yourself inspired and the people who work with you will aspire to your inspiration.

2. **Faith**: Destiny sparked by faith is what produces miracles. Destiny is what God has ordained for a set time and place of your life but it takes faith to move into that des-

tiny. God's will for your church to grow is sure but it will take faith to enter into it. You therefore need to do anything you can to acquire the faith required to grow your church. To acquire faith you will need to fellowship with God in the Word and prayer

> ***So then faith cometh by hearing, and hearing by the word of God.***
> ***Romans 10:17***

> ***But ye, beloved, building up yourselves on your most holy faith, praying in the Holy Ghost.***
> ***Jude 1:20***

You can also read books and biographies of those who have gone before you. This can stir up faith in you to believe God to do the same for you.

When you act in faith when it is your time, then you can get the desired result.

> ***But without faith it is impossible to please him: for he that cometh to God must believe that he is, and that he is a rewarder of them that diligently seek him.***
> ***Hebrews 11:6***

Acting in faith therefore is anything you do that draws on the integrity of God to act on your behalf. This can be expanding your hall, increasing the number of seats in the hall, sowing a sacrificial seed, etc.

For every new level, there must be a sacrifice. Something is going to have to leave you or you would have to give up something if you want to access the next level of your church growth.

3. **Sacrifice**: For every new level, there must be a sacrifice. Something is going to have to leave you or you would have to give up something if you want to access the next level of your church growth. No child is born without pains, in the same way, no new level is born without pain. As you attempt to grow your church, there are things that God will require of you to give up or to do. It may be to sow a financial seed, to fast and pray for a season, to increase your level of purity or a higher level of separation from the world. What ever it is, you need to first discover it and then do it. This is a continuous aspect of church growth. As long as you want to continue growing, God will continue to make these requirements of you.

And said, By myself have I sworn, saith the LORD, for because thou hast done this thing, and hast not withheld thy son, thine only son: That in blessing I will bless thee, and <u>in multiplying I will multiply thy seed</u> as the stars of the heaven, and as the sand which is upon the sea shore; and

thy seed shall possess the gate of his enemies;
Genesis 22:16-17

God's promise to multiply Abraham was a product of his sacrifice. As a pastor you need to ask yourself, "what have I not sown that has held my church from experiencing growth".

Again, the kingdom of heaven is like unto treasure hid in a field; the which when a man hath found, he hideth, and for joy thereof goeth and selleth all that he hath, and buyeth that field.
Matthew 11:34

When you see church growth in your heart, there will be no price too much to pay.

4. Equipping: As a pastor who desires church growth, you have to know that you cannot do this on your own. You need to equip people to do the work of the ministry with you. Complaining or murmuring about your church people does not induce church growth. The question is how many people in your church are trained to participate in church growth? How many understand and participate in soul winning? If you have only five trained leaders and want to have 200 stable members it will not work. To have a possibility of reaching your church growth goals, you need first to ascertain the number of people or work force that you would require to do it and then train them. In fact, you have to train and retrain until they are fully equipped to participate in your church growth activities

And the things that thou hast heard of me among many witnesses, the

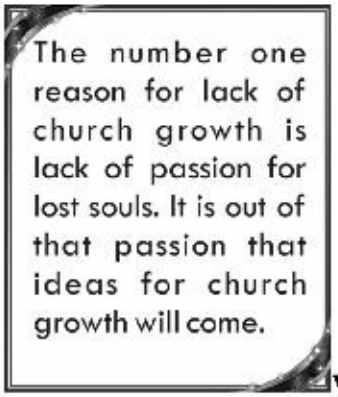
same commit thou to faithful men, who shall be able to teach others also. 2Timothy 2:2

5. Service quality: The quality of your service is of important consideration as you shoot for church growth. A quality service has the ability to keep people in your church. Your services should always equal or exceed the expectation of your first timers. So you need to consider this, do you keep to time during services? A church that hardly keeps to time will have problems keeping people. Also, you need to carefully scrutinize each segment of the service and their content. What are the ushers doing? What is taught in the children's church? What do the people who climb your pulpit say and what are you the pastor preaching? Everything done in the service should be done excellently within time. This is why I always recommend that the pastor of the church sometimes attend the service from beginning to the end so that he can fully see what happens in the church. One time in my church, I came very early to a service and I was shocked at what I saw from the gate to the hall and throughout the whole service. Everything was not what I had specified. This made me reorganize and restructure our services and often I still attend the full service to monitor the service quality and make changes where necessary. A pastor who is passionate about church growth must seriously look into the quality of his service.

6. Passion for souls: The number one reason for lack of church growth is lack of passion for lost souls. It is out of that passion that ideas for church growth will come. If you have lost the passion for souls, you will always struggle with church growth because the Spirit will not be involved with you and all your activities

will be mechanical. The Holy Spirit is only involved with genuine soul winners- people who have true passion for souls not those who just want to gather people to church. The pastor that has a passion for souls will automatically have a passion to intercede for souls, pray, outreach and constantly evolve strategies to win souls. Also, passion for souls go beyond a passion to get them born again, it also involves a passion to help them live a better life. Are you concerned about their life - what they eat, what they lack, etc.? A pastor who is not burdened by the pains of his people cannot grow his church.

Be thou diligent to know the state of thy flocks, and look well to thy herds. Proverbs 27:23



7. Vision: when the hunger for church growth is gone it is an evidence of the absence of vision. Vision creates hunger for accomplishment hence the pastor must keep the vision for church growth before him. He must put it all around him. For instance I have articulated the vision for church growth that God gave me in my offices, homes and my rooms. I have them in maps, pictures and writing posted all around me and whenever God

speaks a new thing to me I write it or draw it and post it on the walls. If you visit my home and offices, you will see them displayed everywhere. This is my own way of keeping my vision constantly in front of me. You must also make effort to keep the vision in front of the people. For instance, you could make a banner of vision 1,000 members and put a picture of what it should look like on the banner and position it at the entrance of the church so that as members come in, they would be reminded of that vision.

> ***And the LORD answered me, and said, Write the vision, and make it plain upon tables, that he may run that readeth it.***
> ***Habakkuk 2:2***

I do all these because I know that if they can keep seeing it, they can have the necessary hunger and desire to achieve it. here is an appointed time for every vision to fully manifest, and to see it happen, you must keep the vision in front of you, meditate on it and let it stir up in you the wisdom and strategies to bring it into reality.

> ***For the vision is yet for an appointed time, but at the end it shall speak, and not lie: though it tarry, wait for it; because it will surely come, it will not tarry.***
> ***Habakkuk 2:3***

CHAPTER FOUR

LAWS OF CHURCH GROWTH

There are laws that you must understand and put in motion to actualize church growth. According to the Webster Dictionary, a law is a sequence of events in nature and human activities that has been observed to occur with unvarying uniformity under the same condition or circumstance. We can therefore say that church growth laws are principles which when applied under similar conditions would produce growth in any given church. They are a system of rules and conventions that govern the concept of church growth. This means that when you understand and implement them, without doubt your church will grow. These laws are no respecter of persons. If you activate them, they will work for you regardless of who you are or where you come from. I have put many of them to work in our ministry and they have always produced results

for me. This is why I want to share them with you.

Roof's law states that no church can grow beyond five times its effective leadership base without undergoing entropy - a gradual decline into disorder or a lack of order.

A church is a spiritual organism operating in a physical terrain. That makes the church operate in two worlds at the same time. Therefore, as we discuss church growth laws, it will also be important to discuss laws in these two worlds - physical and spiritual that can affect church growth.

Physical Laws of Church Growth

These are laws that when understood and put in motion will work for any church in the physical world. They are standards that will work for anyone who will dare to use them. I will discuss them below;

1. **Roof's Law:** Roof's law states that no church can grow beyond five times its effective leadership base without undergoing entropy - a gradual decline into disorder or a lack of order. At entropy, membership gain is equal to membership loss and accumulation is zero. At this stage there is no growth. For the pastor to grow his church, he must build his leadership to accommodate the amount of growth he anticipates or he may get the amount but will never be able to retain them.

Roof's Law (Leader - Roof and Four Others = 5)

For instance, according to Roof's law, to have and maintain a membership of 100 men, you must maintain a leadership base of a minimum of 20 persons assuming the retainership capacity of one person is 5 persons. If that church will grow again from 100 to 1000, the pastor must increase the leadership capacity from 20 to 200 leaders. To build his leadership base, the pastor can do the following:

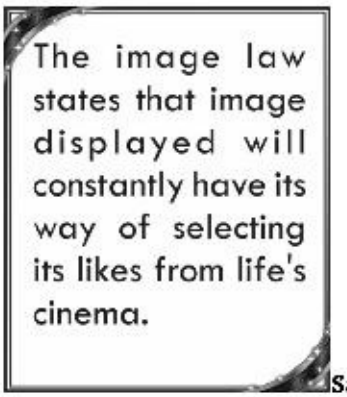
- Search for leaders, people with potential for leadership in his present membership. He should not be focused on the finished product but raw men that have the potential for growth.

- Train them for the Job. As you recruit leaders, do not automatically expect them to know what to do. You have to train them to deliver to your specification. It is also better to have a systematic and consistent way of training. That way, you can monitor growth over time. For instance in our ministry, we have the Leadership Training and Development Institute (LDTI) a school that has a systematic and organized curriculum to train our people for leadership. We hold the classes once a month. The people attend, they are taught and then take an assessment test at the end of every class. After a set period, they acquire a leadership certificate from LDTI. This is one of our strategies to train our people for leadership and increase our leadership base. Your church growth target will remain a dream if you do not have the leadership base to carry it.

- Appoint a place for them to implement what they have learnt. After the training, you have to give them opportunities to implement what they have learnt.

- Carry out on the Job training. You do not have to wait for them to know everything first before you delegate a responsibility to them. There are some things that they will only learn on the job. Give them the task and monitor or supervise as they carry it out and then correct them as they work.

- Increase their capacity progressively by goal setting and higher teachings. Teach them and give them goals and as they achieve it, teach them more and give them higher goals. This should be a continuous activity.



2. **Satisfaction Law:** This law states that people will always consciously or subconsciously return back to what they enjoy. People will come back to your church if they enjoy the experience. In our church, the vision for our services is "a service that happens to you before you know it" and the mission for our services is "sweet, swift and powerful" if the service is swift and sweet, people will seek to come again, but if it is sweet and slow people will literally sleep. So our goal is to ensure that in all our services, the people's experience either equals or exceeds their expectation.

Expectation is created during publicity or previous experiences, so our focus is to make the first timers' experience equal or greater than their expectation. This is a very important way to ensure that they come back and you have high retainership. But if their experience is lesser than their expectation, there will be no retainership. This is the problem of many churches. So to apply the satisfaction law you can do the following;

(i) Ascertain the level of expectation of the people.

(ii) Buffer their expectation by doing publicity that matches their expectation.

(iii) Plan an experience that will beat their expectation.

(iv) Prepare properly so that experience matches or exceeds expectation.

3. Image Law: The image law states that image displayed will constantly have its way of selecting its likes from life's cinema. This is very significant because what you display is what you attract. So look at the people you have in your church, they are an automatic pointer of the image you have been displaying. The ushers/greeters of the church is the first image the people see, so the pastor must consciously teach and model what he wants to see in his church. Also he should ensure that the people who represent him and the church, have the image he intends to attract. If the people who go out to reach out to others look poor and beggarly, they will only attract the poor and beggarly regardless of the image he projects personally. Even if your workers are not very rich, if they look it and talk it, they will automatically attract the rich. This is because in life perception is reality -

what people perceive about you is what they believe even though that may not be your true reality. So as the pastor of the church, you should ensure that you and your work force project the image that you want to attract to your church. This is wisdom!

4. **Faith Law**: This law states that it is only a man that has heard God that can help men. People will stay in your church when they know that you have in you the ability to help them but you can only help them when you constantly hear from God. The voice of God is what brings the faith required to deliver the solutions to the people. So do everything to hear God. Do not compromise your time of fellowship with God because of activities. That may bring the people but when they come, if they cannot find help or solution for their problems, they will go.

5. **Prime Factor Law**: The prime factor law states that no church can grow beyond the capacity of her leader - pastor. Capacity here refers to a combination of his skills set and knowledge base. The pastor therefore has to spend time to develop his capacity as that may be the reason for stunted growth in his church. He has to increase his financial, mental and spiritual capacity. He can increase his capacity by doing the following;

(i) Spending time to pray.

(ii) Spending time to read wide on all major aspects to life.

(iii) Setting goals and ensuring to actualize them.

(iv) Increasing work rate per hour. This is attempting to achieve more within a shorter time.

(v) Rubbing minds with other more experienced and higher minds.

6. Potentiality Law: This law states that to attain the peak of one's potential, targets that stretch one must be set and achieved. Another reason some pastors never achieve church growth is that they never stretch themselves. They only set targets within their perceived capacity and they always hit it. Therefore as a pastor who wants to grow your church, you must consistently stretch yourself beyond your capacity by setting goals that are slightly beyond your perceived capability. You will be surprised at how much you can achieve within a short time.

7. Profit Law: The profit law states that profit can only come from effective time management. What is not managed cannot grow so the first thing the pastor has to manage is his time. Under the profit law I will highlight three principles that can help the pastor;

(i) Investment principle: This is to increase input and multiply output. You do this by simply putting more time into your work.

(ii) Elimination principle: In the elim ination principle, you reduce input while maintaining output. You do this by totally eliminating time wasting and optional activities and focusing solely on your goals. Using this method, it may appear that you are doing less work but you are directing your energy to only necessary activities. You may end up reducing input but you would at least maintain your results

(iii) Innovation principle: Here you reduce input to improve output. You

reduce input by employing more innovative ways to achieve your goals but you end up improving your output. More work does not always lead to more result. A cutlass though more stressful does not produce more than a tractor because a tractor is a more innovative way to farm. The goal here is to achieve more with less energy using innovation.

8. **Prophecy Law:** The prophecy law states that power can only be transmitted by words of declaration called prophecy. The power generated in prayer can only be transmitted through prophecy. This is why a pastor should prophesy and declare the word of God during and after prayer. However prophecy can be automated when the pastor spends long times praying intensively. At this stage prophecy pours out of him like water gushing out of a fountain. This is not just declaring the written word of God but speaking the rhema or mind of God. It is this kind of prophecy that makes a pastor shift grounds.

9. **Fact Law:** This law states that the helps of the church is directly proportional to the health of the church which is proportional to the growth of the church. This means that how much the church is able to help the people will reflect in the growth of the church. Many people come to church simply to receive both spiritual and financial help. The more people receive this help, the healthier the church and the faster it will grow. The pastor therefore needs to learn to use the anointing on his life to help the people. In our ministry, we hold a monthly program called Mega Sunday. During this meeting, I use the anointing upon my life to heal, deliver and to cause breakthrough for

our members and several amazing testimonies have arisen because of this. This has also caused us to experience church growth across all our churches. A pastor should also set up systems to help those in financial need especially those that cannot help themselves. In our ministry, we set up the Isaiah Wealth Initiative (TIWI) with several NGO's to cater primarily for our members and for those in need outside the church. Through this initiative, many of our members have received financial aid that has strengthened their commitment and others are able to volunteer their time and resources for the work of the initiative. The pastor that desires to grow his church must also put this into consideration.

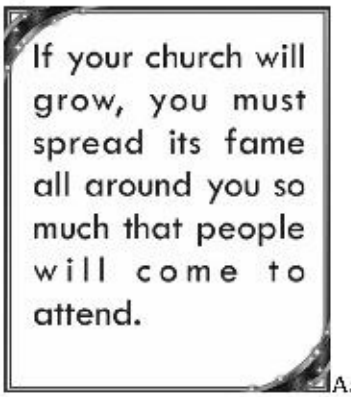
11. Unity Law: Unity law states that order is the mother of growth and increase. Order creates space and the opportunity for growth to happen. The measure of unity in a system is therefore the measure of order in that system. At the point of unity reality always equals goals set. This means that when a people are united, their goals are always achieved. It is therefore the work of the pastor to input unity in the system by setting it in order. He must clarify to everyone the authority lines, roles and responsibilities within the church. This is the only way to keep the order and propagate unity.

12. Passion Law: Passion law states that passion is the magnet in the heart whose field cuts across different resources resulting in a gravitational force that pulls the resources. A man who has passion will not lack resources as that passion will pull to him all that he requires to make his vision a reality. Passion is thus indispensable in the work of church growth. A pastor without passion is the one who constantly complains about lack of resources and

lack of support. If he has passion, he would think of ways to make it work. I am a man of great passion and as such there is nothing we have intended to do in our ministry that we have not been able to achieve. The passion in me constantly pulls all the resources I need to make all our projects a reality. This is how a pastor who wants to grow a church must be. One who is passionate about something constantly thinks and speaks about it. By speaking about it he attracts the resources and he also transmits the passion to others who will in turn bear the burden with him. Passion is a product of focus; when you focus so much on what you want to achieve with faith in your heart, passion is born.

13. **Presence Law:** This law states that a commodity can only penetrate the market to the extent its fame has travelled. People do not buy a product because of its use or importance. They buy it because they hear about its benefit so much and the urge to experiment arises which triggers a purchase. Such is the power of publicity. If your church will grow, you must spread its fame all around you so much that people will come to attend. Furthermore, people buy a brand not a product so you should package your publicity in such a way that people will want to buy into the service that your church offers. This is what I call advertisement. Advertisement is creating or changing the paradigm of the people to match the perception you want them to have about you or your church. The pastor must be conscious of this and deliberately brand his church in such a way as to create or change an existing paradigm and give them a brand new perception of the church. The flyers, videos and other elements that display the church must reflect this brand.

Spiritual Laws of Church Growth



As important as the physical laws are, you must remember that the church is first a spiritual organism or entity and only spiritual laws can birth and lead to lasting church growth. A pastor must therefore be conscious of these spiritual laws. I have outlined the spiritual laws of church growth below;

1. The Law of the Spirit of Grace: The law of the spirit of grace refers to when the spirit of grace works with men and cause many to believe and turn to the Lord.

> ***And the hand of the Lord was with them: and a great number believed, and turned unto the Lord.***
> ***Acts 11:21***

This is a supernatural working of the Holy Spirit that can lead to church growth. As we see in the scripture above, the hand of the Lord was upon the disciples and because of that a great number believed and turned to the Lord. This is a prayer you should pray for yourself continually that the spirit of grace would rest upon you. Church growth is not just a product of strategies and structures. It can be born or activated solely by

the working of this Spirit and you should desire this and ask for this kind of manifestation in your pastoral ministry.

2. The Law of Mass Preaching: The Spirit of God can also induce church growth through mass preaching. This is reaching to a great number at a particular time. This was common in the early days and in fact this was what the disciples did after the coming of the Holy Spirit in the upper room. Peter stood up in front of men from different parts of the world gathered in Jerusalem and preached to them.

> ***And how hear we every man in our own tongue, wherein we were born? Parthians, and Medes, and Elamites, and the dwellers in Mesopotamia, and in Judaea, and Cappadocia, in Pontus, and Asia, Phrygia, and Pamphylia, in Egypt, and in the parts of Libya about Cyrene, and strangers of Rome, Jews and proselytes, Cretes and Arabians***
> ***Acts 2:8-11***

And after he had preached to them, many believed and were added to the church

> ***Then they that gladly received his word were baptized: and the same day there were added unto them about three thousand souls.***
> ***Acts 2:41***

This is a strategy the Spirit works with because it gives the opportunity to reach out to a large number of persons at the same time. We must take advantage of this and trust His power to manifest as we preach.

3. The Law of Effective Small Groups: The Holy Spirit also worked through effective small groups in the early church and many were brought to the faith through these groups.

> ***And all that believed were together, and had all things common; And sold their possessions and goods, and parted them to all men, as every man had need. And they, continuing daily with one accord in the temple, and breaking bread from house to house, did eat their meat with gladness and singleness of heart, praising God, and having favour with all the people. And the Lord added to the church daily such as should be saved.***
> ***Acts 2:44-47***

The power in small groups is the love and unity that is displayed through them, thus the Spirit works through them to bring people into the church.

4. The Law of Apostolic Signs: apostolic signs are supernatural occurrences, signs and wonders that lead to the salvation of souls.

> ***Then Simon himself believed also: and when he was baptized, he continued with Philip, and wondered, beholding the miracles and signs which were done.***
> ***Acts 18:13***

Through these signs, the fear of God comes upon the people and many are convinced to come to Christ.

> ***And fear came upon every soul: and many wonders and signs were done***

by the apostles....And the Lord added to the church daily such as should be saved.
Acts 2:43, 47

We see the same law at work in Philip's ministry that the people gave heed to him because of the signs and miracles which he did.

And the people with one accord gave heed unto those things which Philip spake, hearing and seeing the miracles which he did.
Acts 8:6

Apostolic signs attract people because it gives them the evidence required to believe in the Gospel. These are supernatural occurrences that we must spend time to pray for. Many of the revivals of old were a product of apostolic signs and if you can believe and seek God for it, you too can experience it in your church and reap a great harvest of souls.

5. The Law of the Good Man: The pastor can be a great instrument that will lead to church growth. We see this in the case of Barnabas in the book of Acts chapter 11;

For he was a good man, and full of the Holy Ghost and of faith: and much people was added unto the Lord.
Acts 11:24

He was a good man, one full of the Holy Ghost and faith and because of this people were added to the church. As the pastor, you too can be an instrument of church growth, but like Barnabas you must be a man full of the Spirit - this makes you unpredictable and a man of faith and a man of possibilities.

6. The Law of the More: This is the law that produces church growth when the Spirit of the Lord is poured out in judgment. This happened when the Holy Spirit judged Ananias and Saphira in Acts chapter 5.

> ***But Peter said, Ananias, why hath Satan filled thine heart to lie to the Holy Ghost, and to keep back part of the price of the land? Whiles it remained, was it not thine own? And after it was sold, was it not in thine own power? why hast thou conceived this thing in thine heart? thou hast not lied unto men, but unto God. And Ananias hearing these words fell down, and gave up the ghost: and great fear came on all them that heard these things.***
> ***Acts 5:3 -5***

> ***Then Peter said unto her, How is it that ye have agreed together to tempt the Spirit of the Lord? behold, the feet of them which have buried thy husband are at the door, and shall carry thee out. Then fell she down straightway at his feet, and yielded up the ghost: and the young men came in, and found her dead, and, carrying her forth, buried her by her husband.***
> ***Acts 5:9-10***

The assumption would be that after this incident many would leave the church, but that was not the case, many more were added to the church. This is a working of the Spirit.

> ***And believers were <u>the more added</u> to the Lord, multitudes both of men and women.)***

Acts 5:14

They were added to the church because fear came upon all. This fear or reverence of God brings conviction to many more that they begin to consider and as a result turn to the Lord and are added to the church.

> ***And great fear came upon all the church, and upon as many as heard these things.***
> ***And believers were the more added to the Lord, multitudes Both of men and women.***
> ***Acts 5:11,14***

7. The Law of Establishment:

> ***And he [Paul] went through Syria and Cilicia, <u>confirming</u> <u>the</u> churches.***
> ***Acts 15:41 (emphasis added)***

The word used for "confirming" here is the Greek word '*Episterizo*' which means to strengthen and support further. Apostle Paul was seen moving from city to city to strengthen and encourage the churches. We see the result of this in Acts 16

> ***And as they went through the cities, they delivered them the decrees for to keep, that were ordained of the apostles and elders which were at Jerusalem. <u>And so were the churches established</u> in the faith, and increased in number daily.***
> ***Acts 16:4-5***

The spirit of establishment manifests in strong encouragement that produces a contagious excitement. This kind of excitement has great capability in that the people are en-

ergized and committed to the work. The energy of that commitment multiplies the church in every fold. This spirit of establishment can be released through being led by the Spirit to preach or teach in a certain direction that removes every fear, limitation and worries from the people. I have experienced this at different times when I was led by the Spirit to teach a particular series in the church. As I thought that series, the Spirit of encouragement rested on the church and the church was established. Even when I visit other branches, they experienced tremendous growth after I leave because I am able to tap into the right word for the people and release the spirit of estab lishment. This is an important law of church growth.

8. The Law of Spiritual Timing: There is a time appointed of God for every church to multiply and experience massive church growth.

> ***But when the time of the promise drew nigh, which God had sworn to Abraham, the people grew and multiplied in Egypt,***
> ***Acts 7:17***

This is a time when the Lord visits your church.

> ***And shall lay thee even with the ground, and thy children within thee; and they shall not leave in thee one stone upon another; because thou knewest not the time of thy visitation***
> ***Luke 19:44***

When you miss this time, stagnancy or backwardness is the result. Before the appointed time, every other thing is just a way of preparation. God trains and prepares the pastor and the people to be able to handle the coming church

growth, but the real church growth happens in His time by His Spirit. So the pastor is to seek God, obey, work, and employ all the strategies he knows as he waits for the time. However, the growth will not really be a product of the pastor's labour but a move of the Spirit. At this point, church growth is not arithmetic, it is geometric - it cannot be calculated.

9. The Law of Effective Preaching: Effective preaching is another spiritual law that births church growth.

> ***Then had the churches rest throughout all Judaea and Galilee and Samaria, and were edified; and walking in the fear of the Lord, and in the comfort of the Holy Ghost, were multiplied.***
> ***Acts 9:31***

Preaching is said to be effective when it has these three elements;

- Edifying: This means that it builds up the listeners.
- Fear of God: The fear of God that leads to salvation and a desire to change comes upon the listeners.
- Comfort of the Spirit: That those who hear are comforted by the Spirit. This comfort may be a healing, deliverance or even a word of encouragement.

When people experience effective preaching, many are turned to the Lord and the church multiplies.

10. The Law of Termination: Church growth can be triggered by the termination of territorial agents. We see in Acts 12, that after King Herod died, the word grew and multiplied.

And immediately the angel of the Lord smote him, because he gave not God the glory: and he was eaten of worms, and gave up the ghost. But the word of God grew and multiplied.
Acts 12:23-24

This means that king Herod was an obstacle to the growth of the church. There are territorial demons that hold the people of a particular location bound and until they are displaced or terminated, the church in that location will never grow. So the pastor must engage the power of prayer and spiritual warfare to displace or terminate them. All your strategies for church growth will be ineffective if the territorial agents in that location are not handled. The greatest strategy for displacing them is obedience to the voice of God. As you engage in prayer, God will speak to you. Do as He says and you will have the victory.

Finally, beyond all the laws, activities and strategies that the pastor can employ to grow his church, he can also grow his church supernaturally.

Supernatural Church Growth

As a pastor, you need to know that you can grow your church supernaturally by a display of the power of the Kingdom and the gifts of the Spirit. We see that throughout scriptures, the multitude gathered to Jesus and many believed in Him because of the miracles that He did.

And a great multitude followed him, because they saw his miracles which he did on them that were diseased
John 6:2

> ***Now when he was in Jerusalem at the passover, in the feast day, many believed in his name, when they saw the miracles which he did.***
>
> ***John 2:23***

Anywhere He went, people thronged after Him because of the manifestation of the supernatural in His ministry. Nicodemus, a great man came to Jesus by night. I want you to see his words.

> ***There was a man of the Pharisees, named Nicodemus, a ruler of the Jews: The same came to Jesus by night, and said unto him, Rabbi, we know that thou art a teacher come from God: for no man can do these miracles that thou doest, except God be with him.***
> ***John 3:1-2***

Did you see that? Nicodemus referred to Jesus as a teacher yet one who did miracles. In the same way, you may be a pastor but you can work in the supernatural because it has the ability to bring people to you both great and small. There is a level of growth that you would not experience without the manifestation of the supernatural. This is why you should earnestly desire to function in the supernatural power of God. You can activate the supernatural in your ministry by doing the following:

A. Follow the leading of the Spirit: You can activate the supernatural in your life by following the leading of the Spirit. The Holy Spirit knows all things and has all power. So, He can show you what to do or give you a supernatural idea that will lead to explosive church growth. To follow the leading of the Spirit, you have to

first know His voice. But in order to know His voice, you have to do the following:

1. Fellowship with the Spirit: This refers to giving the Holy Spirit first place and spending time with Him. This is so that you may cultivate your relationship with Him. As you fellowship, acknowledge Him, talk to Him, do not grieve Him, learn from Him and sing to Him.

2. Live a holy life: God is holy, and to walk with Him, you have to live a holy life.

> ***Can two walk together, except they be agreed?***
> ***Amos 3:3***

Many people do not enjoy the leading of the Spirit because they live in sin or disobedience to the voice of the Spirit. If you want to constantly enjoy the leading of the Spirit, you should live a holy life.

B. Function with the gifts of the Spirit: The gifts of the Spirit are given to the church to profit, and you can function in them. The gifts manifest as the gift of word of wisdom, word of knowledge, the gift of faith, gifts of healing, working of miracles, prophecy, discerning of spirits, diverse tongues and interpretation of tongues.

> ***But the manifestation of the Spirit is given to every man to profit withal. For to one is given by the Spirit the word of wisdom; to another the word of knowledge by the same Spirit; To another faith by the same Spirit; to another the gifts of healing by the same Spirit; To another the working of miracles; to another prophecy; to another discerning of spirits; to another divers kinds of tongues;***

to another the interpretation of tongues:
1Corinthians 12:7-10

When these gifts are in manifestation in the life of a pastor, they have the ability to trigger church growth. This is why you should earnestly desire them.

But covet earnestly the best gifts: and yet shew I unto you a more excellent way.
1Corinthians 12:31

If you desire to work in the gifts of the Spirit, you can do the following:

1. Ask for the gifts. The reason many do not function in the gifts of the Spirit is because they do not ask. So you need to ask the Holy Spirit to give you the gifts of the Spirit, and as Jesus said in the scripture below, the Father will give to those who ask.

If ye then, being evil, know how to give good gifts unto your children: how much more shall your heavenly Father give the Holy Spirit to them that ask him?
Luke 11:13

2. Stir up the gift by watching others flow in it. The environment you put yourself can either quieten or stir up the gifts of the Spirit in you. It is important that you position yourself among those who already function in a higher dimension of the gifts of the Spirit. By doing this, you would be stirring up the gift of God as you watch them flow or function in it.

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.
2Timothy 1:6

3. Build your spirit in tongues. Praying in tongues is very important to functioning in the supernatural, so the pastor needs to spend much time praying in tongues.

But ye, beloved, building up yourselves on your most holy faith, praying in the Holy Ghost.
Jude 1:20

C. Engage the ministry of Angels: Angels are sent by God to minister for you, so you have to learn to take advantage of their ministry. When angels are actively involved in working with you, they will bring the people to your church. Some persons have come to our church by angelic visitations. You too can begin to enjoy this if you only learn how to engage them. To engage their ministry in your church work, you can do the following:

1. Fellowship with your angels by recognizing their presence. I want you to know that you are not to worship angels, but to try all spirits because the devil can come as an angel.

Beloved, believe not every spirit, but try the spirits whether they are of God:
1John4:1

To know if they are from God, their message must be consistent with the scriptures and God's revealed purpose to you.

2. Put your angels to work by speaking in tongues and confessing the word.

> ***Bless the LORD, ye his angels, that excel in strength, that do his commandments, hearkening unto the voice of his word.***
> ***Psalm 103:20***

A pastor should move in the supernatural as a minister of God but as a word of warning, he must not emulate other officers because their functions and place are different.

The pastor must also remember not to forsake the sheep in the search for supernatural power. This is how some pastors have forgotten their sheep in ministry. Instead, he should skillfully create time for fellowship and prayers as he is not a prophet. The prophet can afford 40 days on the mountain, but the pastor's place is with the sheep. He can fast but this should be done with the sheep, not away from them, except he is led by the Spirit to do otherwise which should be once in a long time.

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