

Growing a New CHURCH

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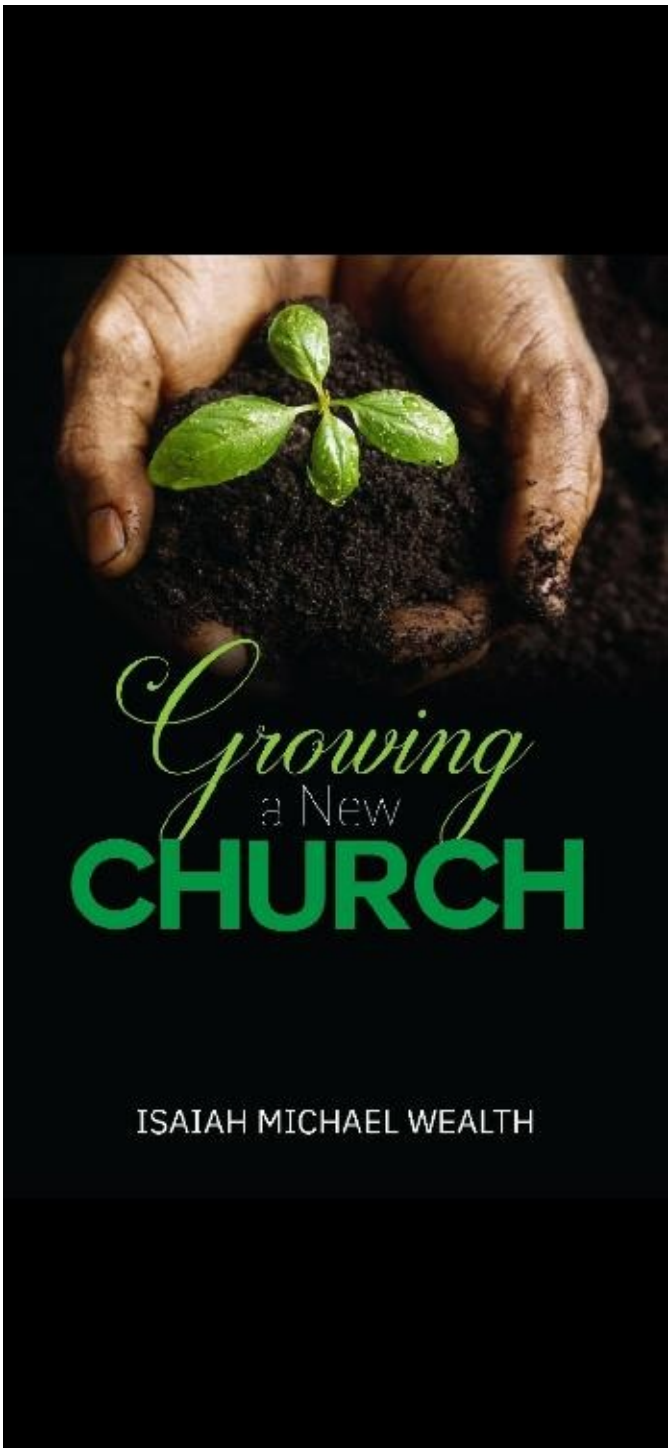

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Other Books By Dr. Isaiah Wealth

INTRODUCTION

Having pioneered or begun a church, it takes as much wisdom and work to grow the church. Many new churches and pastors have this problem. They have started the church but they are unable to grow it. Sometimes, you even find churches that are

decades old that have very few members. This is not the will of God. Some have even accepted that it is not the will of God for all churches to grow and have a lot of members. This is a lie! As churches are born, God wants them to grow, multiply and takeover their sphere of influence.

> ***And God blessed them, and God said unto them, Be fruitful, and multiply, and replenish the earth, and subdue it:***
>
> ***Genesis 1:28***

This is why the pastor has to understand the factors that lead to church growth and how to apply them in his new church. This will be my focus in this book. I will explain how to grow a new church, how you can bring people into your church, the foundation for a growing church and the ways you can gain followership.

CHAPTER ONE

GROWING A NEW CHURCH

Growing a new church is one of the greatest challenges church pastors face in the process of pioneering. This is because they are attempting to navigate their way in a new terrain. There are also many aspects of the new church they have to grasp and I am going to highlight them below;

1. **The Star of Ministry:** This refers to the five vertices and the defining cardinals of a ministry. They are the vision, mission, purpose, value and motto of a church. They are the most important things the pastor needs to first consider when growing a church. This will determine the direction and activities of the church. The vision is the peculiar assignment God has given the church to fulfill in the Body of Christ. This is what the ministry intends to achieve or be at the end of her assignment. The church pastor must clearly understand this because a church without a vision will not survive. The vision creates clarity!

> ***Where there is no vision, the people perish: but he that keepeth the law, happy is he.***
>
> Proverbs 29:18



In our ministry our vision is "giving witness of the true Gospel to all nations in love and with the great signs". This is what the Lord told me we are to accomplish for the kingdom and when He comes we would have accomplished our vision if He meets us doing this. This has been our driving force as a ministry. The vision is what informs the decision and drives the activities of the new church. The pastor must therefore clearly define what the vision of the new church is. If the pastor is a branch pastor, the vision of the headquarters automatically becomes the vision of the branch church. Functioning outside this is functioning outside the grace of the ministry.

Also this vision must be written out clearly and explained to the people as they join the new church because it has the ability to make them run with you.

> ***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*

When the vision is clearly articulated, the people are propelled or inspired to run. This is the first thing a church pastor must conclude on.

On the other hand the mission refers to the activities that are required to carry out this vision. This is what you do daily to achieve

the vision. These are the recurrent activities intended to bring the vision to reality. It is the mission that makes the vision tangible. In our ministry, our mission is "winning and equipping souls for the work of the ministry ". If we must give witness of the true Gospel to all nations in love and with great signs, we must daily win and equip souls. It is the mission that makes the vision possible. Having a vision without a mission is a waste of time. The vision will remain a vision - it will not be actualized.

Also, the purpose is the short term measurement of the mission. It is the product that the mission produces to fulfill the vision. For instance, in our ministry our purpose is "raising a people of all round success fulfilled in the service of Christ" this is what our mission is supposed to produce on the short term to achieve the vision on the long term. This is what we assess to know if our mission is being actively implemented. The pastor of the new church must clearly define these three variables as he begins the church. As the vision justifies the mission at the end of time, the purpose justifies the mission momentarily.

It is the mission that makes the vision possible. Having a vision without a mission is a waste of time. The vision will remain a vision - it will not be actualized.

Values are the acceptable principles or standards of a group. As a ministry, our values are Truth, Holiness, Excellence and Service.

A motto is a short saying that is a rule to live by. It is also a short saying that forms a part of the coat of arms of an organization. For us, our motto is "Gospel to all the Nations".

2. **Value Exchange Analysis**: To get value, you must first give value. The pastor of the new church needs to have it at the back of his mind that if that church will receive value, they must also give value to the people that come. He will need to consider what he can do to add value to different areas of their lives for example their marriages, family, job, businesses etc... Too many persons are more concerned about what people can give to them rather than what they can give. This is a wrong mindset. To get commitment and support from new comers to your church, you need to add value to them. When people sense that you are more concerned about getting from them rather than helping them, they subconsciously withhold themselves. But when they perceive that you are intent on adding value to their lives, they will open up to you. So as a pioneering pastor, you may be conscious of this but you need to sink it into your sub conscious so that even in your sleep, your thoughts would be towards giving value to people in everything that you do. As people come to your new church, you need to ask questions, find out what they do, where they are, what they need and their life goals so that you can join them to push for these achievements. That is your work as their pastor, to join them in fighting their battles and achieving their dreams, not only in receiving their tithes and offerings or to involve them in church work. Also as you counsel them, do not only talk, but listen to them to enable you know how better to help them, and also to gain from their experience to help others too. For instance, if a new comer to your

church is a banker, ask him about his profession and learn about his work so that you can impact that information to others who might need it. Doing this often will provide you with a lot of knowledge that might be helpful to other newcomers.

3. Facility: The pioneering pastor will also need to consider the kind of facility he would require for the new church. The facility of the church can go a long way in determining whether people will come or not, stay or not and even the kind of people that will come. A suitable facility is one that is clean, ventilated, well situated and easily accessible. Getting a suitable place for a reasonable or fair amount is often difficult for the pastor. A suitable facility must have the balance of excellence and affordability, and getting one would require great wisdom and supernatural direction. For instance, getting a spacious facility in a location with bad roads that is not easily accessible may not be a good idea. It may end up being the obstacle to the growth of the church. The pastor needs to know where to create the balance - what to compromise on and what not to compromise. The pastor may compromise on space but should not compromise on accessibility. There are some persons who went to some churches but did not return because of the difficulty in accessing the location. This is very vital in growing a church and the pastor needs to carefully consider this. It is also important that you make the best out of the facility you have. You can beautify as much as you can to make it attractive. This is not always costly, it can be learnt. So find out how you can beautify your church with the little budget that you have so that even as little as you have, you can still have something that is attractive. This is a declaration that the wisdom of God is at

work in you. Never forget that your decoration speaks of what you can make out of the people's lives. Therefore, a shabby hall speaks of a shabby heart, and of a shabby destiny or destination. On the other hand, an excellent church speaks of an excellent heart which is indicative of an excellent future. Everything you say and do speaks to people of what you can make out of their lives.

4. **Doctrine:** The doctrine or teaching of a ministry is another important factor in growing a new church. The doctrine of the church must be consistent with the vision and the assignment of the ministry, and must be in line with the Word of God.

> ***For the time will come when they will not endure sound doctrine; but after their own lusts shall they heap to themselves teachers, having itching ears;***
>
> *2Timothy 4:3*

The pastor must not compromise in order to win members. However for a new church, the pastor needs to focus on Christian foundational teachings like salvation, righteousness, faith, prayer etc. to develop and build new converts before he can progress to other deeper truths. He should not attempt to preach deep revelations as he may see on TV or tapes. He should break it down knowing that as a church is new, so will its new members be new to the message that he is trying to propagate.

Furthermore, every ministry that is born of God has a specific mandate and a message, the pastor therefore has to focus on the specific message God has given to that church. Trying to do what others are doing will lead to failure, so it is important to focus on what God has told you to teach. If you are a pastor pioneering a

fresh or totally new ministry, you need to focus on what God told you to teach but if you are a branch pastor, your doctrine should totally align with the message of your senior pastor, though you may have to break it down knowing that those in the headquarters might have been with your senior pastor for years and hence may be able to eat stronger meat than these new converts in your church. Sometimes, it may also be good for you to look for the earlier teachings with which your senior pastor pioneered the headquarters and to blend that with what he is teaching now to make it digestible to these new converts to the ministry. They might not be new converts to Christ, but they are new converts to the ministry which still makes them new anyhow.

5. Ease: When growing a church, it is very important for a pastor to create a system that will enable newcomers easily transit into membership. There should be a simple training and equipping system that would help migrate new comers into membership. Some pastors in a bid to organize their churches create complex systems that make it difficult for people to become members and when the people cannot cope, they either go or become indifferent. In our own ministry, we set up the New Pillars Academy that handles this process. When first timers come, after a period of commitment, they are assigned to mentors to teach them about the ministry using the New Pillars Academy Manual, a small workbook that gives basic information about the church. The mentors help them understand the contents which are administered as very simple test and afterwards, they are integrated into membership.

There must also be ease in participation. As people come to the church, there should be a way to easily incorporate them into departments in the church. This is a very effective retainership strategy. It should be easy for people to join departments as long as they are saved and are willing to abide by the rules set by the church for its workers. There is no need to create cumbersome and difficult systems for the newcomers, you would be limiting their participation, reducing your church work force and ultimately stopping your church from growing. People stay if they can find a place to express their gift and a place where they have a sense of belonging. So if you are a pastor of a new church, create your own system to easily convert your first timers into members or you may want to learn from what other pastors of already existing churches are doing. But if you are a branch pastor, find out what is being done in your headquarters and simply do the same.

6. **Structure:** the structure of the church refers to the way authority flows from top to bottom and the respective responsibilities of each office in the church. The pastor will need to determine this as the church begins. This is to set a pattern for how things are to be done, the officials to execute them and the authority they hold. This will create order in the church without which the church will not grow. If you are a branch pastor, implement the structure set from the headquarters.

Restructuring: After a while, your structure might no longer work or might become cumbersome to follow. Sometimes, the structures that formerly helped the church might begin to draw the church backwards. This is why you need to examine your church structure and be open to restructuring to allow smooth operation in every aspect of your church. Is there any part of your church that is not moving forward? If yes, then look into the structure of that aspect of your church. You may do this by:

The quality of church service is a very important factor in growing a new church. The pastor has to package the service in a way that it will be swift, sweet and yet powerful.

- praying and listening to the Holy Ghost.
- consulting your pastoral mentor.
- researching to know how other churches structure that aspect of their church.

7. Service: The quality of church service is a very important factor in growing a new church. The pastor has to package the ser vice in a way that it will be swift, sweet and yet powerful. None of these three elements should be compromised in planning a service. Some services are sweet but unnecessarily too long. Other services are swift but lack the power of God in manifestation. You would need to consider this.

It is possible to have a short service and still do all that you plan to do. You simply need to manage the time and cut down excesses.

The quality of a service is determined by the quality of every segment of that service. Try to eradicate the time in between each segment; you must ensure that there is a smooth transition from one segment to another without any delay or dropping of microphone and waiting for the next person. There is also no need of introduction of the segments; each segment should smoothly introduce the other without saying so. Therefore, the pastor needs to monitor what happens during the different segments of the service and make each segment focused and purposeful. He also has to select and train the right people to handle those segments.

The message of the pastor is also a very important part of having a quality service. He should spend time preparing his sermon and master the art of delivery. You can have a good sermon and not know how to deliver it. The pastor has to practice until he can deliver an impactful message within a very short time. Recently in our church, we have become more purposeful and swift in our services and it has led to an increase in the church.

8. Care: The pioneering pastor needs to have genuine affection for people. He needs to care for them. People will most likely stay with you if they perceive that you really care for them. Some pastors do not show genuine passion for their people and because of this people do not gravitate towards them or stay with them. A pastor should have and display true care for people. He must be willing to sacrifice to help them in their time of need and also sacrifice his time, money and other resources to care for them. It is also important to have

an account for caring for members' welfare. It would be wise to set apart some funds for supporting members especially during important events in their lives e.g. graduation, wedding, burial ceremony etc. This is also the time when people usually feel loved or lonely, and it is important that the pioneering pastor knows how to show care during those times.

> ***Rejoice with them that do rejoice, and weep with them that weep.***
>
> Romans 12:15

9. **The Word:** the word of God is one of the major tools for spiritual development, so the pastor of a new church has to teach the people the word of God. When people come to your church, it is wrong to assume that they already know the truth. People come from different places having heard different things so the new church is comprised of different people with different doctrines and mindset from different places. It is therefore important that as they come, you teach the word of God as it has been revealed to you or to your senior pastor as a branch pastor. When you teach the word, you are renewing the minds of the people, thus what you have is a united church, one that has the same mind on every issue. This is one of the fastest ways to grow.

> ***Finally, be ye all of one mind,...***
>
> 1Peter 3:8

10. **Prayer:** Prayer is a very important key to church growth. A pastor that must grow his church must spend time in prayer. He must pray for souls, the church, her members and for every aspect of the church. One time, the Lord told me that your church cannot exceed the temperature of your prayer. So to experience church growth, you cannot only depend

on the prayer of others such as intercessors, but you must know that your own prayers play the major role. Satan is against the church and does not want to see new churches thrive and grow. This is why the pastor must be vigilant to guard the borders of the new church. He must also go further to teach and train others to pray. As people come to the church, they must be taught about prayer and how to pray the right way. He also must learn to organize chain prayers which would involve the members of the church because a praying church is a growing church.

11. **Unity:** The pastor of a new church should be able to keep his church united in faith and in purpose. Many new churches do not grow because of disunity among the work force. This arises as a result of conflict and disagreement and often leads to division. The pastor should be able to quickly resolve conflicts or disagreement as they arise. A church that will grow must remain united as unity becomes a magnet that attracts others to join them.

> ***Behold, how good and how pleasant it is for brethren to dwell together in unity! ...As the dew of Hermon, and as the dew that descended upon the mountains of Zion: for there the LORD commanded the blessing, even life for evermore.***
>
> Psalm 133:1, 4

CHAPTER TWO

BRINGING PEOPLE TO YOUR CHURCH

As you pioneer a church, bringing people in to experience your service or what your church has to offer can be a daunting task. Until people come, you have no opportunity of committing them to your church. This is why this is an important aspect of pioneering a church. The pastor therefore has to have several strategies to bring the people from the streets and highways into the church. No matter how good a message you have prepared or how much you have beautified your hall, people have to come first in other to experience it. The man in the parable of Jesus in the book of Luke Chapter 14 experienced the same challenge;

> ***Then said he unto him, a certain man made a great supper, and bade many: And sent his servant at supper time to say to them that were bidden, Come; for all things are now ready. And they***

> ***all with one consent began to make excuse. The first said unto him, I have bought a piece of ground, and I must needs go and see it: I pray thee have me excused. And another said, I have bought five yoke of oxen, and I go to prove them: I pray thee have me excused. And another said, I have married a wife, and therefore I cannot come.***
>
> Luke 14:16-20

He had prepared a great feast for the people and invited them, but the people gave excuses and refused to come.

> ***So that servant came, and shewed his lord these things. 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

We will now discuss four broad ways through which you may bring people to your church.

1. **COME**

These are ways by which we may call people into the church.

> ***Then said he unto him, a certain man made a great supper, and bade many: And sent his servant at supper time to say to them that were bidden, Come; for all things are now ready.***
>
> Luke 14:16-17

A church has great potential, but until people come, it remains a potential and not a reality. This is why a pioneering pastor should devise or employ effective strategies to get people to come to the new church. Calling people into the church can be done in two specific ways: through invitation and by outreaches.

Invitation: This is one of the primary ways through which a pastor may bring people into the church. It was the first strategy employed by the master in the scripture above. Three types of invitations are necessary in getting people into your church. They are:

- **Social Invitation:** These are ways by which you get your members to invite those they know or make contact with into the church. It is using the members in your church to call others to come. Some examples of this kind of invitation are as follows:
- **Outing Invitation:** This entails going out or taking a walk deliberately to invite people to your church.
- **Commuter Invitation:** You can train your members to invite people as they transport from place to place every day e.g in a bus, bus stop, filling station, bank, etc. And if they drive, they can wisely pick up some people heading their way for free while they engage and invite them thereafter.
- **Host Invitation:** Here, one can deliberately host targeted souls to special treats like breakfast, lunch or dinner etc. for the purpose of inviting them to church.
- **Visit Invitation:** This is deliberately visiting some persons that you know for the purpose of inviting them to church.

- **Selective Invitation:** Here you invite souls based on the kind of program/service you know they need, e.g. inviting a family to family blessing service.
- **Broadcast Invitation:** In this kind of invitation, you specifically share your testimonies or that of others to provoke their faith and then connect them to church.
- **"Come and See" Invitation**: The woman by the well used this strategy to win an entire city to Jesus. After an impactful encounter with Jesus, she simply rushed to draw everyone she knew and they came.

Classical Invitation: This involves inviting people into your church using the ministry resources. Some examples of these are:

- **Initiated Invitation:** This is when you distribute ministry materials such as tracts and bulletins on the go.
- **Packaging Invitation**: This will help you invite many families and corporate people! Here you package ministry materials as a corporate invitation to enable your members invite people they work with or live around. For example, you may package a devotional, a specially selected DVD, or a book, together with a special invitation pack.



Spiritual Invitation: Several times, we have had people walk into our church saying that no one invited them. Some of these people claim to have been shown our church name, logo or banner in their dreams. This kind of invitation which is operated by the Holy Ghost is what I refer to as spiritual invitation. You too can enjoy the fruits of this kind of invitation as you intensify prayer, asking the Holy Spirit to cause the fame of your church to spread and to order the steps of people to you.

> ***And a vision appeared to Paul in the night; There stood a man of Macedonia, and prayed him, saying, Come over into Macedonia, and help us.***
> Acts 16:9

In the scripture above, we see that Apostle Paul should never have visited Macedonia at that time if not for the vision which he saw. Believe that as you pray also, the Holy Ghost will begin to invite people to your church supernaturally in this way.

Some Advice on Invitation

- Nurse those who show interest with strong follow up - beat the metal when it is hottest.

- Remember that some critics later become great Christians, so, never be offended in the face of rejection, assault or seeming humiliation. Some times what people fight is what they later become.
- Explain to your new souls what they might not understand about your church.
- Do not give up nor be nasty. Combine persistency and love.
- Be gentle but purposeful.
- Avoid arguments. Attack arguments with 'come and see'.
- Focus on people rather than the invitation. Be sensitive to their feelings, responses and state.



Outreaches:

The pastor of a new church may also bring in a harvest of souls by organizing outreaches. Here, the focus is on soulwinning, which is the art of attracting, convincing, converting, admitting and discipling souls in the way of Christ and in the things of God. A pastor who wants to quickly bring people into the new church must organize his people to do this, going from house to house and street to street to share the Good

News and lead souls to Christ. Such persons who have been led to Christ can then be brought into the church for the purpose of nurturing them up in the things of God.

Why Soulwinning?

- It is the heartbeat of God.
- It is the only rescue from eternal damnation.
- It is the heart of our mandate.
- Soul winning will increase your church.
- Laborers will arise through soulwinning

It is therefore vital to note that consistent and mobilized soul winning is inevitable if you desire the growth and health of your church.

Soulwinning Kit

In strategizing for effective soul winning the following tools could be of immense benefit to you as a pioneering pastor.

- **Prayer:** This is the engine and life source for effective soul winning, and as the pastor of a new church, you must keep this engine running constantly. More importantly, soul winning focused prayers should be a vital part of your church if you must have lasting results from your outreaches. You can also multiply soulwinning prayers in your church by:
  - A daily personal prayer chain.
  - A corporate prayer chain involving your members, etc

- **Preaching:** Another vital tool in your soulwinning kit is preaching. You must strategize on how to get your area flooded with the

Gospel so you may reap an influx of souls into your church.

Why Preach?

1. They will not hear without a preacher.

> ***How then shall they call on him in whom they have not believed? and how shall they believe in him of whom they have not heard? and how shall they hear without a preacher?***
> Romans 10:14

2. You are a sent one

> ***Then said Jesus to them again, Peace be unto you: as my Father hath sent me, even so send I you.***
> John 20:21

3. You have the anointing.

> ***The Spirit of the Lord GOD is upon me; because the LORD hath anointed me to preach good tidings unto the meek; he hath sent me to bind up the brokenhearted, to proclaim liberty to the captives, and the opening of the prison tothem that are bound; To proclaim the acceptable year of the LORD, and the day of vengeance of our God; to comfort all that mourn; To appoint unto them that mourn in Zion, to give unto them beauty for ashes, the oil of joy for mourning, the garment of praise for the spirit of heaviness; that they might be called trees of righteousness, the planting of the LORD, that he might be glorified.***
> Isaiah 61:1-3

4. The anointing is not for sitting down.

But by the grace of God I am what I am: and his grace which was bestowed upon me was not in vain; but I laboured more abundantly than they all: yet not I, but the grace of God which was with me.

1 Corinthians 15:10

What to preach?

You should preach Christ as the only way to salvation, healing, deliverance and total transformation.

Then Philip went down to the city of Samaria, and preached Christ unto them. And the people with one accord gave heed unto those things which Philip spake, hearing and seeing the miracles which he did. For unclean spirits, crying with loud voice, came out of many that were possessed with them: and many taken with palsies, and that were lame, were healed. And there was great joy in that city.

Acts 8:5-8

Where to preach:

- Person to person
- House to house
- Every other place, especially in your area of coverage, as opportunity and wisdom would demand.

B. BRING

In getting people into your church, invitation alone would not be sufficient. This is because many who you invite would give excuses.

And they all with one consent began to make excuse. The first said unto him, I have bought a piece of ground, and

I must needs go and see it: I pray thee have me excused. And another said, I have bought five yoke of oxen, and I go to prove them: I pray thee have me excused. And another said, I have married a wife, and therefore I cannot come.

Luke 14:18-20

Giving excuses is a part of human behavior, but you must not allow the excuses of the people to deter you from bringing people into your church. This is why you must upgrade your strategy to bring them.

To bring is to be involved in the coming of the people that you have earlier called. This means that you are to make efforts to ensure that the people you invite honour the invitation. There are two important things you must do to ensure this is a reality.

- **Bus Ministry:** This involves making provision for the transportation of the people from where they are to your church. This is in a bid to eliminate the excuse of some who may claim that the distance of your church from where they live is a challenge or that they cannot afford the cost of transportation. Depending on your budget and financial capacity, you may arrange for buses to transport invited persons to and fro their homes. You may also train your members who have cars to pick up invited persons on their way to church. This will help a great deal in increasing the inflow of first timers into your church.

- **Follow Up and Visitation:** Follow up and visitation is the practice by which souls can be retained and established in your church. Having applied the various outreach and invitation strategies, engaging an effective follow-up

and visitation system will enhance your ability to bring the people into your church by eliminating excuses and closing the back door of your church.

A Follow-Up Cultured Church

As the pastor of a new church, follow up and visitation should not just be a weekly routine activity, but a passionate culture that must be developed and maintained within the church. It is your duty to develop this culture by doing the following:

- Have a culture of creating ties with new comers in your church. People disappear where they feel they are not noticed.
- Train your members to become conscious of first timers/new souls and to become responsible for their inculcation.
- Have a follow up system: For example, what is shown below:

Strategies for Effective Follow up/Visitation

- Visitation should be more about connection than re-invitation: spend more time connecting with the person than on re-invitation to your service.
- Relate with people at different levels by first seeking to understand their spiritual, mental and emotional level and then relate with them on that level. This would guide your use of words, gesture, and expectation of them. Some people are "babes" and as such immature, delicate and vulnerable, you must be careful to select and use right words lest you scare them away.

- Discern where people are and then employ the necessary leadership or fatherhood skills to take them to where they should be.
- Target mentorship: In some cases, strategically delegate or pair them with members in your church who those you intend to follow up can easily connect with. E.g by way of profession, gender, marital status, etc.
- Focus on supplying what is lacking in the life of those you visit, connecting that supply to your church.
- Encourage multiple visits from different people e.g. as stated in the table above.

C. COMPEL

Whenever you organize outreaches and invite people to your church, some can come. When you take further steps to follow up those you invite and also visit them, you will succeed in bringing many more. However, calling people to come and going out to bring them into the church will not fill the church.

> ***And the servant said, Lord, it is done as thou hast commanded, and yet there is room.***
>
> Luke 14:22

After having stepped out to the streets to bring as many as they could find, notice that the party organized by the master was still not full to capacity. This is because street outreaches will bring you mostly the poor and the needy because these are the ones you will find on the streets and easily access through knocking of doors. The Lord says to "bring" them because they often show little resistance.

> ***So that servant came, and shewed his lord these things. 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.***
>
> Luke 14:21

However, there are certain who will not come with just street outreaches because you will not even find them in the streets nor have access to knock their doors. They are those on the highways and hedges - always busy and on the move.

> ***And the lord said unto the servant, Go out into the highways and hedges,...***
>
> Luke 14:23a

A hedge is a fence, thus these set of people are those who live in fenced houses and gated communities. They are the rich and wealthy. They are not easily accessible and show much resistance because they are busy. For these, the master says to "compel" them.

> ***And the lord said unto the servant, Go out into the highways and hedges, and <u>compel them</u> to come in, that my house may be filled***
>
> Luke 14:23

To compel is to constrain someone to take a desired action. It means to press until someone enters violently.

> ***And from the days of John the Baptist until now the kingdom of heaven suffereth violence, and the violent take it by force.***
>
> Matthew 11:22

These kinds of persons, who are not easily accessible and compliant, have to be pressured to come to church. They are mostly the elite who

live away from the reach of the average person. This coupled with their busy work schedule further makes it difficult to reach them during door to door and street to street outreaches organized by the church. This therefore necessitates the use of a higher strategy to effectively reach them.

Ways to compel people into your church

i. **Television and Radio:** there are many people you will not see on the streets that only television and radio can reach. They are always on the go and even when they are not, they are within high walls and gated communities. Only television and radio can reach them. So you can place an advertorial on radio and television about the new church, and if you can afford it, you can do a program broadcast where you can display the teaching and supernatural happenings in your ministry. If you are a branch pastor, it is best to display that of your senior pastor, except he instructs otherwise. This strategy works because in our ministry, we have had people visit several of our churches just by hearing us on radio, viewing our programmes on television. These are people who we otherwise would never have met. It is from this pool that the Lord adds to the church until it becomes full.

ii. **Social Media:** We are in a technologically advanced age where almost everyone has a smart phone or tablet. You can take advantage of this to compel these into the new church. You can use social media platforms like Facebook, Twitter or

Instagram to publicize your new church. You can even create short videos to show what your church is all about and post them on these social media platforms in other to pull them to your new church. This method is cheap and can reach a wide range of people even more than the television and radio.

iii. **Specialized Outreaches:** This is when you reach to places or gatherings where the elites frequent in order to reach out to them. It may be in malls, parks, clubs etc. You can also put seminars together that can pull them to your church. For instance, you can put a seminar together and invite them for that purpose and then utilize the opportunity to reach out to them. Most importantly listen to the Holy Spirit and He will tell you what to do.

D. PROGRAMMES

Another important way to bring people to your church is by holding programmes. As the pastor of a new church, you would also need to hold special programs that would be the bait for bringing people to your church. It may be a crusade, healing or breakthrough program as the Spirit leads. For this, you would need to produce the programme information flyers a pictorial display of what to expect in the meeting and the date, time and venue of the meeting.



I usually recommend that the pastor holds the meeting for more than one day. For instance he may hold a 3 day or one week healing and breakthrough programme or a one day event on a monthly basis. This is a strategy to get the people used to attending the new church within a short time. The repetition of the programme helps to create momentum and large inflow of first timers. This is the kind of force and pressure required to grow a new church. It is important to know that people receive invitation for a programme than for a regular service because many of the people you would be reaching may already be attending a regular church, so the programme is like a "taste and see" invitation. After tasting your church, some of these people who thought they were coming for a one-time programme may now begin to consider your church, a consideration which they did not have before having never experienced a worship service with you.

Holding programmes regularly will also create an increase in your fame level as people who have tasted your church would go and tell others about their experience. This is why you must ensure that you are prepared to give your best during every programme.

The Power of Consistency

One of the reasons many pastors fail is inconsistency - they start implementing a strategy today and fail to carry it on for the necessary length of time. A pastor who will succeed at bringing people into his church and sustain the increase must be consistent in carrying out the activities I have outlined above. This will help develop a routine and gain momentum goals for church growth.

Being consistent is the quality of achieving a level of performance which does not vary greatly in quality over time. It is the ability to maintain a particular task with minimal variation. It is also the ability to conform to the same plan or course of action over time. Consistency will ensure the stable growth of your church even in the face of seemingly prevailing challenges.

The Importance of consistency

- Consistency gives you the ability to measure your progress. It helps determine whether your plan of action is working so that you can make changes where necessary.
- Consistency helps you create accountability. This means you say what you mean, mean what you say, and do what you say you are going to do.
- Consistency establishes your reputation. When you are consistent at doing what is required of you, you gain a good reputation and you invariably gain the trust of others.
- Consistency helps you maintain your message or brand. In the world today, branding is everything as it deter-

mines the kind and level of people you will receive.

- Consistency helps you reach your goal as you are able to take the small steps that add up to meet them.
- Consistency makes you more efficient at what you do because what you do repeatedly you become better at.
- Consistency will give you recognition. When you are consistent at what you do, you become known for that thing. This often leads people to you when they need what you have to offer
- Consistency will help you gain speed and ultimately help achieve your goals faster.
- Consistency will give you credibility and makes you trustworthy. No one wants to associate or work with an in consistent person. When you are a consistent person, you inspire the trust and confidence of others.

Elements of Consistency

- ***Persistence***: the first element or characteristic of consistency is persistence. To be persistent is to be incessant and unrelenting, to continue tenaciously and obstinately despite problems or difficulties. It is to be determined, dogged, stubborn and tireless until a task or goal is achieved. Therefore a pastor who claims to be consistent must be persistent. He should work doggedly until he gets the desired result no matter how slow the process may seem, even if he has to repeat the process over and over again.

- ***Commitment***: The second element of consistency is commitment. Commitment is loyalty, devotion or dedication to a cause, person or relationship. A consistent pastor is one that is dedicated or committed to whatever is assigned to him. To be consistent you must be dedicated to making your new church work. This dedication reflects in how much time and resources you are willing to invest into your church. So you cannot say you are committed or dedicated to it without the willingness to give what is required to make it work. Commitment therefore is giving that which is required to make things work.

- ***Discipline***: A consistent man is a disciplined man. A disciplined man is one who can make himself do something regularly, act or work in a controlled and systematic way without been coerced or forced. He is one who has self-control and self-restraint. Therefore to be consistent, you must be a disciplined person, one who is able to restrain himself to do what he is supposed to do when he is supposed to do it.

- ***Patience***: Another element or characteristic of consistency is patience. This is the capacity to endure waiting, delay or provocation without becoming annoyed or upset. It is to persevere calmly when faced with a difficult situation. Also a consistent man is one that has staying power and stamina, one who can wait even when output is far below forecast or

expectation. A man who is consistent in what he does is a man who will prosper the God way, because he has the capacity to wait for his seed to produce his harvest.

- ***Dependability***: A person of consistency is dependable. To be dependable is to be reliable, trustworthy, constant and sure. This means that a dependable man is capable of being depended on and is one whose words can be trusted. Dependability is doing everything in your power to ensure that you do what you said you would do.

How to develop Consistency

Having understood the importance and elements of consistency and its relevance to bringing people to your church, we will now consider some ways you can develop consistency.

- Make a conscious decision to be consistent
- Have a plan - Set specific goals
- Know your objectives - Clearly define what you want to achieve
- Measure your performance regularly
- Avoid laziness and complacency
- Avoid making decisions based on your feeling and emotions. Remember that feelings are temporary and subjective.
- Create a feedback system - This will help you measure your progress.
- Revise your concept of time- the only time you have is right now.
- Be realistic - Set realistic goals.

- Make sure your actions match your words - Always do what you say.
- Eliminate negative thoughts - they can reduce your motivation
- Introduce change slowly- making sudden changes can upset the balance of your system.
- Hold yourself accountable - Do not give excuses for yourself.
- Use critical visualization - Spend time to visualize the expected outcome of your task.
- Plan for failure - Always have a back-up plan

Finally, bringing people into your church is the first step. Getting them to stay is another issue entirely. Some pastors have mastered the art of bringing people into their church but are largely unable to keep them and they do not know why. This is a much bigger challenge!

Human beings are dynamic and often unstable. This means that they can show commitment today and you may not see them again tomorrow but the scriptures show us there are certain things that you can do to make them stay in your church. See this below;

> ***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.***
>
> 1Kings 12:7

Retaining Members

From the scripture above we can identify three things you can do to retain the people that

come to your church.

1. Be a servant and serve them: A pastor is not a tyrant or task master; he is one who is to be a servant to the people. By servant, I mean one who is readily available to the people to help them in their insufficiencies and in their time of need. This way, a pastor who wants to keep his people must possess this characteristic. Anyone who goes into ministry with a mindset to oppress people and to make unnecessary demand of them will fail. A church pastor must serve them in prayers by praying for and with them in their time of need and doing all within his ability to help them. He must also be readily available to teach them the word and to give them the counsel of God in the time of need. A pastor with this heart will never have to beg people to stay in his church. People will naturally gravitate towards him and stay with him.

2. Answer them: People come to church because they have question and issues they cannot resolve themselves. So the pastor must be ready to answer them. To answer them is to attempt to always proffer solutions to their requests. The pastor may not have all the resources to help at his disposal, but he should display a heart that wants to help. This may mean helping them find alternative ways to get things resolved or giving the wisdom to make it work. He should always have an answer.

3. Speak good words to them: Words have the ability to either break or make a man. This is why a pastor must be skilled at using words. He must learn how to speak or impact them with hope regardless of their challenges. It is his responsibility to remind them of God's word with regards to any situation they may face.

If a pastor will do this, they would serve with him forever. In the Hebrew it is interpreted as they will obey him forever.

CHAPTER THREE

THE FOUNDATIONS OF A GROWING CHURCH

A church that will grow to fulfill her calling and not fall by the way side must be built on the right foundation. Many new churches that begin do not survive and others struggle probably because they lack the right foundation. For instance when the foundation of a house is faulty, though it may take time, it will surely come down. If the foundation on which you build your church is not right, not even God can help.

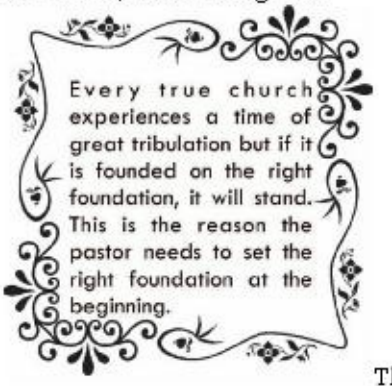
> ***If the foundations be destroyed, what can the righteous do?***
>
> Psalm 11:3

This is how many new churches have come down. You do not want to be the pastor that started a church that closed in no time. In the book of Matthew chapter 7, Jesus gives us a para-

ble of two men who built and how they built. See this below;

> ***Therefore whosoever heareth these sayings of mine,and doeth them, I will liken him unto a wise man,which built his house upon a rock: and the rain descended, and the floods came, and the winds blew, and beat upon that house; and it fell not: for it was founded upon a rock. And every one that heareth these sayings of mine, and doeth them not, shall be likened unto a foolish man, which built his house upon the sand: And the rain descended, and the floods came, and the winds blew, and beat upon that house; and it fell: and great was the fall of it.***
>
> Matthew 7:24-27

The wise one built on the rock and when the rain and the flood came, it did not fall but the foolish man built on the sand and when the same situation came, its fall was great.



This is why as you begin to grow your church, you build on the right foundations. Every true church experiences a time of great tribulation but if it is founded on the right foundation, it will stand. This is the reason the pastor needs to set the

right foundation at the beginning. There are certain virtues that you need to fabricate into the core of your church that will make it indestructible, even after you might have left the earth. These virtues are what the new church needs to weather the toughest of storms and attacks. I will explain them below;

1. **Equality:** Though we may appear differently, it is important to know that in the church, we are equal.

> ***There is neither Jew nor Greek, there is neither bond nor free, there is neither male nor female: for ye are all one in Christ Jesus.***
>
> Galatians 3:28

> ***My brethren, have not the faith of our Lord Jesus Christ, the Lord of glory, with respect of persons.***
>
> James 2:1

The pastor should instill this in the people as they come. There must be no form of oppression and intimidation in the church. Everyone who comes must know that in the church they will be treated with equality.

Also, the pastor should display equality in relating to members of the church at all times, not looking down on anyone or treating any member as inferior.

> ***For there is no respect of persons with God.***
>
> Romans 2:11

2. **Honour:** This is simply understanding that though all members are equal, there are lines of authority that all members must understand and learn to work with. This is the only way to maintain order in the church. It is the

responsibility of the pastor to set this order and teach members to honour such.

> ***I beseech you, brethren, (ye know the house of Stephanas, that it is the firstfruits of Achaia, and that they have addicted themselves to the ministry of the saints,) That ye submit yourselves unto such, and to every one that helpeth with us, and laboureth.***
> ***1 Corinthians 16:15-16***

3. **Understanding:** The people must also be taught to have an understanding heart. They must not condemn others but learn to see good in everyone. A church were condemnation is tolerated will soon go down because the same people who are allowed to condemn others will soon begin to condemn the pastor and the church because condemnation is a spirit. The pastor must therefore begin to propagate the heart of understanding and tolerance among the fold from the beginning.

> ***Now I beseech you, brethren, by the name of our Lord Jesus Christ, that ye all speak the same thing, and that there be no divisions among you; but that ye be perfectly joined together in the same mind and in the same judgment.***
> ***I Corinthians 1:10***

4. **Sacrifice**: A church where people are trained to be sacrificial will definitely grow and be strong. Being sacrificial is not always thinking about what to take but what to give. It is also not about how much is given but how much is given in relation to how much you have.

> ***Moreover, brethren, we do you to wit of the grace of God bestowed on the churches of Macedonia; How that in***

a great trial of affliction the abundance of their joy and their deep poverty abounded unto the riches of their liberality.

2 Corinthians 8:1-2

The members of the church described above continued to give even though they had little. That is sacrifice. In the church, the pastor must model a lifestyle of sacrifice by being sacrificial in his service to the church. Then he must teach others also to sacrifice for the church just as he does. A pastor who does not sacrifice and teach others to, will suffer in ministry.

5. **Believing:** The people should be trained to believe in the leadership of Christ and of his men - the pastors. Some persons believe in God but do not believe that God has placed men in authority in the church to speak on His behalf. This is wrong!

Believe in the LORD your God, so shall ye be established; believe his prophets, so shall ye prosper.

2Chronicles 20:20b

This form of familiarity has stunted the growth of many churches. This is why at the foundational level of the church, the pastor must teach the people the authority and government of the leadership and the power they have been given to function.

And without all contradiction the less is blessed of the better.

Hebrews 7:7

Until they perceive their leader as 'the Better" he cannot bless them.

6. **Connection:** The pastor that will grow a solid church should train and create oppor-

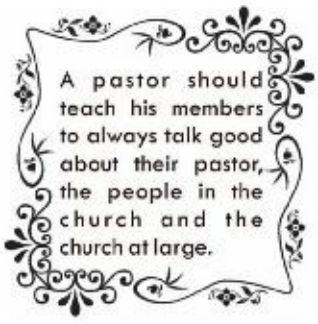
tunities for his members to connect with others within and outside the church. Having an isolationist minded congregation will not lead to growth. The people should be taught how to interact with others for the purpose of soul winning. They must not be selective in relations but should be trained on how to deal with different kinds of people as they meet them. The pastor also himself should be skilled in connecting his people for marriage, business and synergy.

> ***Two are better than one; because they have a good reward for their labour***
> *Ecclesiastes 4:9*

Some of the key people in my church today came because we were able to establish a connection with family friends and colleagues and even with the new people that came to church. This is another important foundation a pastor should lay as he begins to grow the church.

7. Consistency: The people must be taught and trained to be consistent. As one who has pastored thousands of people for many years, I know that it is very frustrating to have members who are inconsistent because you will not be able to achieve much. The people therefore should be taught and trained to operate outside their convenience so that their commitment will be unwavering.

> ***For your fellowship in the gospel from the first day until now;***
> Philippians 1:5



At the early stage, you should emphasize this and create opportunities for them to practice this. For instance, when fixing appointments like weddings, birthdays, thanksgivings, family reunions etc., members should be taught to prioritize and set aside service days and times. This does not mean that they should not attend as these may also be important, but it means that they should either reschedule or defer it till after church service if possible instead of skip ping service for it.

8. **Forgiveness:** When trying to grow a church there is bound to be offence. This is normal because the people are different with different mindset and attitude. So they should be taught how to forgive others.

> ***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

To leave church because of offence is a sign of a lack of training. Many new churches have folded up because of this. One or two offended people may even lead a rebellion against the pastor.

> ***Many therefore of his disciples, when they had heard this, said, this is an***

hard saying; who can hear it? When Jesus knew in himself that his disciples murmured at it, he said unto them, Doth this offend you. From that time many of his disciples went back, and walked no more with him

John 6:60, 61, 66

The pastor must therefore know how to nip offence in the bud or isolate the offended. But like the popular saying goes, prevention is better than cure. And there is no better prevention than teaching.

And blessed is he, whosoever shall not be offended in me.

Luke 7:23

9. Affirmation: A pastor should teach his members to always talk good about their pastor, the people in the church and the church at large. Some pastor wonder why their church is not growing, this may be the reason. This is a fundamental training I have instilled in my church work force all around the world. We do not speak bad about our pastors and our church to ourselves and to others outside the church. Anyone who does this is not entertained in our midst.

Speak not evil one of another, brethren. He that speaketh evil of his brother, and judgeth his brother, speaketh evil of the law, and judgeth the law: but if thou judge the law, thou art not a doer of the law, but a judge.

James 4:11

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:

You cannot invite or win someone to a church you have earlier said bad things of. This kills invitation and outreach capacity of your mem bers. Do not build a church today that will fall by the mouth of your church people tomorrow. So you must begin to train them now on the importance and necessity of always affirming their church and pastor to others, even on social media.

10. Soulwinning: In many churches less than 10 percent of the people are involved in soul winning and this is because many think soul winning is reserved for a few especially those in the evangelism department. This kind of church will not grow because the pastor will struggle. This is the reason the people need to be taught, trained and equipped to be involved in soulwinning, especially by reiterating the eter nal benefits of winning souls to Christ.

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

> ***And they that be wise shall shine as the brightness of the firmament; and they that turn many to right-eousness as the stars for ever and ever.***
> ***Daniel 12:3***

It is also important to provide resources that will aid them in soulwinning. In our church, our daily devotionals come with a detachable part that can be handed out as a tract every day. Also the electronic version of our daily devotional which members are encouraged to share on all social media plat-

forms daily has been crafted as a soulwinning tool. I have also written a book on witnessing that covers all aspects of being a witness and this is one of the tools our members have access to. A healthy growing church should have at least 70 percent of her members involved in reaching out to others. This is also a very important foundation.

Work Function vs. Church Function

Work function refers to what the church does for the world, while Church function refers to what the church does for itself. For example, every moment spent within the church walls in weekly services and other forms of meetings all count under church function; while outreach activities carried out by the church represent her work function.

Today, many churches are not growing because they give too much time to church function at the expense of their work function. Such churches prioritize weekly services, participation in church departments, picnics, retreats and other such activities above soulwinning and discipleship efforts. This is in sharp contrast to the assignment that Christ gave to the church.

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

> ***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***

Whenever we meet during regular services, it should be for the purpose of refreshing our spirits and energizing ourselves to go back into

the world to preach the Gospel. It is your duty as the pastor to rework the mindset of your church so that 10%-30% of your resources is invested into your church function, while between 70%-90% is invested into work function.

11. Changing: The pastor of the new church must teach and admonish the people to change and evolve into better versions of themselves. People in the church think and act the way they do because of their mindset which is often a product of their experiences. Oppressed people see everything as oppression. Negative people see everything negatively and rejected people see and hear every word as rejection. But they must be admonished to renew their minds by the word of God and change. You may accept the people just the way they are but you must not allow them remain that way. It is your duty to teach them to embrace change both for themselves and for the church. People who are not open to change will have a problem with God's direction which will necessitate the people and the church change and improve from one level to another as the Holy Spirit will require.

> ***Now when they had gone throughout Phrygia and the region of Galatia, and were forbidden of the Holy Ghost to preach the word in Asia, After they were come to Mysia, they assayed to go into Bithynia: but the Spirit suffered them not.***
> ***Acts 16:6-7***

We see from the previous scripture that even in the choice of where to preach, the Apostles allowed the Holy Spirit guide their decision that they willingly changed course when the Holy Spirit constrained them. In the same way, a church that must grow must be open to change. You should instill this from the beginning. Do

not let the fear of man keep your church from changing into a better organization.

12. Praying and fasting: The pastor that would build a solid church should teach and train the people to pray and fast individually and collectively. The pastor should set up groups that will encourage the people to pray collectively and systems that will help them pray individually. In our church, our daily devotional contains several prayer portions that gives the reader the responsibility of praying for himself, others and for the nations every day. We also have regular church fasts, chain prayers and regular night vigils where we not just teach and train but also lead people to pray the right way.

> ***As they ministered to the Lord, and fasted, the Holy Ghost said, Separate me Barnabas and Saul for the work whereunto I have called them.***
> ***Acts 13:2***

Most important of all, I have written a study guide that exhausts the topic of prayer, all part of our strategy to equip our members to pray. This is the kind of foundation that is required to grow a church.

13. Passion: Passion is the fire that keeps a church burning and spreading. Hence, the pastor should have passionate people who are willing to do anything to make the church work. One of the marks of the members of our church is that they are passionate and zealous for the church, many are even considered overzealous. We do not encourage extremes in serving the Lord, but if the world does not think you are overzealous then I do not think you are zealous at all. You cannot successfully fulfill your calling with people who are not passionate or enthusiastic about the work.

Men that have hazarded their lives for the name of our Lord Jesus Christ. Acts 15:26

As a pastor of over 100 churches in four continents, I can tell you that one of the keys to our spread is the passion and zeal of our people and I began to instill this at the beginning of our ministry. I constantly displayed and taught with this passion in all of our meetings and the people began to catch the fire. And that was how we began to spread. One time in less than six months, we spread to over 40 branches. This is what passion can do! The pastor must therefore resolve to display and train the people at the beginning to be passionate about every area of church growth especially those I have explained above. And this passionate people will birth other people after their kind and the process will continue. If you leave your church with indifferent, nonchalant and apathetic people, the circle will continue and all those after them will be the same. Passion is key to actualizing your vision to grow your new church. And it begins with you.

CHAPTER FOUR

THE PRINCIPLES OF RETAINERSHIP

A church can only grow when souls that are won and brought in are retained. Many churches carry out several outreach programs but have not evolved systems to convert the people to followers. The problem is that their front doors are open but their back doors are also wide open - people flow in and flow out. But the bigger problem is many pastors do not even know why people do not stay in their church and follow the vision. It is not enough to have a desire to see people retained. You have to know that there are certain factors why people stay in a church or leave. This is why I have developed what I call the people's followership theorem.

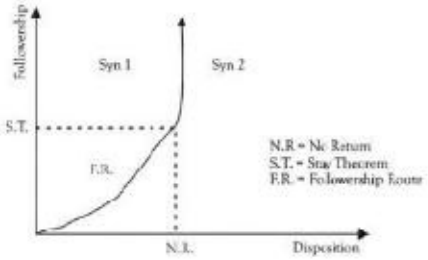
The pursuit of every pastor should be to gain followership, or what we can call a strong fellowship. In the bid to achieve this, most church pastors have become like drivers of horse drawn carriages, pulling strongly on the bridle with mouth sealing bits on the one hand, and strong leather whips on the other to instill submission. This has left us with riders in the place of pastors.

> The pursuit of every pastor should be to gain followership, or what we can call a strong fellowship.

A pastor ought to confidently stand in front, take what I call the People Oriented Steps forward and naturally command a spontaneous followership. Gaining strong followership would not be a difficult job if a pastor understands that man is not after money, houses, cars, praise, fame, etc. but after fulfillment, of which the former can be means to reaching this end. I have developed what I call People Followership Theorem to enable me explain this concept to you.

People Followership Theorem

The synopsis of this theorem is in two folds: the fight and the flight otherwise referred to as Theorem I and Theorem II respectively. This we can easily explain by considering the People Followership Theorem (PFT) Curve.



People Followership Theorem (PFT) Curve

PFT SYNOPSIS 1 (The Fight Synopsis)

The pastor that must bring people to followership must be that, that quickly snatches them from feeling love to feeling the joy of personal actualization or fulfilment.

PFT Synopsis 2 (The Flight Synopsis)

After the point of no return, people follow even unto death.

Until people come to you, followership is not yet in view. But why do they come? Let us consider the six theorems under the fight synopsis.

Theorem 1 Come Theorem: People come to you because of the love and peculiarity they see.

If true followership is required, people must be given the opportunity to come freely to be led. And we can see what brings people-love and peculiarity. Then when they come, what they see determines the next step.

Theorem 2 - Step Theorem: People step with you or join you because they feel you have what they need.

Theorem 3 - Walk Theorem: People walk with you because they see you are ahead of them.



When people can see you are ahead of them, they may make up their minds to walk with you. This is why a pastor must develop himself

and be ahead of his people if he wants to gain followership.

Theorem 4 - Turn Theorem: People turn with you when they see the benefits of following you.

There is a point people get to in walking with you. When they begin to ask themselves, "what have I benefited from following or what benefit is at hand?" If at this point you cannot supply the answer, then followership would seize.

The Turn Theorem as the name implies usually applies when there is a turn or a change or adjustment in leadership strategy, policies or even in leadership. The pastor must take advantage of the understanding of this theorem by being skillful in creating and displaying benefits.

Theorem 5 - Run Theorem: People run with you when they can see their place in the big picture and personalize the vision.

People must see their future in the big picture or they would begin to have doubts about the vision that may eventually lead to their exit from the church.
Many pastors have not experienced exponential followership because they have not been able to apply this theorem. On finding their place, people personalize vision and the effect is a race to the finish line. Your followers know where you are going, but do they know what they would be when they get there? The answer may be why they are still strolling.

Theorem 6 - More Theorem: People run more when they have healthy relationships that enable them begin to act their role in the big pic ture. Yet the speed of the race can even be more to the degree that they develop healthier relationships.

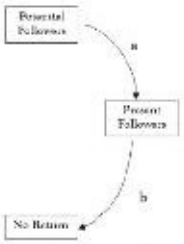
It is at this point they become sharper as iron sharpens iron. Then at the point of no return, people stay. The stay theorem explains why.

Flight Synopsis:

Theorem 7 - Stay Theorem: People stay with you when they have the confidence of belonging to a worthy course and the joy of personal progress and actualization in it.

Any pastor that can satisfy the requirements of the stay theorem would not only have followers but will be able to boast of life members. Here the people become a product for which others would pay followership for.

As a pastor, the people followership theorem shows you what you need to do to make people come, then step, then walk, then turn, then run, run more until they stay.

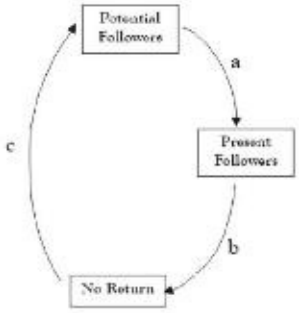


People Followership Theorem (PFT)

The diagram above fully represents the People Followership Theorem where 'a' is the Fight Synopsis while 'b' is the Flight Synopsis.

From the diagram above, the leader has successfully brought the people from potential followership to no return. However, it is important to note that the gap existing between no return and potential followership can be explored by the leader. This is what we call the Followership Generation Leadership.

Followership Generation Leadership (FGL) After achieving 'a' and 'b' as shown above, the leader will have to begin the process of gaining followership all over again except he closes the gap. The closing of the gap with 'c' as shown below creates a followership generation leadership cycle which means the people who have now stayed are being equipped to bring potential followership to present followership. I refer to this as the Continuum Synopsis.



Followership Generation Leadership (FGL) Cycle

Continuum Synopsis: For followership to be automated, the people that stay in the PFT must generate followership using their own experience. This leads us to the bring theorem.

Theorem 8 - Bring Theorem: People recruit followers IFF (if and only if) they have the required opportunity and skill to do so. This suggests that as the pastor of a Church, if you want to create an FGL Cycle, you should;

i. Create platforms and avenues for your members to bring others.

ii. Equip your members with the necessary skill. For instance, you can teach them the skills of invitation, witnessing and follow up.

Putting these structures into place positions your church to experience automated followership.

Automated Followership

To automate the growth of your church using the TGL, you can do the following with those who have now reached the point of no return:

1. Teach them leadership.
2. Teach them how to identify potential followers.
3. Teach them to take ownership of the vision.
4. Teach them to use their testimony skillfully with potential followers and not just with anybody.
5. Help them become brand ambassadors who package their lives as a testimony of their experience.
6. Create the platform that will enable them express their training.

CHAPTER FIVE
TAKING YOUR CHURCH

TO THE NEXT LEVEL

Making your church to the next level requires a lot of focus on the youths. They are the bed rock of a growing ministry because they have the zeal and strength required to grow a church. A church with a declining youth population is a dying church. This is what has led to the death of many churches in Europe and America, and is still killing churches in the West.

The youth population is a sign of either a dying church or a church with the potential for explosion. An average youth between the age of 25 and 45 should be about 35 years old. This individual still has at least 20 active years in ministry. But when a church is full of elderly people between 50 and 70 years, the average individual age of that church is 60 years. Most persons retire or fall sick at this age. They are also myopic in their vision, settling down for protective policies rather than expansion policies. This is why you must take a quick action if you find the average age of your church in this category. The church might not fold up in your time, but you can be sure that the church will not see the light of the next generation.

> ***The glory of young men is their strength: and the beauty of old men is the gray head.***
>
> Proverbs 20:29

So, a pastor that would take his new church to the next level must focus on the youths of the church. They should be given primary attention in a church that desires growth. We need to get the youth back in the church. Beginning from the latter part of the teenage years, young people should be immediately drafted into the

main church. In many places, the adult church is separate from the youth church; this is what kills the church. As the adults deal with the truth, the youth church are having dance, fun, fantasies and all manner of fleshly activities. When the time comes for them to become the adults of the church, they have no value to offer. This is when they fall off the church or compromise. This is why I prescribe that as soon as a young person gets to maximum 15 years, he should be drafted into the main church. We live in an iPad generation (technological age) where even the 10year olds know much more and communicate more often than the so called adults. This is why you cannot run the youth church separately like they did in the 1800s. In this jet age, even a 20year old can pastor a church well.



The Role of Youths in the Growing Church: The young are hungry and ready to learn as they can understand the message, and as such can be a great tool for growth. The pastor needs to include them in the church activities and services so they can grow and mature in the things of God. You also need to create programs to attract and keep them in the church. In our church, our teenage ministry has grown because we created the "creative impact" department where they can express themselves creatively in dance, drama, music and poetry. And this has also led to church growth. A church whose services and

activities is solely focused on the elderly is going nowhere because though these may have more money yet they may not easily see the vision and need for growth.

Pursuing the Anointing for Church Growth

Taking your church to the next level also requires a pastoral anointing because it takes a pastoral anointing to grow a church easily. Trying to grow a church without pastoral anointing is like running an engine without oil. The friction will be high, and the work will be high, yet the result would be limited. So if you want your church to grow easily, you must catch the pastoral anointing.

You may not function in the office of a pastor but you can partake of the grace of a pastoral officer. You simply have to actively covet and pursue the anointing on the pastoral officer.

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

How to catch the church growth anointing

1. Begin by identifying a pastoral officer of your choice who you want to follow. The proof of his pastoral office is in the evidence of a pastoral officer (which I outlined in my book: Understanding Pastoral Ministry). If you are a branch pastor, your senior pastor is the one you are to pursue.

2. Follow the laws of connectivity: In order to catch the church growth anointing upon your senior pastor or the pastoral officer of your choice, you can also follow the laws of connectivity which I have outlined below;

- Seek impartation by the laying on of hands: The anointing and graces can be transferred by the laying on of hands. This is why you must desire and seek this.

Neglect not the gift that is in thee, which was given thee by prophecy, with the laying on of the hands of the presbytery.

1 Timothy 4:14

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

- Connect to them through their materials: Impartation is not a onetime event, laying on of hands can start it but you need to maintain connectivity even when you are not physically present with your senior pastor or pastoral officer. So listen to his materials and read his books so that his spirit can rest on you.

- Seek knowledge: you do not have to suffer by learning everything in ministry yourself. Rather, find out how things are done from him. To do this, you can get his materials on specific aspects of ministry so that you gain knowledge and avoid pitfalls in those specific areas. You may also attend pastoral conferences where principles of Church growth are being taught and issues of church growth are being trashed.

- Seek mentorship: Seek personal mentorship from the person if possible

so that you can learn from the pastor's experiences. You can also receive mentorship by listening to his messages or materials that detail his experiences in ministry and how he overcame.

- Sow to him: this is one of the most potent ways to connect to the anointing. Sow sacrificial seeds consistently and soon his grace will begin to function in your life. This is a spiritual transaction. You buy into his grace with your sacrifice. This is also necessary in breaking the barriers in church growth. If you have been struggling to break a barrier in your membership or service attendance, you can connect to his anointing to break that barrier.

- Tithe to him: If your church receives tithe, then you should tithe to the spiritual head or senior pastor of the ministry. If not, that is hypocrisy. Your tithe gives your pastor the right to be the spiritual cover over your church and the right to command the blessing of increase into your church.

And the first of all the firstfruits of all things, and every oblation of all, of every sort of your oblations, shall be the priest's: ye shall also give unto the priest the first of your dough, that he may cause the blessing to rest in thine house.

Ezekiel 44:30

- Love him: There is a connection between love and the anointing.

Thou hast loved righteousness, and hated iniquity; therefore God, even thy God, hath anointed thee with the oil of gladness above thy fellows.

You cannot partake of the anointing of a man you gossip or complain about. So you have to love him with all your heart and stand for him always. It is this love for him that automatically connects you to his anointing. Soon you will see yourself beginning to act like him and also get his results.

> ***If a man say, I love God, and hateth his brother, he is a liar: for he that loveth not his brother whom he hath seen, how can he love God whom he hath not seen?***
>
> *1John 4:20*

Also, we see this in the case of David and Jonathan.

> ***And it came to pass, when he had made an end of speaking unto Saul, that the soul of Jonathan was knit with the soul of David, and Jonathan loved him as his own soul. Then Jonathan and David made a covenant, because he loved him as his own soul.***
>
> *1Samuel 18:1,3*

Jonathan loved David so much that he made a covenant. He abased himself before David and exalted David because he loved him. When you love your pastor, you are willing and happy for him to be ahead. You cannot claim to love someone you are trying to be ahead of. You will sabotage his ministry and find yourself in competition with him. But when you love him, you will give yourself willingly to serve him.

- Serve him: To partake of an anointing you have to serve that anointing. You have to be always readily available to tend to his needs

without complains and delays. When you serve an anointing with complains you will receive a curse instead of the anointing. Your service gives you the right to connect to the grace of the man of God that you have identified to pursue.

> ***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. And Jehoshaphat said, The word of the LORD is with him.***
>
> 2Kings 3:11-12

Services and the growing church

Taking the church to the next level also requires paying attention to details and excellence in the services. The quality of your service is another very important factor in growing your church, so you should pay attention to it.

- The Content of Your Service: The first aspect to consider in the church service is the content of the service. What is the content and goal of each segment of the service? Ascertaining this is very important in improving the quality of your service. This will help you identify and eliminate unnecessary activities and focus on activities that will further your goals for the service.

- The content of your message: Is your message blessing people? Is it edifying and helping people become better? And most importantly, is it preparing them for heaven? This is what you have to determine.

- The Timing of Your Service: Messages should be sweet, swift, and powerful. The pastor should ensure that the service starts and ends on time, but should not dilute the service. Rather, he should look for ways to still hold a powerful service in good time.

- Using your Sunday Service: In a growing church, this service should be focused on the first timers as you are expecting to pull in so many because of your Church Growth activities. Sunday is a fishing service, hence it should be tailored to attract them. Work hard to bring the people and make the service about them because through their contact with the ministry in that service, they will be making a decision whether to remain or to continue to search.

- Specialized Services: Have different meetings for different groups of people. Since you are expecting to have many first timers in your Sunday services, you do not always have to teach everything in that service. You must learn to hold different kinds of meetings with different groups of persons in your church. For instance, you may hold specialized meetings with the youth, the married, corporate workers, leaders, pastors, etc. In these specialized meetings, you may then teach specific things that you intend to impart into those categories of persons.

- Focus on teaching: The church should not lose its teaching ministry. Preaching stirs people up, but teaching gives them understanding. This should be the priority of a growing church.

- Dress Code of Service Officials: Pastor and members should be encouraged to dress with class and dignity. The pastor may also try to be more contemporary for the times we are living in. Remember, your dressing says a lot. It also determines how your people would dress and how they will feel.

First timers care and Follow-up in the growing church

Taking your church to the next level will require that you focus on first timers care and follow-up. Here are some suggestions that can help you;

- You can create a welcome center or first timers lounge. This is a place where first timers can be welcomed when they come to your church.
- Welcoming first timers can be interesting if it can happen on arrival before the service rather than after the service.
- There should be immediate text messages to visitors as soon as they leave the church premises.
- Organise visits and prayer with the visitors within 24hours of their coming to church.
- Apart from the visits from the first timers department, your cell leaders should also carry out follow-up to the first timers that come from their own area.
- During follow-up, ensure the follow up officials focus on connection instead of re-invitation. They should discover and concentrate on their need and let the church find a solution.
- Know who is best to visit who. Match the visiting officer with the visitor. This

matching will be based on age group, family status, work class, sex, etc.

- Ensure that visitation is done in pairs.
- Get feedback on the visitor's experience.
- Emails and text messages need to continue whether they return or not.

Incentive and reward system in the growing church

Creating a system that rewards outstanding workers in your church can also help you take your church to the next level. This will create healthy competition and motivation among your leaders. This is how you may do this;

- Create the reward system. It may be a gift or plaque or something the outstanding worker will value.
- Promote people based on their ability to reach targets.
- Increase responsibilities based on results on longevity.

Developing Ideas for the growing church

So far, I have exhausted several chapters in this book giving you ideas and wisdom on how to grow your new church, ideas that have given me results in four continents and in over hundred different locations. But I must say that I did not get any of these from any book, neither was I taught by any man. I trained myself to think and to develop ideas for church growth. This is what you should also engage in if you must take your church to the next level. Many churches do not grow because the pastor is mentally lazy. They do not take out time to involve or think of new and better ways to grow their churches. This is

why you should train your mind to engage in ultra-high thinking frequencies.

Ultra High Thinking Frequency (UHTF)

The mind and the brain (the soft and hard-wares for thinking) work like a radar - an electronic equipment that transmits and receives high frequency radio waves to detect, locate and track distant objects. What the radar does is to scan the atmosphere periodically while transmitting pulses of high frequency radio waves simultaneously. When these waves make contact with an object, they are reflected back to the radar antenna where the processing of its frequency and wavelength become major factors for identifying the object as to share distance and full description to the intensity or strength of transmitted signal.

When God created the world, He created everything that would ever be needed in the realm of reality. Man was then given the job to make what God had created. The way to do this was to unleash frequencies from his mind into the realm of reality, which would in turn be reflected to the mind, causing the mind to see pictures which are otherwise referred to as ideas.

The word 'idea' has a Latin origin, "Idein" which means 'to see' or 'to look'. The solution to all problems, the design of all types of equipment, tools, facilities, etc, has already been created by God, but we have to see them. And when we gain access into the blueprint of creation, we say we have gotten an idea. We then go ahead to invent a formula, an equipment, etc (depending on the field) that solves the problem. By inventing, (from Latin 'invenire'; meaning to bring upon) we make or form what God has placed in the universe for our good. Yet, without initiating the process by releasing sig-

nals into the universe via thinking processes, we remain impotent. We rob our world of the great offspring of mental intercourse.

Even at this, the resolution or clarity of our ideas has much to do with the strength of our signals. Radar studies show that the higher the frequency, the more the resolution of the visualized target. Hence, it is important that thinking goes beyond releasing mere thinking frequencies to high, intermediate, very high even unto ultra high thinking frequencies to achieve clarity of ideas.

All great men have great ultra-high frequency generating minds, capable of detecting ideas that solve man's problems. But it would interest you to know that these kinds of minds are developed. The pastor who would grow a great church would also need to develop his mind to think at ultra high thinking frequencies.

There are three major ways to develop an ultra high frequency generating capacity. These include:

1. **Reading:** When you read, you fabricate your mind core with coils of magnitude as the author of what you read. You cannot exceed the effective capacities of your authors as you can only aspire to their inspiration. This is the initial way of capacity development. So you need to spend time reading materials relevant to church ministry and church growth to fabricate your mind. This will in turn give you inspiration on how you can grow your new church despite prevailing challenges. As you read, you will learn from the authors what they did and what strategies they employed to achieve their level of success and gain wisdom to evolve your own peculiar strategies.

2. **Tasking Your Mind with Questions:** This develops you farther than the authors you have read. This is what determines your personal capacity. As you go through life, always learn to ask yourself with the 'why' of things. For example, I have learnt when I see poor people to ask myself why people are poor. These kinds of questions have helped me develop the capacity of my mind to an amazing depth. In the same way, as a pastor of a growing church you should task your mind with questions relevant for church growth. For instance, what are the factors that trigger church growth? Why are people not retained in the church? What can the pastor do to involve his members in soulwinning activities? Questions like these are what you should task your mind with. As you ask these questions, you would begin to receive answers that will aid you as you grow your church.

3. **Going for the Bones:** I remember when I was in High School, when we came across questions that nobody could answer, I usually passed the night on those questions. I delighted in cracking the bones. The more I did that, the more I even became better than my teachers in most of the subjects. Sometimes, it took many days of research to get solutions to those questions. But as I did it, I suddenly observed that my mind began to release ultra high thinking frequencies with ease. Now I see solutions faster than most people. It was developed. This is the kind of mindset you should possess. Every church has its peculiarities, so you would have to discover strategies that would work for your church. You need to spend long hours especially at night meditating and researching on ways to overcome the peculiar challenges your church may be faced with. It is your personal responsibility to do this.

Growing your church becomes an interesting adventure when your mind is working. You wonder what others cry about, not because you do not face problems, but rather because of the confidence you have in finding solutions using ultra high thinking frequencies (UHTF). Never forget that life rewards you for the ideas you were able to bring into the world. This is the greatest denominator of all successful people. So the earlier you build this kind of mind, the better you position your church for the next level of growth; and the good news is that it is never too late to start!T

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