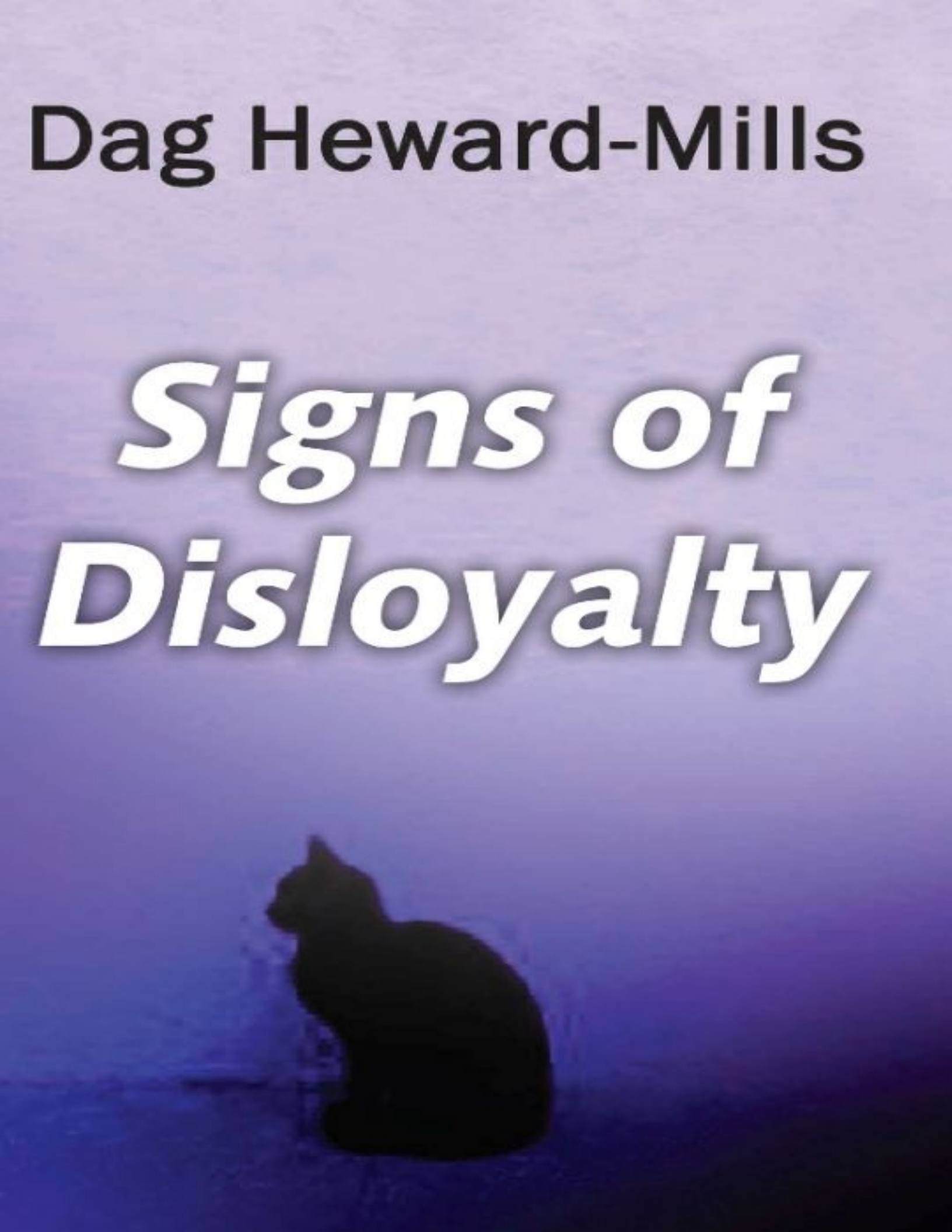
Dag Heward-Mills

Signs of Disloyalty



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by Dag Heward-Mills

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E mail Dag Heward-Mills
info@daghewardmillsbooks.org
evangelist@daghewardmills.org
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Chapter 1

Leaders: Watch for the Signs

I learnt some time ago that leaders often do not know their flock as they truly are. If you are a leader, people will pretend to you all the time. They will conceal their shortcomings from you and only tell you things they know you want to hear. They will praise you because they know you like the encouragement.

When anyone you relate with is disloyal, do not expect the person to announce, “I don’t support you.” Every good leader must watch out for what I call *signs of disloyalty.* These signs will help you navigate through the maze of people who sing your praises. When those surrounding Christ seemed to praise Him and acknowledge Him as a great leader, Jesus did not trust Himself to them.

But Jesus did not commit himself unto them, because he knew all men, And needed not that any should testify of man: for he knew what was in man.

John 2:24,25

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

Don’t Trust Everyone

In a certain sense, you must learn to take everything with a pinch of salt. In another part of the Bible, Jesus’ own brothers suggested that He go public with His ministry.

His brethren therefore said unto him, Depart hence, and go into Judea that thy disciples also may see the works that thou doest.

John 7:3

They encouraged Him, explaining that no one who wanted to have a far-reaching ministry should keep himself in secret. Remember, these were Jesus’ own brethren. Jesus simply answered and said, “My time is not

yet come”. But in John 7:5, the Bible reveals that this advice coming from His own brothers was not genuine.

For neither did his brethren believe in him.

John 7:5

You can see right here that a leader is often subjected to hypocritical advice and lying praises. This is the reason why every good leader must learn about what I call the *signs of disloyalty.*

Chapter 2

Fourteen Signs of Disloyalty

The following are some of the signs that people exhibit when they are disloyal or potentially disloyal.

1. A leader who disappoints you in times of pressure or crisis

Notice leaders who absent themselves when the church is going through difficult times. Watch out for people who are absent during hard times. It is in times of pressure that you see the true character of a person. In the heat of events, you may have to rebuke someone sharply, or you may have to overstretch those you work with.

Watch how they behave in such times; it will tell you something about their loyalty.

You expect everyone to cooperate in times of war. Some time ago, we had a crisis in our church relating to factions within our community. One day, in the heat of events, we had to go and see some officials in the government. When we went to see these officials, they told us that they wanted to see if we had any support from the local people who lived in the community.

The Three Deserters

I said, “Oh, that’s not a problem. We have some members of the community in our church. I even have some of the community members working in our office.”

So, I left a hurried message for some of the church workers (who were also pastoral trainees) to join me in visiting these government officials.

I wanted the government officials to see that we had genuine support from the community. Would you believe that these pastoral trainees did not turn up? They did not go to see the government officials in support of the church. I felt really depressed and let down in a time of war. After the crisis, I confronted the three deserters.

Two of Them Apologized

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

I Resign

This particular letter had only one sentence, “I resign from your organization.” I never saw this brother again and was not interested in seeing him anymore.

Watch out for those who desert you in times of trouble. They are probably not loyal to you. Why did Paul say he wouldn’t work with Rev. John Mark? It was because John Mark had deserted him in a time of crisis.

But Paul thought not good to take him [John Mark] with them, who departed [deserted] from them…

Acts 15:38

2. Leaders who disappoint you when they are under pressure

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

Confidence in an unfaithful man in time of trouble is like a broken tooth, and a foot out of joint.

Proverbs 25:19

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

Pastors Still Have to Preach

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

3. Leaders who have moral weaknesses

If you have a leader with a persistent problem of immorality, please take note of such a person. He could disappoint you or turn against you one day. Why is this? The Bible says a leader must live a holy life, treating the young ladies as sisters and not as girlfriends.

[Treating]…the younger as sisters, with all purity.

1 Timothy 5:2

A person who lives continually in sin, is often in rebellion against God. That attitude of rebellion can be turned onto any of God's representatives at short notice.

The Angry Pastor Walked Out

You may also have to discipline such a fellow for his misdeeds. In his anger at your correction, he may walk out on you in rebellion. Such people usually go around, making up bad stories.

You see, they have to give an explanation for leaving their church.

4. Leaders who have financial weaknesses

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

…**he [Judas] was a thief…**

John 12:6

5. Leaders who are worldly

A leader who loves watching worldly and perverted films is to be noted. He loves worldly music and knows all the lyrics.

Someone who admires worldliness is surely attracted to it. This person

could desert you just as Demas deserted Paul.

For Demas hath forsaken me, having loved this present world…

2 Timothy 4:10

6. Leaders who think that they can do what you are doing better than you can

Anyone who is watching me, the senior pastor, and has thoughts flashing through his mind - “I could do this better” or “If I had the chance, I would also be able to minister like that, and probably even better” - is a dangerous person to have around. Remember that Absalom thought he could do his father’s job better than he was doing it. Absalom said,

...Oh that I were made judge in the land, that every man which hath any suit or cause might come unto me, and I would do him justice!

2 Samuel 15:4

A person is not doing what he is doing because he is the best at doing it. He is doing it because God has put him there.

I am not the pastor of my church because I am the best pastor. I am here because God has put me here. There may be people who are even better pastors than I am, but God put me here instead of them.

David was the king because God made him king. He was not the king because he was the most qualified person.

Sometimes the assistant may look even more capable at certain things than the head. But don’t make the mistake of fighting against the order that God has set. You will not succeed! It is God who sets the order and it is God who will remove, if He so pleases. You cannot remove what God has set in place.

And God hath set some in the church…

1 Corinthians 12:28

7. Any leader who is prepared to attack his own father or senior in ministry

Be careful of people who come to you from another church where they grew up. Mark them when they say all sorts of negative things about their former pastors and fathers in the Lord. Remember that Absalom was prepared to attack his own father.

…**Behold, my son [Absalom]… seeketh my life…**

2 Samuel 16:11

Such a person is deadly! Do not admit such a person into your fold thinking that he will be loyal to you. Remember that he was thinking of attacking his own father. Absalom chased his own father out of town. Never befriend someone who attacks his own pastor.

I have listened as pastors said all sorts of negative things about their own seniors. Perhaps they thought they were gaining my sympathies, but the more they talked the more "Absalomic" and treacherous I found them to be.

This is why it is almost impossible to become a pastor in my set-up unless you grow up from within.

8. Wounded leaders who have never recovered from their hurts

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

Many Rebels Have Been Hurt Before

Almost every traitor has a history of being hurt at one time or the other. Just dig into the history of anarchists; you will discover they have been hurt by something that was said or done earlier. Remember how Absalom was furious at his brother Amnon for raping his sister Tamar.

…**Absalom hated Amnon, because he had forced his sister Tamar.**

2 Samuel 13:22

Two years after this event, Absalom struck!

The deep-seated wound finally produced fruit. All deep-seated wounds will one day bear the fruit of mutiny.

9. Leaders who are not prepared to be trained or re-trained in the ministry

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

saying is, “I have already been trained and your training programme is unnecessary for me.”

Make no mistake, dear pastor. People coming from other institutions need to be retrained to suit your needs.

Do not allow anyone from another church to introduce another spirit or philosophy into the house.

Are You an Old Tree?

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

I have given up trying to retrain nice people

from other churches. Paul trained Timothy and told him exactly what to do. He told him what to preach and how to minister. He called him “my son Timothy”. Timothy was obviously prepared for training and retraining.

O Timothy, keep that which is committed to thy trust…

1 Timothy 6:20

10. Leaders who are not prepared to do menial jobs

Anyone who is not prepared to do menial jobs may be too lofty for real ministry. The disciples did menial jobs. They were ushers, waiters, errand boys, and scavengers. *Without shame, they collected baskets of leftover bread crumbs and fish bones in front of thousands of people.*

They were sent on errands to buy food and to relay simple messages. I take very serious note of high and mighty individuals who think certain tasks are below them.

The Lofty People

I have watched over the years as certain individuals from within my flock have refused to engage in menial jobs.

They have rarely amounted to much in the ministry. I rebuke pastors who appear too stiff and too elitist to get involved in down-to-earth work. Jesus taught us the importance of being a hands-on leader.

…**I am among you as he that serveth.**

Luke 22:27

That is why my Bible students are involved in scrubbing church toilets and cleaning floors. It helps them to become more unpretentious, and practical leaders. Watch out for these big shots. They won't amount to much in the ministry of the Lord Jesus Christ.

...Except ye…become as little children…ye shall not enter…

Matthew 18:3

The Cafeteria Evangelist

Never forget Philip the evangelist who was first sent to work in the church cafeteria. When he was asked to sort out all the problems of the church in relation to food, he did not say that it was below his dignity. He did not even mention that he was called to be an evangelist! In fact, it was because he was called to be an evangelist that God was giving him the opportunity to be a dining hall prefect.

If God has called you to evangelize the world, you may have to start with menial jobs. Never forget that!

11. A leader with a persistently stormy marriage

Everybody has difficulties in marriage. All honest people attest to that fact.

However, notice people who have persistently unhappy homes. This is often because of pride and a bad character. Someone who is not able to keep his own home in order is not recommended to be a minister.

One that ruleth well his own house…

1 Timothy 3:4

In quarrelsome and unhappy marriages, you often have people that do not know how to apologize when they have done something wrong.

If this characteristic spills over into the ministry, you will have turbulent and unhappy relationships between ministers and church members.

12. Leaders who are irritated and reactionary every time you correct them

A leader will often have to correct his subordinates. When a person becomes irritated by correction, surely there must be some question

about his character. A true student, will never be angry or irritated when you reprove him. He will eagerly welcome the redress that makes him a better person.

Better is a poor and wise child than an old and foolish king, who will no more be admonished.

Ecclesiastics 4:13

The very fact that a person is irritated should tell you that he will not fit into your organization. Notice that Peter was neither irritated nor reactionary when Jesus rebuked him harshly.

But he turned, and said unto Peter, Get thee behind me, Satan…

Matthew 16:23

13. A person who gives excuses and continually justifies himself

When a simple instruction turns into a prolonged debate, you are dealing with a possible anarchist. I remember one brother who misused some church equipment. When confronted, he denied it. A couple of weeks later, we came up with conclusive evidence that he had misused the church's property.

He Continued Arguing

Would you believe that in spite of documented and irrefutable evidence, this leader argued his innocence for two more hours! I just looked on in amazement. Remember to be careful of those who cannot admit their mistakes. Let us all learn from the example of King Saul who justified himself when he had obviously disobeyed God.

In spite of undeniable evidence Saul insisted,

…**I have obeyed the voice of the LORD…**

1 Samuel 15:20

This stubborn denial is what made the Lord reject and replace Saul with King David. Watch out for leaders who constantly deny any wrongdoing. They never have anything to apologize about. They rather get angry and irritated when you seem to be unhappy about something they are doing. They turn the tables on you and make you feel that you are a hard taskmaster. The punishment for stubbornness is indeed severe - rejection.

…**he hath also rejected thee from being king.**

1 Samuel 15:23

14. A person who does not keep promises

Watch out for brothers who make proposals to young ladies about marriage only to disappoint them a few months later. A person who constantly makes promises and breaks them is unreliable. Do not think that unfaithfulness will remain in the arena of marital relationships. It will definitely spill over into his relationships with his colleague pastors.

...He that sweareth to his own hurt, and changeth not.

Psalm 15:4

Unfaithfulness is a character flaw and it transcends through every sphere of a person's life. If he is unfaithful to his beloved (girlfriend) he is likely to be unfaithful to you one day. I respect people who say, "I will do this" and years later, they do exactly what they said they would do.

I Married Her

On the 26th of August, 1985, I told my beloved (now, wife) that I would marry her one day. Five years later, I did! Watch people who keep their word on minor issues. They are likely to keep their word on major issues.

Chapter 3

Thirteen Signs of Disloyalty

1. A leader who is vying for promotion and recognition

...Adonijah…exalted himself, saying, I will be king...

1 Kings 1:5

Adonijah was position conscious. Although he was a prince, he wanted to be king himself. I once hinted to a leader that I intended to appoint him a pastor in the near future.

The Pastor Could Not Wait

To my surprise, I found out that he had asked a little fellowship within the church to point to him and say, “Pastor so-and-so, we love you.” He could not wait for his public appointment.

Watch out for position-conscious people. Many people have the position but do not do the job. Make sure your leaders are doing the job that goes with the position.

2. A person who is an unknown factor

Pastors, do not be naïve. Do not welcome little known individuals into sensitive positions. Allow new people to stay around long enough before you make them leaders. An unknown factor is a dangerous factor.

Any new person is a potential traitor until

proved otherwise. Remember that when the disciples had to choose someone to replace Judas, they picked someone who had been with them long enough.

Wherefore of these men which have companied with us all the time…must one be ordained…

Acts 1:21,22

3. A leader who has never been criticized

A person who has never been criticized is often surprised when his

superiors are under attack. He thinks there must be some truth in the criticism levelled against them. He usually thinks that if you do everything right, you will never be criticized! This is a great deception.

Younger Ones Have Not Yet Been Criticized

This is a deception that is common to inexperienced leaders. An immature leader may even join the “enemy” if he feels they have a strong enough case.

I realize that no matter how hard you try to relate your experiences to certain people, they just cannot comprehend what you are saying.

A leader who has been through the fire of criticism is different from someone who has never been criticized. When a mature person encounters slander and criticism in ministry, he will handle it differently. He understands how the machinery of deception works. A mature person, like Christ, knows that these things are part of normal ministry.

...for it must needs be that offences come…

Matthew 18:7

4. A leader who does not say “amen” or smile whilst you are preaching

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

No Comment for Two Years!

The Bible says that Absalom said neither good nor bad for two years. How can you make no comment or remark for two whole years and then after that invite me for a party? This is what Absalom did to his brother Amnon. Absalom’s silence and lack of response to his brother meant a lot. It meant murder was in the offing!

Because God knows that a person’s facial expression means something, he advised Ezekiel and Jeremiah not to be frightened by people’s facial expressions.

Be not afraid of their faces…

Jeremiah 1:8

An unsmiling, grimacing leader who always has no comment to make must be watched.

5. A person who does not take notes when you are preaching

…**he said unto me, Write: for these words are true and faithful.**

Revelation 21:5

The Bible teaches us to write down true and faithful words. Watch out for people who do not take notes whilst you are teaching. This is a sign that they think that they know everything. A person who thinks he knows all that you are teaching should not be around you. He may be saying, “I’m as good as you. And there is nothing new that you can teach me!”

He’s a Know-it-All

During a community health lecture in the medical school, I learnt a valuable lesson about handling public health education. We were taught that every time we ventured to give a public lecture we would need to psychologically overcome certain personalities in the audience.

One of them was the know-it-all. Know-it- alls do not take notes because they know it all. One thing you don’t need is a know-it-all as an associate leader.

John the Apostle could not minister effectively to Diotrephes because he felt too big (pre- eminence) to receive from John. I believe this character in the Bible did not bother to take notes as John was preaching. Diotrephes was too big to receive. John said that Diotrephes didn’t receive him.

…**but Diotrephes, who loveth to have the preeminence… receiveth us not.**

3 John 9

Surely, any leader that does not take notes when you preach must be watched.

6. A person who is not faithful in another person’s work

Watch people’s attitudes towards their responsibilities. If they treat other people’s businesses and properties with care, they are likely to treat your ministry with care. You never know how people behave when they are

out of your sight. But when you see them, just observe how they handle someone else's car or property. Watch the person who recklessly handles other people's belongings.

And if ye have not been faithful in that which is another man's, who shall give you that which is your own?

Luke 16:12

7. A leader who does not pay tithes and offerings

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

Monitor Their Giving

I cannot monitor the tithes and offerings of the whole church. But I do monitor the tithes of my leaders. Any leader who does not pay his tithes may be a traitor. You see, money must not be a problem for any leader. The Bible teaches us that a person who does not give tithes is a robber.

Will a man rob God? Yet ye have robbed me…In tithes and offerings.

Malachi 3:8

I declare unto you therefore that every robber is a potential traitor. Watch him!

8. Leaders who do not attend certain meetings

Attending all meetings is important for leaders. Take note of those who constantly absent themselves from certain meetings. They always have excuses, but take note of them!

Remember that Judas was always moving out on other missions when the disciples were fellowshipping with Christ.

Remember how Thomas was absent when Christ appeared after His resurrection.

Absentee Turns Traitor

I believe that it is because of Judas' frequent absenteeism that he became a traitor. I also think that it is because Thomas missed a very

important meeting that he became a doubter.

But Thomas…was not with them when Jesus came.

John 20:24

Definitely, the absence of certain leaders from some meetings will cause them to be different from your loyal team members. Attendance at all important meetings is essential to maintaining loyalty. Do not overlook leaders who seem to be too busy to attend important discussions.

After a while such people will be different from the rest of your team.

9. A person who approves of someone who makes wrong decisions

And he [Adonijah] conferred with Joab… and they… helped him.

1 Kings 1:7

Joab approved of Adonijah's rebellious ideas. This was because Joab himself was a rebel. He had exhibited an independent spirit throughout the life and ministry of King David. Notice the things that your leaders admire and become involved with. Observe the things that your team members approve of.

What Do Your Leaders Admire?

Many years ago, a rebel in the making made favourable comments about another rebel. He spoke about how this dissident pastor seemed to be succeeding in his breakaway faction. He observed gleefully how this defector had acquired a new car shortly after rebelling. "He is having a good programme!" he exclaimed. Only a few months later, this fellow staged his own rebellion.

10. Leaders who are not prepared to do things they did not choose to do

Leaders must be prepared to do what they are told to do. If you expect others to obey you, remember that it is first required of you to obey instructions. Some people want to sit where they want to sit and do what they want to do. Notice anyone who becomes reluctant in what he is doing, because he is not doing what he prefers to do.

Do all things without…disputings:

Philippians 2:14

This Scripture is telling us to do all things joyfully - without arguments; even the things we don't feel like doing.

11. A person who poisons you about others

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

The Slanderer in the Hotel

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

He Poisoned the Evangelist

As he listened, my friend told me that the famous evangelist's mind was thoroughly poisoned about this other minister. Before this minister had the opportunity to introduce himself, the slanderer had gone to work. The word slanderer in the New Testament is translated from the Greek word *diabolos* (which means devil).

…**not slanderers, sober, faithful in all things.**

1 Timothy 3:11

Learn right here that a person who spews out negative things about others is a devil. I didn't say so, the Bible says so. Slanderer means devil. A slanderer is a devil.

12. A leader who is not prepared to be birthed into the philosophy, the standards, the vision, the procedures and the spirit of the house

Every church is essentially different. We all believe that Jesus Christ is the Son of God.

However, the philosophy, the standards, the

vision, and the procedures of each church are very different. This is what the Bible calls the due order of a ministry - the way things are done there.

Every Church Has a Due Order

…**for that we sought him not after the due order.**

1 Chronicles 15:13

Any new person must be prepared to acclimatize and adapt himself to the new environment. A person who often says, “In my old church, we did things like that…” and, “I think that a better way to do this is how I used to do it in my former church” must be watched. He probably hasn’t fully adapted to the spirit of the house. That is why he is constantly making references to his previous place of ministry. The Israelites never adapted to their new circumstances in Babylon. They were never birthed into the spirit of their new homes. And this was evident in their songs.

…**we wept, when we remembered Zion.**

Psalm 137:1

13. A person who manipulates his way into leadership without serving his way into that leadership position

Every leader is supposed to serve his way into a leadership position. Joshua was a servant of Moses. Elisha was the servant of Elijah. Elisha became the next major prophet by serving Elijah for many years. In fact, once when the king was looking for a prophet, they immediately thought of finding someone who had served Elijah.

But Jehosophat said, Is there not here a prophet... [They] answered…Here is Elisha…which poured water on the hands of Elijah.

2 Kings 3:11

Certain people pose as mature and already seasoned leaders who don’t need to serve. They exude certain airs and manipulate inexperienced leaders. They sometimes have certain skills that the church desperately needs. The pastor may unknowingly appoint such a person to a leadership position. He may then realize that this fellow has not served his way through the normal ranks. Such a person is dangerous, because one day he may try to manipulate his way into other positions. He may even try to replace you!

Chapter 4

Ten Signs of Disloyalty

1. A leader who does not stay around to mingle and interact with other church members

If you are a leader of God's people, surely you will want to interact with them and get to know them.

Are you just occupying a high-sounding position or are you a true shepherd? Remember that the hireling doesn't care about the sheep but the true shepherd cares and wants to be near them.

Are You a Prime Minister or a Pastor?

I always stay around after ministering, to interact with the congregation. I do this even though I am often tired and exhausted. A genuine leader does this because he is truly interested in the flock. I don't believe in being whisked away by a chauffeured car.

Some pastors behave more like prime ministers than shepherds of God's flock. Are you a prime minister or a shepherd?

I am the good shepherd, and know my sheep, and am known of mine.

John 10:14

2. A leader who has a "Jezebel" for a wife

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

Watch the Position-Conscious Wives

If your associate has a Jezebel for a wife, she will push him into improper things without him even realizing it. He will find himself stretching out his hand to take what does not belong to him. Many pastors' wives make their husbands discontented. They suggest to their husbands:

"By now we should have such and such a car." "Is the senior pastor the only one who must travel to conferences?"

"By now, you should have your own church." Jezebel planted evil thoughts in her husband's mind.

And Jezebel his wife said unto him, Dost thou now govern the kingdom… arise and eat bread…

1 Kings 21:7

These "Jezebellic" inspirations will spur a good pastor on into things which he never really intended to do.

Do not only consider the leader; observe his wife carefully. Remember that the husband is the head but the wife is the neck.

3. A person who constantly shifts the blame to other people

A good leader does not shift blame. As a leader, you must realize that you are ultimately responsible for everything that happens.

Bad Leaders Say, "It's Your Fault!"

I do not know why some leaders never want to take any blame. We are all to blame sometimes. A true leader takes the blame for everything.

One time something bad happened in our church.

At a meeting of pastors, I told them it was my fault. They were surprised because they didn't know how that unfortunate event related to me. But I pointed out to them that I was to blame because I was the overall head.

When two bad leaders meet, they will accuse each other of being at fault.

Good Leaders Say, "It's My Fault!"

When two good leaders meet they will fight to take the responsibility for any mishap. Remember how Adam shifted the blame to his wife. And how the wife shifted the blame to the serpent. Unfortunately, the serpent had no one to shift the blame to.

…**The woman whom thou gavest to be with me, she gave me…**

Genesis 3:12

4. A leader who thinks too much money is being spent on the Head.

Remember how Judas opposed the expensive gift given to his pastor, Jesus. Most people who really love their pastors feel that nothing is too good for him.

Usually, a trait of disloyalty manifests itself when other loyal people begin to appreciate the pastor. Often this is out of guilty feelings that the disloyal leader may have, since he does not get involved whenever there is a show of appreciation for the pastor.

Remember the words of the traitor Judas,

Why was not this ointment sold for three hundred pence, and given to the poor?

John 12:5

Judas, like all disloyal people, felt it was a waste to spend such an amount of money on the pastor.

5. A leader who is unduly quiet, reserved and detached

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

The Quietness Means Something

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

6. A leader who is always late for meetings

Chronic lateness to important meetings can often mean a wrong attitude.

It may be an attitude of "I know what they are going to say at the meeting" or "I will come when it is necessary". Such a person might be working with a scornful and arrogant spirit. Pride always leads to conflicts within organizations.

Cast out the scorner, and contention shall go out...

Proverbs 22:10

Lateness is a reflection of the unwillingness of the person to be a part of the meeting. He wishes he did not have to be around. He therefore cannot bear to be at the meeting for a complete session. Before you receive a resignation letter from your assistant, you may find him often coming in late.

7. A leader who feels he knows the mindset of the organization and therefore does not bother to ask important questions

I recall a leader being queried as to why he did not bother to find out about an important issue.

I Knew What You Would Say

He answered, “I knew what you would say, so I didn’t bother to ask.” “I know how you analyze such cases anyway.”

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

8. A leader who has not been involved in practical ministry work

I don’t see how someone can teach at a Bible school unless he has been involved in the ministry work himself. The ministry of the Lord Jesus is not a set of theories. It is practical down- to-earth hard work. A person who has not been involved in the basics of ministry work is a theoretician. All he has to offer are theories about what is right and wrong.

Not a novice…

1 Timothy 3:6

Such a person could turn against you because of his theoretical inclinations. No wonder good Bible schools only accept seasoned ministers as instructors. We need people who have seen the practical workings of the Lord Jesus, the Holy Spirit and the Word of God. People who have lived through successes, mistakes, betrayals, the highs and the lows of ministry have much more to offer.

It’s amazing how it’s always the ones who are doing nothing for God who

know how things should be done!

9. A leader who does not contribute to a joint effort, which is intended to bless and appreciate their pastor

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

10. A leader who has not been tested by time

Dear Christian friend, in this very last sign, I am pointing out a very important reality. Time reveals many important things. The Bible says,

For many are called, but few are chosen.

Matthew 22:14

Time reveals the difference between those chosen and those called. Time alone will differentiate between the men and the boys.

Many of our theories and analyses will only be proved with time. **If you want to know if someone will be loyal, commend the person to God and to time.**

I have shared with you these varied signs of disloyalty. Leaders, watch for these signs and use them to teach your people to avoid disloyalty. Constant teaching on the subjects of loyalty and disloyalty are very important. Most people are ignorant of the evolvement of the disloyalty process.

In other words, many rebels are unaware of what they are doing. Constant education will prevent people from unknowingly involving themselves in traitorous activities. Anyone who wants to build a large church must constantly teach on faithfulness and loyalty. No one is born with faithfulness and loyalty written all over him.

Every minister will have his due share of temptations to become disloyal. Your leaders will develop a culture of loyalty as you constantly teach about it.

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