

**MATHETES BIBLE COLLEGE (GHANA/USA)  
(FULLY ACCREDITED)**

**PROGRAM: BACHELOR IN THEOLOGY (BTh.)  
(1 YEAR INTENSIVE)**

**COURSE: PERSONAL MINISTRY DEVELOPMENT (MBC1)**

**LECTURER  
BISHOP NII NAI MENSAH  
(CHURCH BUILDERS CONSULT)**

# **MATHETES BIBLE COLLEGE** (GHANA/USA)

**(FULLY ACCREDITED BY WWAC, USA)**

## **INTRODUCTION**

**The Mathetes Bible College BACHELOR IN THEOLOGY degree** is a **ONE-YEAR INTENSIVE** program directed to meet the leadership needs of the church today. It is not necessarily academic but basically practical theology stuff well-tailored to fix the leadership gaps in the church, community and the nation. The goals of the Bachelors program is exactly what the world is yearning for in the mental, physical and spiritual spectrum.

## **THE ESSENCE OF MATHETES DEGREE PROGRAMS**

In a chaotic and disjointed world where the devil seems to be in control, we need men and women of God who have been trained, equipped and ready to become world changers under the unction and power of the Holy Spirit infilling. And this is what the Bachelors and the Masters Degree programs exactly offer. Both the Bachelors and the Masters programs have online and classroom medium of tuition and course materials available. Seekers are at liberty to opt for what suites them.

## **COURSE REQUIREMENTS**

- A prospective student must be already a Christian, and if not, one can still apply because we believe the Holy Spirit can touch such and him/her a Christian or child of God.
- Seekers must be 18 years and above.
- No basic academic qualifications required but seekers must be able to read and write and fluent in the English language.

## **COURSE SUMMARY:**

### **MBC1: PERSONAL MINISTRY DEVELOPMENT**

**It** is a dynamic course program aimed at shaping and sharpening seeker students to be aware of how they can develop their calling, vision and ministry to become a class of world changers. It teaches further about ministry branding and how to package your ministry as led by the Holy Spirit and to present your ministry to a world of diverse needs and challenges. It is a vision shaper program meant for the today's youth to profit withal.

**BACHELOR IN THEOLOGY Program: One-year intensive:**

**COURSE LIST:**

- MBC1 PERSONAL MINISTRY DEVELOPMENT
- MBC2 PREACHING (HOMILETICS) AND PASTORAL THEOLOGY
- MBC3 SYSTEMATIC THEOLOGY
- MBC4 LEADERSHIP DEVELOPMENT
- MBC5 MISSIOLOGY (SCHOOL OF MISSIONS)
- MBC6 SPIRITUAL DEVELOPMENT AND IMPARTATION
- MBC7 BIBLICAL THEOLOGY
- MBC8 COMPARATIVE AND ETHICS THEOLOGY
- MBC9 HISTORICAL THEOLOGY
- 50 PAGE DISSERTATION PAPER

**MASTER IN THEOLOGY Programs: One-year intensive:**

**COURSE LIST**

- MBC10 BASIC THEOLOGY
- MBC11 ETHICS AND LOYALTY THEOLOGY
- MBC12 STRATEGIC LEADERSHP DEVELOPMENT
- MBC13 FAITH THEOLOGY (SCHOOL OF FAITH)
- MBC14 REVIVAL THEOLOGY
- MBC15 POWER HEALING AND HEARING FROM GOD
- 200 PAGE DISSERTATION and CLASS PRESENTATIONS

**MATHETES BIBLE COLLEGE program schedule (1YEAR INTENSIVE):**

Master In Theology: Every Monday 7AM-1PM

Bachelor In Theology: Every Tuesday 7AM-4PM

Bachelor In Theology program: Every Saturday 7AM-4PM

**For further information, call or WhatsApp:**

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## **PERSONAL MINISTRY DEVELOPMENT**

**Bishop Nii Nai Mensah**

### **MINISTRY DEVELOPMENT DEFINED**

- Ministry development simply refers to how ministry starts, and how it grows systematically through the various stages of challenges until its targets and goals are achieved.
- A ministry when properly developed will live to the next generation.
- JESUS CHRIST is the Starter or Standard of Ministry Development. He is the pace setter or role model of infant, matured and modern-day ministries.

### **HOW JESUS STARTED MINISTRY DEVELOPMENT**

1. Being in His Father's house was one of His central focus.
2. He encountered the learned people of His day.
3. He knew the benefit of education and increase in knowledge.
4. He did what His parents had no idea of.
5. His focus was different.
6. He did not follow people and God at the same time.
7. He knew His priorities.
8. He did not mingle with society and following other unprofitable business.
9. Jesus at the age of twelve knew His Father's business.
10. He was a man with a high level of understanding. This is a key to every ministry development.

**Luke 2:46-49** And it came to pass, that after three days they found him in the temple, sitting in the midst of the doctors, both hearing them, and asking them questions. And all that heard him were astonished at his understanding and

answers. And when they saw him, they were amazed: and his mother said unto him, Son, why hast thou thus dealt with us? behold, thy father and I have sought thee sorrowing. And he said unto them, how is it that ye sought me? Wist ye not that I must be about my Father's business?

### **LEARN FROM JESUS**

1. The parents of Jesus did not understand Him at first (Luke 2:46-49).
2. As you pursue the development of your ministry, some would not understand you, but don't stop there, keep going.
3. Obedience is a key to ministry development. Never rebel against authority.
4. To develop your ministry, you need to increase in wisdom. If you lack it, ask God. and more to that, get close to the Scriptures.
5. You also need to develop in stature. Thus, take good care of yourself. God needs able bodied people to work with.

Luke 2:50-52 And they understood not the saying which he spake unto them. And he went down with them, and came to Nazareth, and was subject unto them: but his mother kept all these sayings in her heart. And Jesus increased in wisdom and stature, and in favor with God and man.

### **STEPS INTO MINISTRY DEVELOPMENT**

To develop a ministry, the leader who starts must be led by the Holy Spirit.

A leader can lead himself when he is led by the Holy Spirit.

- Be led by the Spirit
- Then you can lead yourself and not be led by people
- Jesus was led by the Spirit

- Jesus then started to lead Himself

Matt. 4:1 Then Jesus was led up by the Spirit into the wilderness to be tempted by the devil.

### **WAITING IS IMPORTANT IN MINISTRY DEVELOPMENT**

- Jesus Christ waited for 40days
- Jesus could have done ministry without waiting
- But He wanted to establish a lasting ministry, leave a good legacy so He had shown us an example.

Matt. 4:2 And after fasting forty days and forty nights, he was hungry.

### **MINISTRY CHALLENGES WILL COME**

- Challenges are healthy ways to develop ministry. Don't ignore them nor fight against them. Rather, stand firm in the power of the Spirit and endure them.
- Challenges from the devil and other situations will come but should not stop ministry from developing.
- Jesus was tempted by the devil for 40days.
- The tempter will tempt you with what you like best.
- Food had been the main cause of failure of several ministries.
- Every ministry must be developed on the word of God.

Matt. 4:3-4 And the tempter came and said to him, "If you are the Son of God, command these stones to become loaves of bread." But he answered, "It is written, "'Man shall not live by bread alone, but by every word that comes from the mouth of God.'"

**For a ministry to develop, know that the devil will not come once and end it**

- The devil will use pride when the ministry is growing.
- There will be power struggle as part of ministry development.
- The leader use God's word as guide for ministry to develop

Matt. 4:5-7 Then the devil took him to the holy city and set him on the pinnacle of the temple and said to him, "If you are the Son of God, throw yourself down, for it is written, "'He will command his angels concerning you,' and "'On their hands they will bear you up, lest you strike your foot against a stone.'" Jesus said to him, "Again it is written, 'You shall not put the Lord your God to the test.'"

**THE DEVIL USES GLORY AND RICHES TO TEST MINISTRY DEVELOPMENT**

1. For a personal ministry to develop, the devil will use glory and riches of the world as test of loyalty.
2. Not every high place or promotion will be from the Lord. Some will come from the devil. This is part of ministry development.
3. The devil has wealth to give so beware.
4. Never bow to sin, Satan and the occult.
5. Don't compromise if you want your personal ministry to develop.
6. Again, for your ministry to develop, know the word of God.



Matt. 4:8-11 Again, the devil took him to a very high mountain and showed him all the kingdoms of the world and their glory. And he said to him, "All these I will give you, if you will fall down and worship me." Then Jesus said to him, "Be gone, Satan! For it is written, "'You shall worship the Lord your God and him only shall you serve.'" Then the devil left him, and behold, angels came and were ministering to him.

### **TO DEVELOP MINISTRY, START BY WHAT YOU CAN DO ALONE**

1. Locations play a significant role in personal ministry development.
2. In developing your personal ministry, you will have God's presence (angels), yet the devil will still be coming and fighting back.
3. Jesus relocated from Nazareth to Capernaum, in Galilee, by the sea, in the territory of Zebulun and Naphtali.
4. Jesus started to preach.
5. Jesus knew His mission. He preached about God's Kingdom, which is at hand, and repentance.
6. The message of Jesus developed His personal ministry.
7. Jesus first started by leading Himself before leading others. Jesus was slow to anger. A person who is slow to anger can rule his spirit. He is classified stronger than one who takes a city.
8. He waited for 40days to receive the keys to successful ministry.

**Matt. 4:11-15** Then the devil left him, and behold, angels came and were ministering to him. Now when he heard that John had been arrested, he withdrew into Galilee. And leaving Nazareth he went and lived in Capernaum by the sea, in the territory of Zebulun and Naphtali, so that what was spoken by the prophet

Isaiah might be fulfilled: "The land of Zebulun and the land of Naphtali, the way of the sea, beyond the Jordan, Galilee of the Gentiles—the people dwelling in darkness have seen a great light, and for those dwelling in the region and shadow of death, on them a light has dawned."

Mat 4:17 From that time Jesus began to preach, saying, "Repent, for the kingdom of heaven is at hand."

### **TO KEEP MINISTRY DEVELOPED**

- Learn self-control
- Never respond in anger
- Learn to build your character
- Rule your spirit through the Holy Spirit (Prov. 16:32)
- Begin where you are (1Sam. 17:34-35)

Prov. 16:32 Whoever is slow to anger is better than the mighty, and he who rules his spirit than he who takes a city.

### **BEGIN WHERE YOU ARE**

1Sam 17:34- 35 David said to Saul, "Your servant was keeping his father's sheep; and when a lion or a bear came, and took a lamb out of the flock, went out after him, and struck him, and rescued it out of his mouth. When he arose against me, I caught him by his beard, and struck him, and killed him. WEB

- Sometimes it sounds for most people to be looking somewhere instead of just looking at where they are to locate opportunities and progress.

- As celebrated leadership expert, John Maxwell always says, “Stay in your area of strength and not your weakness.” You can be very knowledgeable but not successful, simply because you were looking somewhere else, and that prevented you from building from where you are.
- Sometimes we don’t understand our strengths, so it takes somebody to tell us where our strengths are. The moment you discover them, fight against every odd in order to build up your strength. That begins your success.
- On the other hand, the good news is that everybody has gift. The moment you find your gift put all your time and personal growth into it. If you can find your gift, look at what you do and can do it easily, then master it. It’s what you are and where you can begin your journey to becoming what God created you to become.
- It’s very important to develop what is in you. David started his journey to success as a shepherd boy not a professional soldier. Unlike Saul, he did not start as king. He towed the line of humble beginning until he became very skillful and strong. Moreover, just as he answered king Saul, he was a servant and worked through the process. He never envied his senior brothers or outsiders.
- As a result of staying within his areas of strength, he became a great warrior to the point of chasing lions and bears in the wilderness, catching up with them, removing his lambs from the jaws, and striking them dead. He had a training no soldier on earth had. And that was where his achievement started. God wants you to start from where you are, whether it’s noble or ignoble place

## **LEADERSHIP DEVELOPMENT**

### **INFLUENCE**

Influence is essential in developing the leaders around you.

### **DEVELOPING THE LEADERS AROUND YOU**

- According to John Maxwell, “The key to success in any endeavor is the ability to lead others successfully. Almost everything rises and falls on leadership.”
- “Leadership is not exclusive club for those who were born with it. The traits that are the raw materials of leadership can be acquired. Link them up with desire and nothing can keep you from becoming a leader,” says John Maxwell.
- Leadership can be taught. Great men are not born, they are developed not discovered. Only babies are born. Leaders grow their vision. They first discover their gifts and stay with it.

According to John Maxwell, all leaders fit in one of four categories or levels of leadership:

- The leading leader
- The learned leader
- The latent leader
- The limited leader

### **THE LEADING LEADER:**

- Is born with leadership qualities.

- Has seen leadership modeled throughout life.
- Has learned added leadership throughout training.
- Has self-discipline to become great leader
- NB: Three out of four of these qualities are acquired.

### **THE LEARNED LEADER**

- Has seen leadership modeled most of life.
- Has learned leadership through training.
- Has self-discipline to be a great leader.
- NB: All three qualities are acquired.

### **THE LATENT LEADER**

- Has just recently seen leadership modeled.
- Is learning to be a leader through training.
- Has self-discipline to become a great leader.
- NB: All three qualities are acquired

### **THE LIMITED LEADER**

- Has little or no exposure to leadership.
- Has little or no exposure to leadership training.
- Has desire to become great leader.
- NB: All three can be acquired.

### **DIFFERENCES BETWEEN A LEADER AND MANAGER** by J. W. Gardner

- Leader managers are long-term thinkers who see beyond the day's crisis and the quarterly report.

- Leader manager's interests in the organization do not stop with the units or ministry they head. They want to know how all the ministries or departments affect one another, and they are constantly reaching beyond their specific areas of influence.
- Leader managers put heavy emphasis on vision, values and motivation.
- Leader managers don't accept the status quo (doing the same thing always).
- Manager makes sure that the program and objectives of the organization (church) are implemented. Whilst a leader, on the other hand, cast the vision motivate people by leading them to do it.
- People don't want to be managed, they want to be led.

### **WORKING IT OUT**

- Knowing how to do a job is the accomplishment of labor.
- Showing others is the accomplishment of a teacher.
- Making sure the work is done by others is the accomplishment of a manager.
- Inspiring others to do better work is the accomplishment of a leader.

### **LEADERSHIP DEFINED**

- Leadership is the ability to obtain followers.
- Everyone talks about leadership; few understand it.
- Most people want it; but few achieve it.
- Jesus Christ of Nazareth was a leader.
- Hitler was a leader.
- Martin Luther King Jnr was a leader.
- Winston Churchill was a leader.

- All the above were leaders. While their value and management abilities were different, each had followers.

## **INSIGHTS ABOUT INFLUENCE**

- Everyone influences someone.
- “Each one of us is both influencing or being influenced by others,” says Tim. Elmore.
- It means all of us are leading in some areas whilst in other areas we are being led. No one is excluded from being a leader or a follower. We are all leaders and followers.
- A child may lead other children at school while he is also led by Mum or Dad at home. Mum and Dad may also be led by the waiter at the restaurant; the pastor who led the church members may also be led by a mentor outside; and on and on.

## **DEVELOPING THE LEADER WITHING YOU**

- Leadership starts within you. You cannot leader somebody without first leading yourself. All good leaders first lead themselves before leading others.
- You cannot be a man or woman of authority without first submitting under authority. It is only when under authority that you can say to one, “go” and he goes, and to another, “come” and he comes.
- **Luke 7:2 And a certain centurion's servant, who was dear unto him, was sick and at the point of death.**

- Luke 7:3 And when he heard concerning Jesus, he sent unto him elders of the Jews; asking him that he would come and save his servant.
- Luke 7:4 And they, when they came to Jesus, besought him earnestly, saying, He is worthy that thou shouldest do this for him;
- Luke 7:5 for he loveth our nation, and himself built us our synagogue.
- Luke 7:6 And Jesus went with them. And when he was now not far from the house, the centurion sent friends to him, saying unto him, Lord, trouble not thyself; for I am not worthy that thou shouldest come under my roof:
- Luke 7:7 wherefore neither thought I myself worthy to come unto thee: but say the word, and my servant shall be healed.

### **Levels of leadership** within you (Credit: John Maxwell)

1. Position
2. Permission
3. Production
4. People development
5. Personhood

### **LEVEL 1: POSITION**

- Rights: People follow because they have to. Your influence will not extend beyond the lines of your duty. The longer you stay there, the lower the morale.



- It's the basic entry of leadership. The only influence you have is the one which comes with title. A person may be in control because he has been appointed to a position.
- In that position, he may have authority. But real leadership is more than having authority. It is more than having the technical training and following proper procedures.
- To the positional leader, his security is based on title not talent. The level of positional leader is often gained by appointment; all other levels are gained by ability.
- People will not follow a positional leader beyond his stated authority. They will only do what they have to do when they are required to do.
- When the leader lacks confidence, the followers lack commitment. They are like the little boy who was asked by Billy Graham how to find the nearest post office. When the lad told him, Dr. Graham thanked him and said, "If you will come to the convention center this evening you will hear me telling everyone how to get to heaven."
- "I don't think I will be there," the boy replied. "You don't even know your way to the post office."
- Real leadership is being the person others will confidently follow. A real leader knows the difference the boss and being a leader, as illustrated by the following:
  1. The boss drives the workers; the leader coaches them.
  2. The boss depends upon authority; the leader on goodwill.
  3. The boss inspires fear; the leader inspires enthusiasm.
  4. The boss says "I"; the leader says "We."

5. The boss fixes the blame for the breakdown; the leader fixes the breakdown.
6. The boss knows how it is done; the leader shows how it is done.
7. The boss says “Go”; the leader says, “Let’s go!”

## **LEVEL 2: PERMISSION**

- Relationships: People follow because they want to. People will follow you because of your stated authority. Staying too long on this level without rising will cause highly motivated people to become restless.
- Leadership begins with the heart not the head. People don’t care how much you know until they know how much you care. It flourishes with meaningful relationships, not more regulations.
- This leader on the permission level leads through interrelationships. The agenda is not the packing order but people development.
- People who are unable to build long lasting relationships will soon find out that they are unable to sustain a long effective leadership.
- Your most appreciable asset is people. You can love people without leading them. But you cannot lead people without loving them.

## **LEVEL 3: PRODUCTION**

- Results: People follow because of what you have done for the organization. This is where success is sensed by most people. They like you and what you are doing. Problems are fixed with little effort.
- On this level things begin to happen, good things. Profit increases; moral is high; needs are being met; goals are being realized; leading and influencing others is fun; problems are solved with minimum effort.

- On the results level, people come together to get results or to accomplish a purpose.

#### **LEVEL 4: PEOPLE DEVELOPMENT**

- **Reproduction:** People follow because of what you have done for them. This is where long-range growth occurs. Your commitment of developing others will insure on-going growth to the church and people. Do whatever you can to achieve and stay on this level.
- A leader is great, not because of his or her power, but because of his or her ability to empower others. Success without a successor is a failure. A worker's main responsibility is doing the work himself. A leader's main responsibility is developing others to do the work.
- **Note the progression:** At level 2, the follower loves the leader; at level 3, the follower admires the leader; at level 4, the follower is loyal to the leader. Why? You win people's heart by helping them to grow.
- **Develop key leaders:** Systematically meet with and teach those who are influencers within the church. They in turn will pass to others what you have given them.

#### **LEVEL 5: PERSONHOOD**

- **Respect:** People follow because of who you are and what you represent. This step is reserved for leaders who have spent years growing people. Few make it. Those who do are bigger than life.
- This is still under development. It's the highest form of development.
- Here are additional steps of leadership:
- The higher you go, the longer it takes.

- The higher you go, the higher the level of commitment. Both leader and followers must begin to make commitments, else influence will reduce.
- The higher you go, the easier it is to lead.
- The higher you go the greater the growth. Growth can only occur when effective change takes place. Change will become easier as you climb the levels of leadership. As you rise, other people will allow and assist you in making the needed changes.
- You will never leave the base level. Each level stands upon the previous one and will crumb if the lower level is neglected. Example: you can't neglect relationship and produce.
- If you are leading a group of people, you will not be on the same level with everyone. Noe every person will respond the same way to your leadership.
- For your leadership to remain effective, it is essential that you take the other influencers within the group with you to the higher levels. That will bring the rest along.

## **CONCLUSION**

In order to get to the top, we must do two things:

- Know what level you are on at the moment. Since you will be on different level with different people, you need to know which people are on which level. If the highest influencers in the church are supportive, then you will succeed as a leader. But if the highest influencers are not supportive, then problems will soon arise.
- Know and apply the qualities needed to be successful at each level. Take note of the following characteristics needed to succeed:

**LEVEL 1: POSITION/RIGHTS**

- Know your job description thoroughly.
- Be aware of the history of the organization/church and relate it to people.
- Be a team player.
- Accept responsibility.
- Do your job with excellence.
- Do more than expected.
- Offer creative ideas for change and improvement.

**LEVEL 2: PERMISSION/RELATIONSHIP**

- Possess a genuine love for people.
- Make those who work with you more successful.
- See through other people's eyes.
- Love people more than procedures.
- Do 'win-win' or don't do it.
- Include others in your journey.
- Deal wisely with difficult people.

**LEVEL 3: PRODUCTION/ RESULTS**

- Initiate and accept responsibility for growth.
- Develop and follow statement of purpose.
- Make your job description and energy an integral part of the statement of purpose.
- Develop accountability for results, beginning with yourself.
- Know and do things that give high results.

- Communicate the strategy and vision of the organization/church.
- Become a change agent and understand timing.
- Make the difficult decisions that will make a difference.

#### **LEVEL 4: PEOPLE DEVELOPMENT/REPRODUCTION**

- Realize that people are your most valuable asset.
- Place a priority on developing people.
- Be a model for others to follow.
- Pour your leadership effort into top 20% of your people.
- Expose key leaders to growth opportunities.
- Be able to attract other winners/producers to the common goal.
- Surround yourself with an inner core that complement your leadership.

#### **LEVEL 5: PERSONHOOD/RESPECT**

- Your followers are loyal and sacrificial.
- You have spent years mentoring and molding leaders.
- You have become a consultant and are sought out by others.
- Your greatest joy comes by watching others grow and develop
- You transcend the organization.

## **LEADERSHIP: PRIORITIES**

**Credit: John C. Maxwell**

### **PRIORITIES DEFINED**

- Practical people know how to get what they want.
- Leaders know how to get what they ought to want.
- Success is defined as gradually working towards your goal. And a leader can do this through setting priorities.

### **IT'S NOT HOW HARD YOU WORK; IT'S HOW SMART YOU WORK.**

Organize or agonize.

Prioritize assignments

High importance/High urgency: Tackle these projects first.

Low importance/High urgency: Find other ways to do it. Example delegate to an assistant.

### **CHOOSE OR LOSE**

#### **Leaders initiate**

Lead; pick up phone and make contact

Spend time planning; anticipate problems  
reacting to problems

Invest time with people

Fill the calendar by priorities

Evaluate your priorities

#### **Followers React**

listen; wait for phone to ring

Spend time living day-today,

Spend time with people

fill the calendar by requests

Decide what to do and do it; decide not what to do and don't do it.

Answer this question: What do you have to do that no one but you can do it? Failure to do them will cause you to be among the followers.

Take a minute and list what is required of you in your job by priority if possible.

The question you must continually ask yourself is "Am I doing what I have to do best and receiving a good return for the organization/church?"

### **THREE COMMON PROBLEMS IN ORGANIZATIONS/CHURCHES**

Abuse: Too few employee's/church members are doing too much.

Disuse: Too many employees/church members are doing too little.

Misuse: Too many employees/church members are doing the wrong thing.

### **PRIORITY PRINCIPLES**

- Priorities never "stay put" (not being moved)
- Priorities continually shift and demand attention.
- To keep priorities in place:
  - Evaluate: Every month, review the 3 R's (Requirement/Return/Reward.
  - Eliminate: Ask yourself, "What am I doing that can be done by someone?"
  - Estimate: What are the top projects you are doing this month and how long will they take?

### **KNOW WHAT TO OVERLOOK**

- If I had it to do over again, I would reflect more.
- If I had it to do over again, I would risk more.



- If I had it to do over again, I would do more things that would live on after I am dead.

### **TOO MANY PRIORITIES PARALYZE US**

- Look at your desk filled with letters, files, and watched the door opened at the same time. Or driving your car and heard the phone ringing.
- What will you do?
- Which one would you handle first?
- When little priorities demand too much of us, big problems arise.
- Time deadlines and emergencies force us to prioritize.
- Too often we learn too late what is really important.

### **LEADERSHIP AND INTEGRITY**

- Integrity is when your words and your deeds match up.
- If what you say and what you do are the same, the results are consistent. For example:
- I say to the employee/church member, “Be at church on time.” I arrive at church on time. They will be on time.
- I say to the employee/church member, “Be positive.” I exhibit a positive attitude. They will be positive.
- I say to the leader, “Put the church member first. I put the church member first. They will put the church member first.

If what I say and what I do are not the same, the results are inconsistent. For example:

- I say to the church members/employees, “Be at church/work on time.” I arrive at church/work late. Some will be on time, some won’t.
- I say to the employees/church members, “Be positive.” I exhibit negative attitude. They will be positive. Some won’t.
- I say to the employees/leaders, “Put customers/church members first. I put my self first. Some will put customers/church members first. Some won’t.

## **THE TEST**

- Image is what people think we are. Integrity is what we really are.
- The more credible you are the more confidence people place in you, thereby allowing you the privilege of you influencing their lives.
- The less credible you are, the less confidence people place in you, and the more quickly you lose your position. Of influence.
- Integrity builds trust. To be a leader, people must trust you. Else you can’t have followers.
- Integrity has high influence value.
- Integrity means living it myself before leading others.
- Integrity is a hard-won achievement.
- Integrity helps a leader to be responsible.
- You will only become what you are becoming right now. Though you cannot go back and make a brand-new start, my friend. Anyone can start from now and make a brand-new end.

## **LEADERSHIP AND CREATING POSITIVE CHANGE**

### **PROFILE OF A LEADER IN TROUBLE**

1. Has a poor understanding of people.
2. Lacks imagination.
3. Has personal problems.
4. Feels secure and satisfied.
5. Is not organized.
6. Will not take a risk.
7. Is insecure and defensive.
8. Stays inflexible.
9. Has no team spirit.
10. Fights change.
11. Fights back.
12. Flies into rages.

### **LEADER AS A CHANGE AGENT**

- The first person to change is the leader. After considering how hard it is to change myself, then I will understand the challenge of trying to change others.
- The first person to change is the leader. After changing, he qualifies to become an agent of change.
- Change the leader – change the organization.
- Knowing your true attitude: Write “Attitude” with your right hand (normal) and then with the left hand. The picture of your real attitude is what you write with your left hand. Your real attitude is when you are coming to do something new.

### **WHY PEOPLE RESIST CHANGE**

- The change isn't self-initiated: When people simply lack ownership of an idea, they simply resist it.
- Routine disrupted: Habits allow us to do things without much thought. That is most of us have so many of them. First, we form habits, then our habits form us. Habit will make you teach yourself instead of allowing a teacher to teach you.

### **CHANGES CREATE FEAR OF THE UNKNOWN**

- Change means going through where you haven't gone before, and that causes our insecurities to arise.
- This makes many people to be more comfortable with the problems rather than with new solutions.
- Some people are open to change so long as it doesn't inconvenience them or cost anything. For example: The church which decided to build a new building:
  - one: We will build a new church.
  - Two: We will build a new church on the same site as the old one.
  - Three: We will use the materials of the old church to build the new one.
  - Four: We will worship in the old church until the new church is built.ch

### **CHANGE CREATES FEAR OF FAILURE**

- San Diego Padres said, "If at first you don't succeed, failure may be your thing." Too many people fearing that failure is their thing, hold tenaciously to whatever they feel comfortable with, and forever resist change.

- People will not change until they perceive that the advantages of changing outweighs the disadvantages.
- Many will choose to die before they will choose to change.

## **CHANGE WON'T HAPPEN WHEN PEOPLE ENGAGE IN NEGATIVE THINKING**

John Maxwell quoted a sign he read in an office building:

- Don't look, you might see.
- Don't listen, you might hear.
- Don't think, you might learn.
- Don't make a decision, you might be wrong.
- Don't walk, you might stumble.
- Don't run, you might fall.
- Don't live, you might die.
- And his own: Don't change, you might grow.

## **WHEN FOLLOWERS LACK RESPECT FOR THE LEADER**

- When followers don't like the leader who oversees the change, their feeling won't allow them to look at change objectively.
- They think they are losing and not the organization.

## **CHANGE MAY MEAN PERSONAL LOSS**

When change is coming, what will be the question in everybody's mind? How would the change affect me? It will affect three groups of people:

- Those who will lose.

- Those who are neutral.
- Those who will benefit.

## **OTHER FACTORS OF CHANGE**

- Change requires additional effort.
- Narrow thinking thwarts change. It's a stumbling block to new ideas.
- Tradition resists change.
- A leader must create a climate for change.
- A leader must make personal changes before asking others to change.
- A leader must develop an agenda that will assist change.
- A leader must seek support from the top 20% before he can make the change public.
- A leader must encourage the top 20% for them to influence the rest.
- A leader must show the people how the change will benefit them.
- Give the people ownership of the change.
- It's never too late to change.

## **A CHECKLIST FOR CHANGE**

1. Will the change benefit the followers? Yes/No
2. Is the change compatible with the purpose of the church? Yes/No
3. Is the change clear? Yes/No
4. Are the top 20% (influencers) in favor of the change? Yes/No
5. Is the change reversible? Yes/No
6. Is the change the next obvious step? Yes/No
7. Does this change have both short- and long-term benefits? Yes/No
8. Is the timing right? Yes/No

A leader can bring change in others if only the timing is right John Maxwell's book: The Winning attitude:

1. The wrong decision at the wrong time = disaster.
2. The wrong decision at the right time = mistake.
3. The right decision at the wrong time = unacceptance.
4. The right decision at the right time = success.

When will people change?

1. When they hurt enough they have to change.
2. When they learn enough they want to change.
3. When they receive enough they are able to change.

## **LEADERSHIP AND PROBLEM SOLVING**

WHY PEOPLE DON'T PERFORM – F. F. Fournies

1. They do not know what they are supposed to do.
2. They do not know how to do it
3. They do not know why they should do it.
4. There are obstacles beyond their control.

All the above four reasons why people don't perform are the responsibilities of leadership.

OBSERVATIONS ABOUT PEOPLE AND THEIR PROBLEMS (JOHN MAXWELL)

### **PEOPLE HAVE PROBLEMS.**

- The size of the person is more important than the size of the problem.

- People need to change their perspectives, not their problems.
- Problems give meaning to life.
- Many outstanding leaders have overcome problems in their lives.
  - Many of the Psalms were born in difficulty.
  - Many of the epistles were written in prison.
  - John Bunyan wrote Pilgrims Progress in jail.
  - Sunny Liston came from prison to win the world heavy weight boxing champion belt.
  - Call him a slow learner and retarded; writing him off as uneducable, and we have an Albert Einstein.
  - Suffered severely burns that the doctors say he will never walk again, and you have Glenn Cunningham, who set the world's one-mile record in 1934.
  - Have him or her born black in a society filled with racial abuse and discrimination, and you have Booker T. Washington, a Marian Anderson, a George Washington Carver, or Martin Luther King, Jr.
  - Bury a person in the snows of Valley Forge, and you have a George Washington. Raise him in abject poverty, and you have an Abraham Lincoln.
  - Strike him down with infantile paralysis, and he becomes a Franklin Roosevelt.

### **MY PROBLEM IS NOT MY PROBLEM**

- There is a world of difference between a person who has a big problem and a person who makes problems big.
- If you become problem conscious, you will find your difficulties unending.



- There are people if you try to solve their problems today, they will go and find another one.
- A study of 300 highly successful people, people like Franklin Delano Roosevelt, Helen Keller, Winston Churchill, Mahatma Ghandi, and Albert Einstein reveals that one forth had handicaps such as blindness, deafness, or crippled limbs. Three forth had either been born in poverty came from broken homes or extremely disturbed situation.
- Why did the achievers overcome problems whilst thousands are overwhelmed by theirs? They refused to hold on to common excuses for failure. They turned their stumbling blocks into stepping stones. They realize they could not determine every circumstance in life but they could determine their choice of attitude toward every circumstance.
- A problem is something I can do something about it. “If I can’t do something about my problem, it’s not my problem, it’s a fact of life,” quipped Fred Smith.
- A testy for a leader is the ability to recognize a problem before it becomes an emergency. A good leadership will recognize and fix a problem at its early stages by the following methods:
  1. The sense it before they see it (intuition).
  2. They begin looking for it and ask questions (curiosity).
  3. They gather date (processing).
  4. They share their feeling and findings with a few trusted colleagues (communication).
  5. They define the problem (writing).
  6. They check their resources (evaluating).
  7. They make a decision (leading).

You can judge leaders by the size of the problems they tackle.

### **LEADERSHIP AND ATTITUDE** (Credit: John Maxwell)

- A leader's attitude is caught by his or her followers more quickly than his actions. A leader cannot receive what he doesn't believe; or we cannot continue to function in a manner that we do not about ourselves.
- It's not what happens to you that matters, it's what happens in you (attitude),
- The leader's attitude helps determine the attitude of the followers. People catch your attitude when they get close to you.
- It is important that you possess a great attitude not only for your own success but for the benefits of others.
- Remember the four-minute mile? It took 2000 years and no one was able to break the four-minute mile; so, they decided it was impossible for a person to run a mile in four minutes. So over 2000 years everyone believed it.
- Then one man, one single human being, proved that the doctors, the trainers, the athletes, and the million runners before him, who tried and failed, were all wrong. And miracle of miracles, the year that Roger Bannister broke the four-minute mile, 37 other runners broke the four-minute mile. The year after that 300 runners broke the four-minute mile. And a few years ago, in a race in New York, 13 out of 13 runners broke the four-minute mile.
- In other words, a few decades ago, the runner who finished dead last in the New York race would have been regarded as having accomplished the impossible.
- What happened for people to break the four-minute mile? Human bone structure did not improve. No improvement in physiology. There were no great breakthroughs in training. But human attitudes improved.

- You can accomplish your goals if you set them. Who says you are not tougher, smarter, better, harder-working, more able than your competition? It does not matter if they say you can't do it. What matters? The only thing that matters, is if you say it.
- Until Roger Bannister came along, we all believed the experts. And the experts continue to keep others from reaching their potential. Why? Because experts have influence. A leader's attitude is caught by his followers more quickly than his actions. An attitude can be expressed without a word being spoken.

## **HOW TO CHANGE YOUR ATTITUDE**

### **SIX STAGES OF ATTITUDE CHANGE**

1. Identify the problem through feelings. It is the easiest to declare.
2. Identify the problem through behavior. At this point identify what triggers wrong feelings. Write down actions that result in wrong feelings.
3. Identify the problem through thinking. Your attention is determined by your actions.
4. Identify the problem through right thinking. Because your feeling come from your thoughts, you can control your feeling by changing your thoughts.
5. Make a public commitment to think right.
6. Develop a plan for right thinking.

## **DEVELOPING YOUR MOST APPRECIABLE ASSET: PEOPLE**

- The one who influences others to follow only is a leader with certain limitations. The one who influences others to lead others is a leader without limitations.

Successful people developers are different from those who are not successful in the following areas:

1. They make the right assumptions about people. Motivating others is easier for them. They know that everyone in the world is hungry for something – recognition, love, or desire to feel worthwhile. Develop your skills in making other [people feel important. Everyone needs and responds to encouragement. People do what people see.
2. People buy into the leader before they buy into his leadership. When people see value in what they are doing, they follow. When people see that what they are doing is not a wasted effort, they contribute.
3. What motivates people? People support what they create. Being part of the goal-setting process allows people to feel needed. People want to be noticed, they want credit for personal achievement and appreciations for their contribution.
4. What de-motivates people?
  - Here is we can avoid de-motivating people: don't belittle anyone – belittling can destroy self-confidence.
  - Don't manipulate anyone. Nobody wants to feel used. We gain more by being transparent and honest than being crafty and manipulative.
  - Don't be insensitive to people. Make people your priority. People are our great assets, therefore, take time to know and care about them. Take interest in insignificant matters and that will demonstrate that you care.
  - Don't discourage personal growth. Growth is motivating so encourage your people to stretch. Give them opportunities to

try new things. We should be very supportive for the success of others rather than feeling threatened. Allow your staff to succeed and fail. Build the team spirit approach that says, “If you grow, we all benefit.”

5. They ask the right questions about people.
  - Ask questions like: Am I building people or am I building my dream and using people to do it? This question deals with the motive of the leader. People must come first. Know the difference between these two words – manipulation and motivation.
  - Manipulation is moving together for my advantage; motivation is moving together for our advantage.
6. Do I care enough to confront people when it will make a difference?
7. Confrontation is very difficult for most people. You can choose to clarify the issue instead of confronting the person. Then follow the 10 commandments:
  1. Do it privately not publicly.
  2. Do it as soon as possible instead of waiting for a long time.
  3. Speak to one issue at a time. Don't overload the person with a long list of issues.
  4. Once you have made your point, don't keep repeating it.
  5. Deal only with actions the person can change.
  6. Avoid sarcasm (mockery).
  7. Avoid words like always and never. Such words make people defensive.

8. Present criticisms as suggestions or questions if possible.
9. Don't apologize for the confrontational meeting. If you do it may indicate you are not sure you had the right to say what you did.
10. Don't forget the compliments.
2. Am I listening to people with more than my ears? Am I hearing more than my words?
3. What are the major strengths of this individual?
4. Have I placed a high priority on the work they are doing?
5. They give the right assistance to people.
8. Successful people developers give the right assistance to people. They work on the weaknesses and strengths of people.
9. Give them yourself. You can impress people at a distance, but you can impact them only when close.
10. List all the people you spent 30 minutes with this week.
11. Did you initiate the time or they did?
12. Did you have an agenda before the meeting?
13. Was the meeting for the purpose of relationship, counseling, communication or development?
14. Was it a win-win meeting?
15. Was it with the influential top 20% or the lower 80%? Love everyone but give yourself to the top 20% in the group. Encourage the many; mentor the few. Be transparent with them. Develop a plan for their growth. Become a team.

I must give them every chance for success

My responsibility as a leader is to provide assistance for those who work with me by giving them:

1. An excellent atmosphere to work in. It should be positive, warm, creative and encouraging.
2. The right tools to work with. Do not hire excellent people to do excellent work with average tools.
3. A continual training program to work under. Growing leaders make growing churches.
4. Excellent people to work for. Develop a team. Coming together is the beginning. Working together is success.
5. Compelling vision to work toward. Allow your people to work for something larger than themselves.

Let the team develop how to live with each other – People skills are very important:

1. They can do so by practicing the following:
2. They should admit their mistakes rather than trying to blame each other.
3. They should be able to get along with each other and a variety of people.
4. They should be calm and confident and not moody and hot-tempered

## **BE A MODEL OTHERS CAN FOLLOW**

The number one motivational principle in the world is, “People do what people see.” The speed of the leader determines the speed of the followers. And followers will never go any farther than the leader. John Maxwell used this process for developing others:

<b>ACTION</b>	<b>RESULT</b>
I do it:	I model it
I do it and you are with me:	I mentor
You do it and I am with you:	I monitor
You do it:	You move forward
You do it and someone is with you:	We multiply

NB: People’s minds are changed more through observations than through arguments.

Leaders must care for people before they can develop them.

People developers look for opportunities to develop people.

The greatest potential for growth of a company/church is growth of its people.

## **PRINCIPAL CAUSES OF UNREST AMONG ORGANIZATIONS – J. C.**

Staehle

1. Failure to give credit for suggestions.
2. Failure to correct grievances.
3. Failure to encourage.
4. Criticizing leaders in front of other people.



5. Failure to inform employees/church members of their progress.
6. Failure to ask employees/church members their opinion.
7. Favoritism.

According to William J. H. Boetcker, people divide themselves into four classes:

1. Those who always do less than what they are told to do.
2. Those who do what they are told to do.
3. Those who will do things without being told.
4. Those who will inspire others to do things.

It's up to you!

“Trust men, and they will be true to you; treat them greatly and they will show themselves great,” Ralph Waldo Emerson.

Advice for being a good leader – Chinese proverb:

Go to the people,  
 Live among them,  
 Learn from them,  
 Love them,  
 Start with what they know,  
 Build on what they have,  
 When their task is accomplished,  
 Their work is done,  
 The people will remark,  
 “We have done it ourselves.”

### COACH WOODEN'S PRINCIPLE OF TEAMWORK

He knew that if you oversee people and wish to develop leaders, you are responsible to:

- Appreciate them for who they are.
- Believe that they will do their very best.
- Praise their accomplishments.
- Accept your personal responsibility to them as their leader.

### COACH BEAR BRYANT'S VIEW OF TEAMWORK

I am just a plow hand from Arkansas, but I have learned:

- How to lift some men up.
- How calm others down; until finally they have got one heartbeat together as a team.
- There is always three things I say:
  - If anything goes bad, I did it.
  - If anything goes semi-good, then we did it.
  - If anything goes real good, they did it. That's all it takes to get people to win.

### **THE LEADER'S MOST IMPORTANT TASK IS Credit – John Maxwell**

- Acquiring and keeping good people.
- Know that people are assets that truly appreciates in any organization or church.
- Machinery wears; buildings deteriorate; systems become dated; but people can grow, develop to become more effective if they have a leader who understands their potentials.

## **LEADERS REPRODUCE LEADERS**

1. Find the best people you can.
2. Develop them into the best leaders they can be.
3. Great leaders produce other leaders.
4. Those closest to the leader will determine the focus level of the leader.
5. Those close to the leader will determine the failure or success of the leader.  
They will make me or break me.
6. The goal of the leader is not to draw a following that results in a crowd.
7. The goal of the leader is to develop leaders who become a movement.
8. Think of the five/six people closest to you in the church. Are you developing them? Do you have a game plan for them? Are they growing? Have they been able to lift your load?
9. As a leader, continually lay emphasis on leadership development.
10. If you grow a leader, you grow the church.
11. President J. F. Kennedy writes, "The best way to go along is to get along with others."

## **TWO VIEWS LEADER POSSESS ABOUT PEOPLE**

### **WINNING BY COMPETITION**

Look at others as enemies

Concentrate on yourself

Become suspicious of others

Win only if you are good

Winning determined by your skills

Small victory

Some joy

### **WINNING BY COOPERATION**

Look at others as friends

Concentrate on others

Become supportive of others

Win if you or others are good

Winning determined by the skills of many

Large victory

Much joy

There are winners and losers

there are only winners

### **THE LEADERS AROUND YOU WILL LIFT YOUR LOAD IN TWO WAYS:**

- They will become sounding board for you – followers will tell you what you want to hear. Leaders will tell you what you have to hear.
- They possess leadership mind – Fellow leaders do more than work with the leader, they think like the leader. It gives them the power to think like the leader.

### **LEADERS ATTRACT POTENTIAL LEADERS**

- Birds of the same feathers flock together.
- It takes a leader to know a leader.
- It takes a leader to grow a leader.
- It takes a leader to show a leader.
- It takes a leader to attract a leader.

Many leaders are not able to attract leaders. True leaders are able to attract potential leaders because:

1. Leaders think like them.
2. Leaders express feelings that other leaders sense.
3. Leaders create an environment that attract would be leaders.
4. Leaders are not threatened by people with great potential.

## DEVELOPED LEADERS

1. Developed leaders expand the church.
2. They enhance the future of the church.
3. Henry Ford said, “You can take my factory, burn up my buildings, but give me my people, and I will bring my business right back.
4. Henry Ford knew what many in leadership position don’t know. Ford knew that buildings are not essentials to growth. Organize around what the church wants to do. Organize around the vision of the church.
5. The more people you lead the more leaders you need. Moses was the greatest leader in the Old Testament. It was hard for Moses to handle almost two million people at the same time. Several needs went unmet.
6. The problem? Moses was trying to do it all himself. A leader’s success can be defined as the maximum utilization of the abilities of those under him.

## **LOOK FOR THE LEADER WITHIN THE PERSON** credit – John Maxwell

- There is no future in any job. There lies in the person who holds the job.
- It takes a leader with vision to see the future leader within the person.
- Michelangelo, when questioned about his masterpiece ‘David,’ answered that the sculpture had always existed within the stone. Leaders must have the same kind of vision when viewing potential leaders.
- Some of the qualities to look for in a person include the following:
  1. Positiveness: the ability to work with and see people and situations in a appositive way.
  2. Servant-hood: the willingness to submit, play team ball and follow the leader.

3. Growth potential: a hunger for personal growth and development; the ability to keep growing as the job expands.
4. Follow through: the determination to get the job done completely and with consistency.
5. Loyalty: the willingness to always put the and the church above personal desires.
6. Resiliency: the ability to bounce back when problems arise.
7. Integrity: trustworthiness and solid character; consistence words match walk.
8. Big picture mind-set: the ability to see the whole church and all of its needs.
9. Discipline: the willingness to do what is required regardless of personal mood.
10. Gratitude: an attitude of thankfulness that becomes a way of life.

**LOOK FOR LEADER WITHIN THE PERSON** Credit – John Maxwell

- If you as a leader look for and find traces of gold in your people, start digging. You will uncover the mother lode (metal ore in the earth).
- Place emphasis on production, not position and titles.
- Provide growth opportunities.
- We must look at the potential leaders around us and ask, “What does this person need in order to grow?”
- Starting point: there is a story of a tourist who paused for a rest in a small town in the mountains. He went over to an old man sitting on a bench in front of the only store in the town and enquired, “Friend, can you tell me something this town is noted for?”

- “Well, replied the old man, “I don’t really know except that it is the starting point to the rest of the world. You can start here and go anywhere you want.” All people do not view their current location as the starting point to wherever they want to go in the world. We leaders must encourage those around us to see themselves in such a place.
- Creating an environment for personal growth is important. Provide a secure environment where the potential leader is free to take risks.
- Do big things. As a leader, if your vision is small, so will be your results and your followers. If you do big things, you attract big men. If you are doing little things, you attract little men. Don’t limit your potential by thinking small.
- Once a leader has vision, he needs to build a team to carry it out. Where does he find winners? It’s not easy! In fact, most winners are made not found. Develop your own “Farm team” as a leader. Do go out and look for experts. That’s expensive! In Liberty Ministries, we have the Church Builders” as step in pastors we train with our own resources.
- Developing talent in your farm team requires particular attitude from the leader:
- Invest time and money in his potential leader. Promote leaders from within.

## **LEADERS RAISE LEADERS**

### MOSES RAISED LEADERS

Leaders raise Leaders in order to develop ministry

1. If you want to develop ministry, learn how to raise other leaders.
2. From Moses to the end of the New Testament, no one was able to develop ministry alone.
3. Any ministry like that of Joshua will not last for the next generation to inherit. It dies the very day the leader dies.
4. Leaders who raise leaders are not jealous of the leaders they raise.
5. They encourage other leaders to perform and do whatever it takes to have a successful ministry.
6. Leaders need impartation to flow and achieve vision and goals of the ministry.
7. Leaders know that the anointing is unlimited, and how to affect other would be leaders with the power of God.
8. Moses passed the mantle on to Joshua for continuation of the ministry.
9. Moses raised 70 leaders to carry the load with him. It's clear that Moses was a leader.
10. Moses helped the 70 elders to develop their ministry by giving them the opportunity to practice. He was also a conduit of the anointing to the 70 elders.
11. We will learn something from the case of Moses as below:
  - **Num. 11:16-17** Then the LORD said to Moses, "Gather for me seventy men of the elders of Israel, whom you know to be the elders of the people and officers over them, and bring them to the tent of meeting, and let them take



**their stand there with you. And I will come down and talk with you there. And I will take some of the Spirit that is on you and put it on them, and they shall bear the burden of the people with you, so that you may not bear it yourself alone.**

- **Num. 11:25-27** Then the LORD came down in the cloud and spoke to him, and took some of the Spirit that was on him and put it on the seventy elders. And as soon as the Spirit rested on them, they prophesied. But they did not continue doing it. Now two men remained in the camp, one named Eldad, and the other named Medad, and the Spirit rested on them. They were among those registered, but they had not gone out to the tent, and so they prophesied in the camp. And a young man ran and told Moses, "Eldad and Medad are prophesying in the camp."
- **Num. 11:28-29** And Joshua the son of Nun, the assistant of Moses from his youth, said, "My lord Moses, stop them." But Moses said to him, "Are you jealous for my sake? Would that all the LORD's people were prophets, that the LORD would put his Spirit on them!"
- **Deut. 34:9** And Joshua the son of Nun was full of the spirit of wisdom, for Moses had laid his hands on him. So the people of Israel obeyed him and did as the LORD had commanded Moses.

### **It takes a leader to raise another leader**

Joshua failed as a leader, why?

- He could not transfer the anointing, laid hands on another leader at his death.
- He could not work as a team with the other leaders like Caleb.
- A leader who does not raise other leaders kills the ministry
- When a leader raises another leader, it brings continuity and enhances the law or reproduction.

- **Judges 2:7-10** And the people served the LORD all the days of Joshua, and all the days of the elders who outlived Joshua, who had seen all the great work that the LORD had done for Israel. And Joshua the son of Nun, the servant of the LORD, died at the age of 110 years. And they buried him within the boundaries of his inheritance in Timnath-heres, in the hill country of Ephraim, north of the mountain of Gaash. And all that generation also were gathered to their fathers. And there arose another generation after them who did not know the LORD or the work that he had done for Israel.

## **Leaders lead and followers follow**

### How Satan uses Leaders

- **Mark 11:18** And the scribes and chief priests heard it, and sought how they might destroy him: for they feared him, because all the people was astonished at his doctrine.
- **Gal. 6:7** Make no mistake about this: You can never make a fool out of God. Whatever you plant is what you'll harvest.
- **Rev 12:10** Then I heard a loud voice in heaven say, "Now the salvation, the power, the kingdom of our God, and the authority of his Messiah have come. For the one who accuses our brothers, who accuses them day and night in the presence of our God, has been thrown out
- **Luke 22:22** The Son of Man is going away, just as it has been determined, but how terrible it will be for that man by whom he is betrayed!"
- **Luke 6:13** When daylight came, he called his disciples and chose twelve of them, whom he also called apostles:
- **Luke 6:16** Judas (the son of James), and Judas Iscariot (who became a traitor).

## **WHY SATAN ACCUSES LEADERS?**

- Satan fears your ministry, authority and power, and will seek a way to destroy what you are doing.

- Because you are God's messenger, he will accuse you.
- He wants you to look useless and hopeless and withdraw from ministry.
- He sees leaders as a threat, so the highest form of satanic attacks come against God's messengers.
- Satan works through accusations and criticism.
- Satan raises accusations and counter accusations.
- Satan will plant agents against you through church members and other leaders.

### **FUNNY MISTAKES LEADERS MAKE**

- Some leaders unknowingly allow themselves to be used as satanic agents to fight against what God is doing.
- Leaders sometimes tend to fight against themselves.
- Some follow blindly.
- Some leaders don't have time to pray over issues.
- Some leaders follow followers instead of followers following them.

### **WHEN SATAN ACCUSES AND CRITICIZES**

- He turns brethren against each other.
- He makes the brethren destroy themselves.
- Accusations produce guilt, confusion, hatred, division and pressure.
- When you accuse and criticize, you are employed by Satan and bring confusion and hatred to where there supposed to be love.
- The devil can put ideas into the hearts of certain leaders.
  - **John 13:2 By supper time, the devil had already put it into the heart of Judas, the son of Simon Iscariot, to betray him.**

- The Bible says there is a point at which Satan entered Judas
- That means there was a point which no devil was in Judas
  - **John 13:26-27** Jesus answered, "He is the one to whom I will give this piece of bread after I have dipped it in the dish." Then he took a piece of bread, dipped it, and gave it to Judas, the son of Simon Iscariot. After he had taken the piece of bread, Satan entered him. Then Jesus told him, "Do quickly what you are going to do!"
- Watch out, there is always a “Judas” among the trusted leadership.
- Every good leader will experience betrayal from time-to-time.
- As a good leader, anticipate disloyalty and create a system that will not collapse in the event of betrayal.
- One of us will be a “Judas,” just make sure it’s not you.

### **THE LEADERSHIP HAVE TO PRAY, TEACH, & LOVE**

- Visitation by the leadership is powerful: It involves word, love and prayer.
- Don’t ignore this basic truth; after deliverance, soak yourself in the word, else demons can stage a comeback.
  - **Matt. 12:43-45** "Whenever an unclean spirit goes out of a person, it wanders through waterless places looking for a place to rest but finds none. Then it says, 'I will go back to my home that I left.' When it arrives, it finds it empty, swept clean, and put in order. Then it goes and brings with it seven other spirits more evil than itself, and they go in and settle there. And so the final condition of that person becomes worse than the first. That's just what will happen to this evil generation!"

### **Study the Word always**

John 8:32 And you will know the truth, and the truth will set you free.”

- Laying on of hands and anointing with oil will not work where only knowledge of the truth is required.
- Jesus told the mad man from Gadara to go and testify/preach.
- The man had to obey, and he recorded massive breakthrough for the first time.

## **LEARNING TO LEAD**

- Leaders lead
- Leaders follow leaders, not followers
- Leaders are not Followers, neither Followers Leaders
- Followers follow leaders
- The moment leaders begin to follow followers, authority shifts and vision changes, and the organization moves backward.
- Leaders led by serving
  - **Luke 22:24-27 A dispute also arose among them, as to which of them was to be regarded as the greatest. And he said to them, "The kings of the Gentiles exercise lordship over them, and those in authority over them are called benefactors. But not so with you. Rather, let the greatest among you become as the youngest, and the leader as one who serves. For who is the greater, one who reclines at table or one who serves? Is it not the one who reclines at table? But I am among you as the one who serves.**

## **SERVANT LEADERSHIP**

- Servant Leadership is different from Worldly Leadership
- Spiritual Leadership is servant-hood but **WORLDLY** Leadership is playing the role of a benefactor
- Jesus undertook the role of the lowest slave
  - **John 13:3-5 Jesus, knowing that the Father had given all things into his hands, and that he had come from God and was going back to God, rose from supper. He laid aside his outer garments, and taking a towel, tied it around his waist. Then he poured water into a basin and began to wash the disciples' feet and to wipe them with the towel that was wrapped around him.**

## **PAUL WAS A SERVANT LEADER**

- He was a Roman citizen
  - **Act 16:37-38** But Paul said to them, "They have beaten us publicly, uncondemned, men who are Roman citizens, and have thrown us into prison; and do they now throw us out secretly? No! Let them come themselves and take us out." The police reported these words to the magistrates, and they were afraid when they heard that they were Roman citizens.

## **YET A BOND-SLAVE OF JESUS (ROM. 1:1)**

*Rom 1:1 Paul, a servant of Christ Jesus, called to be an apostle, set apart for the gospel of God.*

- Some Churches have wrong view of Leadership just like the of Corinth
- They see Servants as Superstars
- Following personalities led to division and quarrels in the church
  - **1Cor. 1:11-13** For it has been reported to me by Chloe's people that there is quarreling among you, my brothers. What I mean is that each one of you says, "I follow Paul," or "I follow Apollos," or "I follow Cephas," or "I follow Christ." Is Christ divided? Was Paul crucified for you? Or were you baptized in the name of Paul?

## **Some idolized Paul (their spiritual father)**

*1Cor. 4:15 For though you have countless guides in Christ, you do not have many fathers. For I became your father in Christ Jesus through the gospel.*

- A second group rooted for Apollos (Intellectual speaker).
- The third group preferred Peter (Chief apostle).
- Leaders have to discourage followers from making them icons.
- Leaders don't have to discuss other Leaders with followers.

- Whatever you tell followers, it will not change them to become Leaders in a day.
- Followers are not made Leaders in a day.
- Leaders must not seek favors from Followers.

### **Leaders must cover each other's Back**

- Stand in for your Senior Pastor when he is not there to defend himself.
- Don't expect what you don't respect.
- You won't receive what you don't recognize.
- Don't devalue what others value.
- What you depreciate will not appreciate you when there is the need.
- When you do that, you discourage those who otherwise trust the leadership.
- The Israelites who trampled upon the Promise Land idea never stepped there.

### **LEARN PASTORAL ETHICS**

- The other sons of the prophets called Elijah "Master" but Elisha called him "Father" "Papa."
  - **2Kings 2:3** And the sons of the prophets who were in Bethel came out to Elisha and said to him, "Do you know that today the LORD will take away your master from over you?" And he said, "Yes, I know it; keep quiet."
  - **2Kings 2:11-14** And it came to pass, as they still went on, and talked, that, behold, there appeared a chariot of fire, and horses of fire, and parted them both asunder; and Elijah went up by a whirlwind into heaven. And Elisha saw it, and he cried, My father, my father, the chariot of Israel, and the horsemen thereof. And he saw him no more: and he took hold of his own clothes, and rent them in two pieces. He took up also the mantle of Elijah that fell from him, and went back, and stood by the bank of Jordan; And he



**took the mantle of Elijah that fell from him, and smote the waters, and said, Where is the LORD God of Elijah? and when he also had smitten the waters, they parted hither and thither: and Elisha went over.**

- Elisha got the mantle the rest did not
- Principles are permanent not temporal
- Moses serve Jethro 40yrs in the Midian Desert
- Joshua served Moses a lifetime
- Remember, Fathers give feathers to sons

### **IT TAKES LEADER TO RAISE LEADERS**

Non-Leaders Cannot Raise Leaders.

1. King Saul could not raise a single leader
2. Joshua could not raise a leader
3. Prophet Elisha could not raise a leader
4. The parents of Moses raised a “leader” in Moses.
5. House of Pharaoh educated Moses
6. Jethro mentored Moses
7. Moses trained Joshua

### **DAVID RAISED LEADERS**

- David started with 400 untrained men.
- They ended up becoming “Giant Killers” like him.
- As a leader, your followers should become like you or more than you. You are a failure if you become a leader without successors.

- **1Sam. 22:2** And everyone who was in distress, and everyone who was in debt, and everyone who was bitter in soul, gathered to him. And he became commander over them. And there were with him about four hundred men.
- **2Sam. 21:17** But Abishai the son of Zeruiah succored (came to his aid) him, and smote the Philistine, and killed him. Then the men of David swore unto him, saying, thou shalt go no more out with us to battle, that thou quench not the light of Israel.
- **2Sam. 21:18** After this there was again war with the Philistines at Gob. Then Sibbecai the Hushathite struck down Saph, who was one of the descendants of the giants.
- **2Sam. 21:19** And there was again war with the Philistines at Gob, and Elhanan the son of Jaare-oregim, the Bethlehemite, struck down Goliath the Gittite, the shaft of whose spear was like a weaver's beam.
- **2Sam. 21:20** And there was again war at Gath, where there was a man of great stature, who had six fingers on each hand, and six toes on each foot, twenty-four in number, and he also was descended from the giants.
- **2Sam. 21:21** And when he taunted Israel, Jonathan the son of Shimei, David's brother, struck him down.
- **2Sam. 21:22** These four were descended from the giants in Gath, and they fell by the hand of David and by the hand of his servants.

## **LEADERS ARE BOTH MADE AND BORN**

- A Leader imparts the life others to become like him – Jesus and the 12 Disciples (Acts 4:13)

Acts 4:13 Now when they saw the boldness of Peter and John, and perceived that they were uneducated, common men, they were astonished. And they recognized that they had been with Jesus.

## IT TAKES A LEADER TO RAISE ANOTHER LEADER

### JESUS SUCCEEDED AS LEADER

1. Jesus succeeded as a Leader.
2. Jesus called other would-be leaders to join Him.
3. These twelve leaders He called disciples or learners (students).
4. Immediately, He started developing them into future leaders of the church.
5. The mark of a good leader is to reproduce your leadership in some one.
6. Jesus raised them from “fishers of fish” into “fishers of men.” This is a leader who wants to leave a legacy and a ministry behind.
7. Jesus selected and developed these men into fully functioned followers and leaders.
8. Jesus found them in the course of His everyday activities. Jesus was walking around the Sea of Galilee and spotted the men doing everyday activities.
9. Jesus chose the ones He knew were right.
10. Jesus called them to become leaders. Jesus called them not only to follow Him, but also for them to influence other lives.
11. Jesus used language and appearance they understand.
12. Jesus took them on a journey and teach them practical leadership. Hands on leadership.
13. Followers of Jesus Christ are to be future leaders of men. To reach their potentials, thus, they should do what they can do and do it well. And above all, leaders would have to pass series of tests.
  - **Matt. 4:18-22 While walking by the Sea of Galilee, he saw two brothers, Simon (who is called Peter) and Andrew his brother, casting a net into the sea, for they were fishermen. And he said to them, "Follow me, and I will make you fishers of men." Immediately they left their nets and followed him. And going on from**

**there he saw two other brothers, James the son of Zebedee and John his brother, in the boat with Zebedee their father, mending their nets, and he called them. Immediately they left the boat and their father and followed him.**

- **Matt. 4:23-25 And he went throughout all Galilee, teaching in their synagogues and proclaiming the gospel of the kingdom and healing every disease and every affliction among the people. So his fame spread throughout all Syria, and they brought him all the sick, those afflicted with various diseases and pains, those oppressed by demons, epileptics, and paralytics, and he healed them. And great crowds followed him from Galilee and the Decapolis, and from Jerusalem and Judea, and from beyond the Jordan.**

### **The Disciples Turned Apostles**

- Peter and the rest started as followers.
- They followed Jesus wherever He went.
- They invested all they had for Jesus.
- They were focused of Christ alone.
- When all started to turn their backs on Jesus, they disciples did not. Peter disclosed Jesus alone had words of eternal life.
- Jesus tested them in various ways and knew they were loyal.
- Jesus started building them to take over from Him.
  
- **Mark 3:13-14 And he went up on the mountain and called to him those whom he desired, and they came to him. And he appointed twelve (whom he also named apostles) so that they might be with him and he might send them out to preach.**

## **The Apostles developed the Church**

- **Acts 2:12-18** And all were amazed and perplexed, saying to one another, "What does this mean?" But others mocking said, "They are filled with new wine." But Peter, standing with the eleven, lifted up his voice and addressed them: "Men of Judea and all who dwell in Jerusalem, let this be known to you, and give ear to my words. For these people are not drunk, as you suppose, since it is only the third hour of the day. But this is what was uttered through the prophet Joel: "'And in the last days it shall be, God declares, that I will pour out my Spirit on all flesh, and your sons and your daughters shall prophesy, and your young men shall see visions, and your old men shall dream dreams; even on my male servants and female servants in those days I will pour out my Spirit, and they shall prophesy.

## **Peter stepped into the position of Leadership**

1. Peter and the rest of the apostles have their ministry developed.
  2. Jesus accomplished His goals because the apostle implemented what they have been taught by Jesus Christ.
  3. What Peter and the rest of the apostles did was the result of ministry development.
  4. Thousands of people received the Gospel and were added to the church.
  5. The apostles plus Paul wrote the entire New Testament, which has shaped Christianity today.
- **Act 2:41** So those who received his word were baptized, and there were added that day about three thousand souls.
  - **Act 4:1-4** And as they were speaking to the people, the priests and the captain of the temple and the Sadducees came upon them, greatly annoyed because they were teaching the people and proclaiming in Jesus the resurrection from the dead. And they arrested them and put them in custody until the next day, for it

**was already evening. But many of those who had heard the word believed, and the number of the men came to about five thousand.**

## **CHARACTER DEVELOPMENT**

### **Scope of character development**

- Character development is the inner growth of the leader's spiritual life. Leaders develop and grow in several areas as they connect to God and the holy Word in prayer and meditation.
- The Bible gives a broad view of how any leader could start and develop in ministry and character until he accomplishes his destiny. Leaders have to stand to the end and live to fulfil their calling.
- Archippus was directed to take heed of his ministry and fulfill it. It takes character and its development for any minister called by God to possess in order to fulfill his ministry.
  - **Col. 4:17 And say to Archippus, Take heed to the ministry which thou hast received in the Lord, that thou fulfil it.**
- Joshua was carefully instructed by God not to divert to the right or left, but to meditate on the Law day and night. He was further directed to remain strong and of good courage. That is character building and development.
  - **Josh. 1:6 Be strong and of good courage; for thou shalt cause this people to inherit the land which I swear unto their fathers to give them.**
  - **Josh. 1:7 Only be strong and very courageous, to observe to do according to all the law, which Moses my servant commanded thee: turn not from it to the right hand or to the left, that thou mayest have good success whithersoever thou goest.**

- Josh. 1:8 This book of the law shall not depart out of thy mouth, but thou shalt meditate thereon day and night, that thou mayest observe to do according to all that is written therein: for then thou shalt make thy way prosperous, and then thou shalt have good success.
- It takes wisdom to develop characters. Stupidity and carelessness can lead to loss of God's property and ministry. You have to be on top of issues and challenges through character building.
  - Deut. 34:9 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 Jehovah commanded Moses.
- Gifts of the Spirit don't signify maturity. Samson was highly gifted yet flopped in character and lost his ministry prematurely. As you operate under the spiritual gifts, take time to mature through character building.
  - Judges 16:17 And he told her all his heart, and said unto her, There hath not come a razor upon my head; for I have been a Nazirite unto God from my mother's womb: if I be shaven, then my strength will go from me, and I shall become weak, and be like any other man.
  - Judges 16:18 And when Delilah saw that he had told her all his heart, she sent and called for the lords of the Philistines, saying, Come up this once, for he hath told me all his heart. Then the lords of the Philistines came up unto her, and brought the money in their hand.



- Judges 16:19 And she made him sleep upon her knees; and she called for a man, and shaved off the seven locks of his head; and she began to afflict him, and his strength went from him.
- Judges 16:20 And she said, The Philistines are upon thee, Samson. And he awoke out of his sleep, and said, I will go out as at other times, and shake myself free. But he knew not that Jehovah was departed from him.
- Judges 16:21 And the Philistines laid hold on him, and put out his eyes; and they brought him down to Gaza, and bound him with fetters of brass; and he did grind in the prison-house.
- It is through character flaws and immaturity that led the termination of the ministry of Samson. Character protects your ministry and makes your ministry and calling effective.

### **Stay connected to God**

- Character is what you are when nobody looks on. It's what you are in the dark. Character development starts from the thoughts; thoughts create actions; actions create habit; habits create character; character creates destiny.
- The smoothest and godly way any leader could develop in character is through the infilling of the Holy Spirit. Character is what sustains ministry and ministers.

### **The inner life of leaders**

- The inner life is like the root of a tree, though hidden, strong roots sustain the entire tree.

- In times of drought, trees with shallow roots die because they don't get the vital ingredients from the roots.
  - The Pursuit of Prayer.
  - The pursuit of the Word.
  - The pursuit of Holiness.
  - The Pursuit of true Humility.
  - The Pursuit of trust in the LORD.
  - Leaders build their inner life by spending time with God through daily prayer and worship.
  - True Leaders are not hypocrites but pursue true Spirituality.
  - True Leaders are public figures and examples.
  - True leaders occupy center stage and all eyes are on them.
  - Leaders are expected to lead from the front and people look up to them for direction, inspiration & encouragement.
- **Jer. 17:7-8 Blessed is the person who trusts in the LORD, making the LORD his trust. He will be like a tree planted by the water that sends out its roots by a stream. He won't fear when the heat comes, and his leaves will be green. In a year of drought he won't be concerned, nor will he stop producing fruit."**
- Prayer is a hard thing to do. It is a discipline!
  - Prayer develops character.
  - Prayer polishes character.
  - Prayer is a time spent with God
  - Prayer is a time for reflection and meditation, not where your mind wanders all over the world
  - God is more concerned about who you are than what you do

## **Infilling and fruit of the Spirit**

- Being filled by the Spirit always is a sure way to character development. Every preacher needed to be filled first before he can preach, win souls, heal the sick and plant churches.
- The apostles were first filled by the Holy Spirit before they spoke in tongues and preached the gospel on the day of Pentecost. The infilling came to shape their character.
- The apostles needed character to go through persecution and hard knocks in the then day challenges orchestrated by the enemy.
  - Acts 2:4 And they were all filled with the Holy Spirit, and began to speak with other tongues, as the Spirit gave them utterance.
  - Acts 2:14 But Peter, standing up with the eleven, lifted up his voice, and spake forth unto them, *saying*, Ye men of Judaea, and all ye that dwell at Jerusalem, be this known unto you, and give ear unto my words.
  - Acts 4:31 And when they had prayed, the place was shaken wherein they were gathered together; and they were all filled with the Holy Spirit, and they spake the word of God with boldness.
- The fruit of the Spirit is the very nature of God. The devil can imitate miracles but not the fruit of the Spirit. The fruit of the Spirit brings the flesh or carnality under control. The fruit of the Spirit shapes and develops character. It makes the receiver lives and walks in the Spirit.

- Gal. 5:22 But the fruit of the Spirit is love, joy, peace, longsuffering, kindness, goodness, faithfulness,
  - Gal. 5:23 meekness, self-control; against such there is no law.
  - Gal. 5:24 And they that are of Christ Jesus have crucified the flesh with the passions and the lusts thereof.
  - Gal. 5:25 If we live by the Spirit, by the Spirit let us also walk.
- Fruit of the Spirit makes you become light and salt of the world. You shine where there is darkness and you correct and heal where there is decay and rot. The world needs your character as light.
    - Matt. 5:13 Ye are the salt of the earth: but if the salt have lost its savor, wherewith shall it be salted? it is thenceforth good for nothing, but to be cast out and trodden under foot of men.
    - Matt. 5:14 Ye are the light of the world. A city set on a hill cannot be hid.
    - Matt. 5:15 Neither do *men* light a lamp, and put it under the bushel, but on the stand; and it shineth unto all that are in the house.
    - Matt. 5:16 Even so let your light shine before men; that they may see your good works, and glorify your Father who is in heaven.
  - Jesus Christ was and is the light of the world. And He wants His followers to develop the character of light and lead the world out of darkness.

- John 8:12 Again therefore Jesus spake unto them, saying, I am the light of the world: he that followeth me shall not walk in the darkness, but shall have the light of life.

## CHARACTER BUILDING

- Personal ministry development starts with character building. Without good character, your ministry stands crumbling down. You may have all the gifts, but your ministry will not live past your own generation.
- Focus on Character Building. Character contains the charisma. Without character, your charisma will not travel far. Spiritual gifts may take you far, but poor character may bring you down with disgrace.
- 1Tim. 4:11-12 These things command and teach. Let no man despise thy youth; but be thou an ensample to them that believe, in word, in manner of life, in love, in faith, in purity.

## CHARACTER FIRST

Philip. 4:8 Finally, brethren, whatsoever things are true, whatsoever things *are* honest, whatsoever things *are* just, whatsoever things *are* pure, whatsoever things *are* lovely, whatsoever things *are* of good report; if *there be* any virtue, and if *there be* any praise, think on these things.

Character determines destiny:

- Sow a thought and reap action
- Sow action and reap habit
- Sow habit and reap character
- Sow character and reap destiny

- “He who steals my good name steals all I have.” – Shakespeare

Listen to Billy Graham:

- When wealth is lost, nothing is lost.
- When health is lost, something is lost.
- When character is lost, all is lost.

### **FOCUS ON PURITY**

Gen 39:8-9 But he refused, and said unto his master's wife, Behold, my master knows not what is with me in the house, and he hath put all that he hath into my hand: he is not greater in this house than I; neither hath he kept back anything from me but thee, because thou art his wife: how then can I do this great wickedness, and sin against God?

### **FOCUS ON FORGIVENESS**

Gen 50:20 And as for you, ye meant evil against me; but God meant it for good, to bring to pass, as it is this day, to save much people alive.

### **FOCUS ON INTEGRITY**

- **Dan. 6:2 And over them three presidents, of whom Daniel was one; that these local governors might give account to them, and that the king should suffer no loss.**
- **Dan. 6:3 Then this Daniel was distinguished above the presidents and the local governors, because an excellent spirit was in him; and the king thought to set him over the whole realm.**
- Your people’s greatest need is your life of purity and personal integrity.

- “When you FORGIVE, you don’t change the PAST, but you change the FUTURE,” says Bernard Meltzer.
- God has forgiven you to forgive!
- Focus on helping others and treat them well, for as “Iron sharpens iron; so a man sharpens the countenance of his friend.” (Prov. 27:17)

## **PERSONAL CHARACTER DEVELOPMENT UNDER JESUS**

- Jesus increased in Wisdom
- He increased in stature – take good care of self
- He had favor with God and men – both human and divine connections are needed.
  - **Luke 2:52 And Jesus increased in wisdom and stature, and in favor with God and man.**
- Jesus respected tradition
- Tradition helps you to the same thing better next time
- The parents of Jesus went to Jerusalem every year as tradition demands
  - **Luke 2:41-42 Now his parents went to Jerusalem every year at the feast of the Passover.**

And when he was twelve years old, they went up to Jerusalem after the custom of the feast.

## **PERSONAL CHARACTER DEVELOPMENT IS A PROCESS**

- Jesus went through the stages of character development.
- Jesus knew where to wait.
- He knew when to be with parents and when to seek the face of His Father.
- He had strong links with parents.
- He was in the Temple for three days.
  - **Luke 2:43-45** And when they had fulfilled the days, as they returned, the child Jesus tarried behind in Jerusalem; and Joseph and his mother knew not of it. But they, supposing him to have been in the company, went a day's journey; and they sought him among their kinsfolk and acquaintance. And when they found him not, they turned back again to Jerusalem, seeking him. And it came to pass, that after three days they found him in the temple, sitting in the midst of the doctors, both hearing them, and asking them questions.
- Jesus knew He did not have to lose focus.
- He knew His Father's business.
- He knew how to connect with His Father.
- Jesus intelligent and knowledgeable.
- Submission to parental authority is a key to character development.
  - **Luke 2:47-51** And all that heard him were astonished at his understanding and answers. And when they saw him, they were amazed: and his mother said unto him, Son, why hast thou thus dealt with us? behold, thy father and I have sought thee sorrowing. And he said unto them, How is it that ye sought me? wist ye not that I must be about my Father's business? And they understood not the saying which he spake unto them. And he went down with them, and came to Nazareth, and was subject unto them: but his mother kept all these sayings in her heart.

## **JESUS WANTED TO DEVELOP OTHERS AS WELL**



- He never discriminates: Jesus invites all men to come to Him.
  - Jesus was a problem solver: He invited people with problems; the heavy-laden.
  - Jesus was open hearted. He wanted people to learn from Him.
  - Jesus was gentle and lowly in heart
  - Jesus does not place heavy burden on people. His yoke is easy and His burden light.
- **Matt 11:28-30 Come to me, all who labor and are heavy laden, and I will give you rest. Take my yoke upon you, and learn from me, for I am gentle and lowly in heart, and you will find rest for your souls. For my yoke is easy, and my burden is light."**

## **GROWING IN CHARACTER**

We must constantly learn to grow in character, which will lead us to attain the needed leadership qualities. Any good leader attains these levels of growth:

1. Spiritual growth
2. Emotional growth
3. Physical growth
4. Psychological or mental growth

## **SPIRITUAL GROWTH**

### **SPIRITUAL QUALITIES OF LEADERS**

- Leaders need gracious attitude which should be clear for all men to see. Leaders must not be mean, bigot and bitter.
- Leaders must avoid worry which adds nothing to progress but stress and frustrations.

- Leaders must learn to be thankful and appreciative to God and men.
- Leaders must pursue the peace of God
  - Phil. 4:5-7 Let your gracious attitude be known to all people. The Lord is near: Never worry about anything. Instead, in every situation let your petitions be made known to God through prayers and requests, with thanksgiving. Then God's peace, which goes far beyond anything we can imagine, will guard your hearts and minds in union with the Messiah Jesus.

## RESULTS OF SPIRITUAL QUALITIES OF THE LEADERS

- Truthful, faithfulness and integrity
- Noble and honorable
- Purity
- Virtues and things commendable
- Good name
- Praiseworthy
- Others will learn from the leader
  - Phil. 4:8-9 Finally, brothers, whatever is true, whatever is honorable, whatever is fair, whatever is pure, whatever is acceptable, whatever is commendable, if there is anything of excellence and if there is anything praiseworthy—keep thinking about these things. Likewise, keep practicing these things: what you have learned, received, heard, and seen in me. Then the God of peace will be with you.

## EMOTIONAL GROWTH

Ability to control emotions and grow in emotions should be the blue print of any leader. A leader must keep his emotions in balance. One act of impatience can result in a lasting stain in the reputation of the leader.

- Faith is foundation for good leadership.
- Add moral character to faith
- Add knowledge to moral character
- Add self-control to knowledge
- Add endurance to self-control
- Add godliness to endurance
- Add brotherly kindness to godliness
- Add love to brotherly kindness
  
- 2Pet. 1:5-7 For this very reason, you must make every effort to supplement your faith with moral character, your moral character with knowledge, your knowledge with self-control, your self-control with endurance, your endurance with godliness, your godliness with brotherly kindness, and your brotherly kindness with love.

## RESULTS OF CONTROLLING EMOTIONS

- It will keep the leader from being ineffective and unproductive.
- The leader will attain full knowledge in Christ
- The leader will not be blind and short-sighted
- 2Pet. 1:8-9 For if you possess these qualities, and if they continue to increase among you, they will keep you from being ineffective and unproductive in

attaining a full knowledge of our Lord Jesus, the Messiah. For the person who lacks these qualities is blind and shortsighted, and has forgotten the cleansing that he has received from his past sins.

## **PHYSICAL GROWTH**

- A leader should be in good shape.
- God needs strong, healthy people to work with.
- You will be ineffective if you are weak, sick or ill.
- Keep your body fit through daily exercise, balanced diet, rest, enough water to keep your body moisturized.
- Smile every day and not frown. Anytime you frown, 67 out of your facial muscles are used. But smile uses 13 out of the 80 muscles. You need more energy to frown than to smile. Why waste your energy on what doesn't profit but kills the body gradually. Keep smiling!
- Learn from Jesus:
  - Jesus grew and became strong not sick and weak.
  - Jesus grew and was full of wisdom.
  - Jesus grew wiser and more mature – He grew in stature.
- Like 2:40, 52 Meanwhile, the child continued to grow and to become strong. He was filled with wisdom, and God's favor rested upon him. Meanwhile, Jesus kept on growing wiser and more mature, and in favor with God and his fellow man.

## **PSYCHOLOGICAL OR MENTAL GROWTH**

- The fear of the LORD is the beginning of knowledge.
- Meditation brings mental growth. It increases knowledge.

- From God's mouth comes knowledge and understanding.
- Counsel makes you wiser than before.
  - **Prov. 1:7** The fear of the LORD is the beginning of knowledge, but fools despise wisdom and discipline.
  - **Prov. 2:6** For the LORD gives wisdom, and from his mouth come knowledge and understanding.
  - **Prov. 9:9** Counsel a wise man, and he will be wiser still; teach a righteous man, and he will add to his learning.

## **FOUR AREAS OF CHARACTER DEVELOPMENT**

1. Competence and ability
2. Knowledge and learning
3. Practical skills
4. Ability to manage emotions

## **COMPETENCE AND ABILITY**

- Competence is the ability to do something successfully and efficiently. Leaders and pastors can display varying degree of competence.
- Joshua displayed competence when discomfited the Amalekites with the edge of the sword.
- David displayed competence when he the stone released from his sling hit the Philistine at the only place left uncovered. David did not miss!
- Never mess around if given the slightest opportunity.
- Competence teaches you what to do and how to do it.
- David ran quickly to the battle line to meet the Philistine. This is competence!

- David did not miss his target. He displayed competence.
- David picked five smooth stones, not just stones. This is competence.
  - Exodus 17:13 Joshua defeated Amalek and his army with the sword
  - 1Sam. 17:40, 48 He took his staff in his hand and chose for himself five smooth stones from the brook and put them in the pouch in his shepherd's bag. He approached the Philistine with his sling in his hand. When the Philistine got up and came closer to meet David, David quickly ran to the battle line to meet the Philistine.
  - 1Sam. 17:49 David reached his hand into the bag, took out a stone, slung it, and struck the Philistine in his forehead. The stone sunk into his forehead, and he fell on his face to the ground.

### **TODAY'S LEADER AND COMPETENCE**

- As a leader, you need to show competence. Do whatever you are doing and do it well.
- If you get opportunity, don't mess up. Sometimes it comes but once.
- If David had not killed Goliath that day, perhaps, he might not have met Goliath again in his life time.
- Anytime you meet your "Goliath," make sure you finish it once at the slightest opportunity. That is competence.

### **KNOWLEDGE AND LEARNING**

- Moses was a learned man in all the skills of Egypt.
- Laban learned through divination that the LORD has blessed him because of Jacob.

- Learning creates awareness and keeps leaders from committing blatant mistakes.
- Bezaleel was filled with the Spirit of God, with wisdom, understanding and knowledge to know all kinds of work.
- As a leader, your mouth is supposed to preserve knowledge.
  - **Acts 7:22** So Moses learned all the wisdom of the Egyptians and became a great man, both in words and in deeds.
  - **Gen. 30:27** Then Laban responded, "If I've found favor in your sight, please stay with me, because I have learned through divination that the LORD has blessed me because of you."
  - **Exodus 35:31** and he has filled him with the Spirit of God, with wisdom, with understanding, and with knowledge of all kinds of work,
  - **Mal. 2:7** For the lips of a priest should preserve knowledge, and people should seek instruction from his mouth, because he's the messenger of the LORD of the Heavenly Armies.

## **PRATICAL SKILLS**

1. This is the actual doing of something and not only theory.
2. Practical skills make a leader qualified.
3. It's a practical qualification for leadership roles and responsibilities.
4. Practical skills solve problems. Practical skills make a leader gain followers.
5. Practical skills make a leader relevant. It makes you a "Hot cake."

- a. 1Sam. 16:16-17 Let our lord order his servants who attend you to look for a man who is skilled in playing the lyre. And then when an evil spirit from God comes on you, he will play and you will be better." Saul told his servants, "Find a man for me who can play well and bring him to me."
6. David gained practical skills in playing the musical instrument.
  7. Practical skills make David a valiant man.
  8. Delivery of good speeches was one of the skills David possessed.
  9. As a leader, be good what you are trained to do. Work hard and avoid laziness.
    - 1Sam. 16:18 One of the young men answered: "Look, I've seen a son of Jesse the Bethlehemite who is skilled in playing. The man is a valiant soldier, gifted in speech, and handsome. And the LORD is with him."

## **ABILITY TO MANAGE EMOTIONS**

- Character will keep you at the top or at the bottom.
- Bad emotions can destroy a reputation you have used many years to acquire.
- Character assessment should be a continuous exercise every leader must adopt.
- King Saul left his kingdom to pursue young David. Bitterness caused him to stoop so low.
- Saul allowed pain, unforgiveness, pride and greediness to eat up his heart.
- Instead being a mentor to David, he chose to be his enemy.
- Saul descended from the top to the bottom to destroy young David.



- Saul was not satisfied with the entire kingdom of Israel; he chose to hate and eliminate David instead of doing his kingdom work; the reason why he was anointed.
- The character of king Saul brought him down.
- Instead of obeying God, he chose to disobey and did what he was not supposed to do. He spared Agag and killed the priests of God.
- Saul did not manage his emotions well.
- Saul could not stand when the masses ascribed ten thousand so David and a thousand to him. Saul did not pass through the character stages of leadership.
- Unlike David, he was patient with Saul, and was willing to serve him. David's character kept him at the top. On two occasions he spared the life of Saul, while on the contrary, Saul was seeking to kill David.
- The "King Saul" type of leaders are bound to fail, while the "David type" of leadership shall keep rising.
  - 1Sam. 18:7 As the women sang and played, they said, "Saul has struck down his thousands but David his ten thousands."
  - 1Sam. 18:8-11 Saul was very angry and he did not like what the women sang. He told himself, "They have attributed tens of thousands to David, but to me they have attributed thousands. What else can he have but the kingdom?" From then on Saul kept his eye on David. The next day, while David was playing the lyre as he had before, the evil spirit from the LORD attacked Saul, and he began to rave inside the house with a spear in his hand. Saul hurled it, thinking, "I'll pin David to the wall." But David escaped from him twice.

- 1Sam. 18:14-16 David was successful in all that he did, for the LORD was with him. When Saul saw that David was highly successful, he feared him. But all Israel and Judah loved David because he led them in battle.

## **MINISTRY DEVELOPMENT IN THE EARLY CHURCH**

- The ministry of the Word (preaching) and teaching were the foundation for ministry development in the early church.
- The ministry of prayer was inevitable in the life of the early church.
  - Acts 2:42 And they continued steadfastly in the apostles' doctrine and fellowship, and in breaking of bread, and in prayers.
  - Acts 4:2 Being grieved that they taught the people and preached through Jesus the resurrection from the dead.
  - Acts 5:25 Then came one and told them, saying, Behold, the men whom ye put in prison are standing in the temple, and teaching the people.
  - Acts 5:42 And daily in the temple, and in every house, they ceased not to teach and preach Jesus Christ.
  - Acts 6:4 But we will give ourselves continually to prayer, and to the ministry of the word.
- Full of faith and the Holy Spirit brings about ministry development.
- Another requirement for ministry development is to be full of God's grace and power.

- **Acts 6:5 And the saying pleased the whole multitude: and they chose Stephen, a man full of faith and of the Holy Ghost, and Philip, and Prochorus, and Nicanor, and Timon, and Parmenas, and Nicolas a proselyte of Antioch:**
- **Acts 6:7 And Stephen, full of faith and power, did great wonders and miracles among the people.**

## **DEVELOPMENT OF THE EARLY CHURCH**

- A large number of priests converted to Christ.
  - God propelled the gospel beyond the borders of Jerusalem.
  - The church now prepared to reach the ends of the earth.
  - This church was not a stagnant church. It was a moving and vibrant church developing every day.
  - The church grew and multiplied under the infilling and power of the Holy Spirit.
- 
- **Acts 2:41 Then they that gladly received his word were baptized: and the same day there were added unto them about three thousand souls.**
  - **Acts 2:47 Praising God, and having favor with all the people. And the Lord added to the church daily such as should be saved.**
- 
- The leaders were good church administrators
  - They took records of new believers and added them to church.
  - They had records of both men and women.
  - They took time out to count the number of believers which come to the Lord every day.

- **Acts 4:4** Howbeit many of them which heard the word believed; and the number of the men was about five thousand.
- **Acts 5:14** And believers were the more added to the Lord, multitudes both of men and women.
- Increase in church membership comes with associated challenges.
- Faithful men and women filled with the Holy Spirit are needed to put proper administrative procedures in place.
- There is no church on earth without challenges. Even this Holy Spirit filled church led by the apostles had challenges.
- Anointed leadership does not assume the church will not have challenges.
- As you pray for the anointing, pray also for wisdom to put administrative structures in rightful places.
- **Acts 6:1** And in those days, when the number of the disciples was multiplied, there arose a murmuring of the Grecians against the Hebrews, because their widows were neglected in the daily ministration.

## **RESULTS OF GOOD CHURCH ADMINISTRATION**

- Good and selfless leadership, proper church administration coupled with wisdom and fear of God comes with remarkable results and benefits to the church and community.
- It brings edification.
- It brings walking in the fear of the Lord.
- It brings comfort in the Holy Spirit.
- It brings multiplication.
- Churches are established – become very strong
  - **Acts 9:31 Then had the churches rest throughout all Judaea and Galilee and Samaria and were edified; and walking in the fear of the Lord, and in the comfort of the Holy Ghost, were multiplied.**
  - **Acts 16:5 And so were the churches established in the faith and increased in number daily.**
- Beyond Jerusalem the church was still performing with many signs and wonders.
- The broke the power of the occult and destroyed their stronghold.
- Satanists surrendered to Christ.
- Unbelievers will come confessing their sins.
- The was focused and united.
- God's Word grows and prevails under proper church set-ups.
  - **Acts 19:18-20 And many that believed came, and confessed, and shewed their deeds. Many of them also which used curious arts brought their books together and burned them before**

**all men: and they counted the price of them, and found it fifty thousand pieces of silver. So mightily grew the word of God and prevailed.**

### **All can develop ministry**

- All that were scattered abroad started preaching everywhere. This indicates that every church member can develop ministry.
- Individuals such as Stephen and Philip had their personal ministries developed.
- They were initially commissioned to serve on tables.
- As they continued in their administrative duties, their ministries developed into higher dimension.
  - **Acts 8:4-8 Therefore they that were scattered abroad went everywhere preaching the word. 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 6:8 And Stephen, full of faith and power, did great wonders and miracles among the people.**

## VISION DEVELOPMENT

- There are many strong competitors under the sun. You have to wise up.
- The swift, the strong, the wise, men of understanding and skill.
- Due to the heat of the race, there is no need for complacency and procrastination.
- The important factor is that, everybody competes under the same time period.
  - **Eccl. 9:11 I returned, and saw under the sun, that the race is not to the swift, nor the battle to the strong, neither yet bread to the wise, nor yet riches to men of understanding, nor yet favor to men of skill; but time and chance happens to them all.**

## DREAM ANOTHER DREAM

- To develop your vision, you don't have to stop at just one dream.
- If you dreamed before, don't stop. Like Joseph, dream another dream.
- Keep dreaming until you are called "The dreamer."
- Then wake up from bed and pursue your dreams.
- Focus on your dream.
  - **Gen 37:9 Then he dreamed another dream and told it to his brothers and said, "Behold, I have dreamed another dream. Behold, the sun, the moon, and eleven stars were bowing down to me."**

## DREAM ATTRACTS CHALLENGES

- Your initial dream will attract challenges from your own people and close friends.

- You will definitely face opposition because you want to bring something new.
- Sometimes, it is good to make your dreams known.
- Be careful when you are bringing something new into the system. An enemy may still your vision if care is not taken.
- Don't put your pearls before swine. They may trample upon them and attack you latter.
- Don't allow your enemies to interpret your dreams for you. They may use it against you in future.
- They could say without them you could never have prospered.
  - **Gen 37:5** Now Joseph had a dream, and when he told it to his brothers, they hated him even more.
  - **Gen 37:6-8** He said to them, "Hear this dream that I have dreamed: Behold, we were binding sheaves in the field, and behold, my sheaf arose and stood upright. And behold, your sheaves gathered around it and bowed down to my sheaf." His brothers said to him, "Are you indeed to reign over us? Or are you indeed to rule over us?" So they hated him even more for his dreams and for his words.

### **NO VISION! NO MINISTRY DEVELOPMENT!**

- Personal ministry cannot develop without vision.
- Vision is the drive force behind personal ministry development.
- Vision shows the visioneers the right place and time to start developing his ministry.
- Starting ministry at the wrong place can retard the progress of ministry development.



- Jesus gave us a very common principle to start and develop ministry. If you don't know where to start ministry, follow the "Jesus Principle" by starting from your Jerusalem. Your home base.
- As you start from your "Jerusalem," the rest will follow and fall into place.
  - **Acts 1:8 But ye shall receive power, after that the Holy Ghost is come upon you: and ye shall be witnesses unto me both in Jerusalem, and in all Judaea, and in Samaria, and unto the uttermost part of the earth.**

## **FOCUSING ON VISION**

- To keep your ministry developing, never lose focus on what God told you to do.
- To keep your vision in progress, it is important to focus ahead.
- Stop walking with old principles. Stop the traditional thinking business.
- Be conservative thinker. Keep at par with the generation. Be a generational thinker.
- Stop considering old things, and start with new ideas.
- Conservative thinking keeps the thinker stagnant at one place. There is no flow of ideas.
- Conservative thinkers can't turn their wells into rivers.
- One important work of the Holy Spirit is to flow into rivers of living waters.
- Any personal ministry will develop with the above principles.
  - **Isaiah 43:18 Remember ye not the former things, neither consider the things of old.**

## **TO DEVELOP YOUR VISION**

- Personal ministry development starts with vision development. “Where there is no vision the people perish” (Prov. 29:18).
- Get connected to Christ the source of all vision and life.
- Christ’s vision for worldwide evangelization and church planting started from Jerusalem, to Judea, to Samaria and to the uttermost parts of the world.
- Stop looking at where you are. Start looking at where you can be.
- Visualize yourself in your land of success.
- Know that your vision is God’s mind for your life.
- Know that God does not consult your past to determine your future (Isaiah 43:18).
- Start seeing the invisible in order to accomplish the impossible.
- You will not die in your dry season; you will not die in the wilderness; you surely find your oasis, a place of rest, progress as rains begin.
- Know that vision is what you see in your spirit.
- Know that what you see in your spirit is what you get in material reality.
- Know that what you hear affects what you see, and what you see becomes what you get.

## **BENEFITS OF VISION DEVELOPMENT**

- Visionaries make history for non-visionaries to study it.
- “Your future is in danger, if you can’t see beyond your nose.” Matthew Ashimolowo
- Vision makes your life unstoppable.
- You are responsible for discovering your vision.

- You are responsible for following your vision.
- You are responsible for finishing your vision.

## **VISION DEVELOPMENT STARTS WITH CHRIST**

- **Eccl. 9:11 I returned, and saw under the sun, that the race is not to the swift, nor the battle to the strong, neither yet bread to the wise, nor yet riches to men of understanding, nor yet favor to men of skill; but time and chance happens to them all.**
- An effective Personal Ministry Development depends upon **YOUR VISION DEVELOPMENT**
- Vision development starts with Christ. The moment your spirit becomes born again, you move from the level of death to life. You begin to see, create, compose, take control, put things under your authority. You regain what the first Adam lost.
- The key to success is seeing possibilities where others see impossibilities. One thing that stops a lot of people from going forward is coming face to face with impossibility. Fortunate enough, impossibility is not a Bible word.
- Your key in to development the moment you begin to see open doors where others with you see only closed doors.
- Continuity is the key. Ghana started manufacturing a certain vehicle called “Boafo” in the days of the first President, Dr. Kwame Nkrumah. South Korea came to learn the techniques of car making in Ghana and they started the manufacturing of “KIA.” The first coup in Ghana saw the overthrow of Dr. Kwame Nkrumah and virtually all projects were abandoned. South

Korea continued with the KIA manufacturing and now look at where they are in car manufacturing.

- Dr. Kwame Nkrumah used 6years to build 400 factories in Ghana. He built hundreds of secondary schools, hospitals, polytechnics, training colleges and other infrastructure. This is a unique case of continuity, but his efforts were brought to abrupt following February 1966 coup.
- Jesus puts you in a key position immediately you believe in him. The unlimited activities, which take place under the sun without meaning becomes meaningful to you.
- You face activities undertaken by the swift, the strong, the wise, and men of understanding and skill with vision. Although they are all controlled by the same times and chances, your vision will teach you how to handle such situations with success.
- Vision shapes destinies and makes you face the future with confidence. Without vision your destiny hangs on the balances.
- Your vision shapes how you face life without fail. Life's vision goes beyond natural ability. God's vision for you locates your place in God's program.
- One person with vision outweighs one thousand people without vision.

### **LEADERSHIP AND VISION** credit – John Maxwell

- All leaders have a vision of what to accomplish. That vision becomes the energy behind every effort and the force that pushes through all the problems according John Maxwell.
- With vision the leader is on a mission which inspires the crowd to rise alongside the leader.

- Without vision energy levels are low, deadlines are missed, personal agenda begin to surface, production falls, church membership reduces, and people scatter.
- Helen Keller asked, “What would be worse than being born blind?” she replied, “To have sight without vision.”
- Sadly, too many leaders are put in leadership positions without a vision for the organization or church that they are going to lead.
- All great leaders possess two things: They know where they are going, and they are able to persuade others to follow. As a leader, you need foresight and the ability to gather people around it.

### **VISION STATEMENTS – Credit: John Maxwell**

What you see is what you can be. This deals with your potential.

Question: Does the vision make the leader? Or does the leader make the vision?

- Vision comes first. Vision makes the leader. Many leaders who lost their vision lost their power to lead. People do what people see. That is the greatest motivational principle in the world.
- People do not follow a dream in itself, they follow a leader who has that dream and the ability to communicate it effectively. Therefore, vision in the beginning will make a leader, but for that vision to grow and demand a following, the leader must take responsibility for the vision.

### **FOUR VISION-LEVELS OF PEOPLE Credit – John Maxwell**

1. Some people never see it (They are wonderers).
2. Some people see it but never pursue it on their own (They are followers).

3. Some people see it and pursue it (They are achievers).
4. Some people see it and pursue it and help others see it (They are leaders).

### **YOU SEE WHAT YOU ARE PREPARED TO SEE**

1. “What we see is what we get,” says John Maxwell.
2. “We all live under the same sky, we don’t all have the same horizon,” Konrad Adenauer.
3. Henry Ford once came out with a plan for a new kind of engine. We know it today as the V-8. He had some men draw up the plans and presented it to the engineers. As the engineers studied the drawings, one by one they came to the same conclusion. Their visionary boss just didn’t know about the fundamental principles of engineering. He had to be told gently, his dream was impossible. Ford said, “Produce it anyway.” They replied, “But it’s impossible.” “Go ahead,” Ford commanded, “and stay on the job until you succeed, no matter how much time is required.”
4. For six months they struggled with drawing after drawing, design after design. Nothing! Another six months. Nothing! At the end of the year Ford checked with the engineers, and once again they told him that what he wanted was impossible. Ford told them to keep going. They did! And they discovered how to build a V-8 engine.
5. Henry Ford and his engineers both lived under the same sky, but they didn’t all have the same horizon.
6. In a program dubbed “Savior for All Seasons,” William Baker relates a story of a bishop from the East Coast who many years ago paid a visit to a small, Midwestern religious collage. He stayed at the home of the college president, who also served as professor of physics and chemistry.

7. After dinner the bishop declared that the millennium couldn't be far off, because just about everything about nature had been discovered and all inventions conceived. The young college professor politely disagreed and he felt there would be many more discoveries.
8. When the angered bishop challenged the president to name just one such invention, the president replied he was certain that within fifty years men would be able to fly. "Nonsense!" sputtered the outraged bishop. "Only angels are intended to fly."
9. The bishop's name was Wright, and he had two boys at home who would prove to have greater vision than their father. Their names were Orville and Wilbur. The father and the sons both lived under the same sky, but they didn't both have the same horizon (scope).
10. Why is it that two people can be in the same place at the same time and both see entirely different things? It's simple. We see what we are prepared to see, not what is.
11. Every successful leader understands this about people and asks three questions: What do others see? Why do they see it that way? And how can I change their perception?

### **PERSONAL OWNERSHIP OF THE VISION** Credit – John Maxwell

- Leaders cannot take their people farther than they have travelled. Therefore, the focus of vision must be on the leader – like leader like vision. Followers find their leader and then the vision.
- Look within you: What do you feel? Are you a person a vision or a visionary person?

- A person with a vision talks little but does much. A visionary person does little but talks much.
  - A person with a vision finds strength from inner convictions (inside). A visionary person finds strength from outward conditions.
  - A person with a vision continues when problem arises. A visionary person quits when the road becomes difficult.
1. Many great people began life in the poorest and more humble homes. With little education or no advantages.
  2. Thomas Edison was a newsboy on trains. Andrew Carnegie started work at \$4 a month, John D. Rockefeller as \$6 a week. The remarkable thing about Abraham Lincoln was not that he was born in a log cabin but he got out of the log cabin.
  3. Julius Caesar was epileptic. Napoleon was of humble parentage and far from being born a genius. He stood 46<sup>th</sup> in his class at the military academy in a class of 65. Beethoven was deaf, as was Thomas Edison. Charles Dickens was lame, so was Handel. Homer was blind; Plato was hunchback; Sir Walter Scot was paralyzed.
  4. What gave these great individuals the stamina to overcome severe setbacks and become successful? Each person had an inner dream that lit a fire which could not be extinguished. Great visions begin as an inside job.
  5. How visions begin – Look behind you: What have you learned? Look around you: What is happening to others? Look ahead of you: What is the big picture? Look above you: What does God expect from you? Look beside you: What resources are available to you?



## **LEADERSHIP AND SELF-CONTROL** Credit John Maxwell

- According to John Maxwell, the first victory leaders won was over themselves. With all of them, self-discipline came first. Great leaders have understood that their number one responsibility was for their own discipline and personal growth. If they could without until he or she has travelled within.

## **THE PROCESS FOR DEVELOPING PERSONAL DISCIPLINE**

Start with yourself:

- A reporter asked the great evangelist D. L. Moody which people gave him the most trouble. He answered immediately, “I’ve had more trouble with D. L. Moody than any man alive.”
- Frederick the Great of Prussia was walking on the outskirts of Berlin when he encountered a very old man proceeding in the opposite direction. “Who are you?” Asked Frederick. “I am a king” replied the old man. “A king!” laughed Frederick. “Over what kingdom do you reign?” “Over myself,” was the proud reply. Rereigning over yourself requires personal discipline.
- According John Maxwell, more potential leaders fail because of inner issues more than outer ones. You are the person responsible for most of your troubles. “I am my worse problem,” Says John Maxwell.
- When we are foolish, we want to conquer the world. When we are wise, we want to conquer ourselves.

Start early

- Perhaps the most valuable result of all education is the ability to make yourself do the thing you have to do, when it ought to be done, whether you like it or not; it is the first lesson that ought to be learned and, however early a man's training begins, it is probably the last lesson that he learns thoroughly.
- Hard work is the accumulation of easy things you didn't do when you should have.

#### Start small

- What you are going to be tomorrow, you are becoming today. It is essential to begin developing self-discipline in a small way today in order to be disciplined in a big way tomorrow.

#### Start now

- Great leaders never set themselves above their followers except in carrying out responsibilities.
- As John Hancock says, "All worthwhile men have good thoughts, good ideas, and good intentions, but precious few of them ever translate those into action.
- The will to prepare is far more important than the will to succeed. Abraham Lincoln said, "I will get ready and then perhaps my chance will come."
- Before you become a star, you have to start, now is the best time.

### **10 TOP LISTS FOR PERSONAL ORGANIZATION** Credit – John Maxwell

1. Set your priorities.

2. Place priorities on your calendar.
3. Allow little time for the unexpected.
4. Do projects one at a time.
5. Organize your work space.
6. Work according to your temperament.
7. Use your driving time for light work and growth.
8. Develop systems that work for you.
9. Always have a plan for those minutes between meetings.
10. Focus on results not activity.

### **WELCOME RESPONSIBILITY**

Winston Churchill said, “The price of greatness is responsibility.”

### **STEPS TOWARD RESPONSIBILITY**

1. Be responsible for who you are.
2. Be responsible for what you can do.
3. Be responsible for what you have received.
4. Be responsible to those you lead.
5. Accept accountability.

NB: Great leaders share themselves and what they have learned.

## **DEVELOP INTEGRITY**

1. I will live what I teach.
2. I will do what I say.
3. I will be honest with others.
4. I will put what is best for others ahead of what is best for me.
5. I will be transparent and vulnerable.
  - Pay now, play later.
  - Become character driven instead of emotion driven.

## **KNOW WHAT KIND OF PERSON YOU NEED**

1. Positive attitude – the ability to see and situations in a positive way.
2. High energy level – strength and stamina to work hard and not wear down.
3. Personal warmth – a manner that draws people to them.
4. Integrity – trustworthy, good, solid character, words and walk are consistent.
5. Responsible – no excuses, job delegated, job done.
6. Good self-image – feels good about self, others and life.
7. Leadership ability – has high influence over others.
8. Fellowship ability – Willingness to submit, play team ball and follow the leader.
9. Absence of personal problems – personal, family and business life are in order
10. People skills – the ability to draw people and develop them.
11. Sense of humor – enjoys life, fails to take self too seriously.
12. Resilience – able to bounce back when problems arise.
13. Track record – has experience and success, hopefully in two or more situations.

14. Great desire – hungers for growth and personal development.
15. Self-discipline – willing to pay the price and handle success.
16. Creative – ability to see solutions and handle problems.
17. Flexibility – not afraid of change; fluid; flows as the organization grows.
18. Sees “Big picture: - able to look beyond personal interest and see the total picture.
19. Intuitive – able to discern and sense a situation without tangible data.

### **KEEP IMPROVING** Credit – John Maxwell

- When the right climate has been established, people can improve.
- Consider Pat O’Brien, won gold medal by throwing a 16 pound shot 57 feet to set a new world record. Experts at the time said O’Brien, the best in the world, might beat his record by a few inches if he practiced. They were certain that no one would be able to break the 60 feet barrier.
- Pat O’Brien was determined to continue improving himself. He began experimenting with different styles. Four years later he won the Olympics again, not by a few inches but by a few feet. He broke the unbreakable barrier by tossing the shot 60 feet 11 inches. From that time on, every shot-putter worth his salt has tossed the shot beyond that length. Today, the record is over 70 feet.
- The same is true of the four-minute mile. No one, the experts said would ever be able to run the mile in less than four minutes. Then in 1954, a young medical student named Roger Bannister did the impossible by breaking the that barrier.
- Today, every world class runner can run the mile in less than four minutes. Why? Because one man decided to keep improving. One man decided to

pay the price of personal growth. He was willing to lead. As a result, he created a climate for those achievers who followed him.

- Are you the type of leader who is willing to pay the price and create a climate in which your people can follow you and emerge as leaders of tomorrow?

### **LEADER'S PRIMARY RESPONSIBILITY**

- One of the abilities to identify successful leaders is the ability to identify potential leaders.
- It is the ability to recognize ability.
- Men are developed the same way gold is mined. Several tons of dirt must be moved to get announce of gold. But you don't go for into the mine looking for dirt, you do looking for gold.
- To develop positive, successful people, look for the gold, not the dirt.
- Commit to developing those around you.
- Ten things a leader is look for:
  1. Character
  2. Influence – what is the leader's level of influence? Does that person have followers due to position? He uses the power of his job title; permission (he has developed relationships which motivate); production (he and his followers constantly produce results); personnel development (he has developed others around him); or personhood (he transcends the church and develops people on a world-class scale.
  3. Positive attitude
  4. Excellent people skills – a leader without people skills soon has no followers. Excellent people skills involve genuine concern for others, the

ability to understand others. Our behavior toward others determines their behavior toward us.

5. Evident gifts – every person God creates has gifts. Never be: some people simply lack the ability to do a particular job. Could be: A could be is a person with the right gifts and abilities but lacking discipline. Should be: a should be is someone with raw talent but lacks training. Must be: The only things must be lacks is opportunity. He has the right gifts, the right gifts, and the right attitude.
6. Proven track record. A proven leader always has a proven track record.
7. Confidence – people will not follow a leader who does not have confidence in himself. In fact, people are mutually attracted to people who convey confidence. Confidence is characteristic of a positive attitude.
8. Self-discipline
9. Effective communication skills – the ability to focus on the responder; ability to communicate with all kinds of people; eye contact with the person he is speaking to; liking people is the beginning of the ability to communicate.
10. Discontent with the status qua – a leader who loves the status quo soon becomes a follower.

## **NURTURING POTENTIAL LEADERS**

1. Believe in them
2. Encourage them
3. Share with them
4. Trust them

5. Build trust
6. Show transparency
7. Offer time – people need you to spend time with them.
8. Believe in people – when you believe in people, you motivate them to release their potential.
9. Give encouragement
10. Exhibit consistency
11. Reward production
12. Provide security



## **PREACHING DEVELOPMENT**

### **Preaching and Teaching Explained**

- Preaching simply means EXHORTATION AND PROCLAMATION.
- In more Bible language, it is telling others about Christ.
- Teaching means to EXPLAIN and to INSTRUCT.
- Preaching in Bible College is called Homiletics. It is the art or process of presenting a message or sermon.
- Teaching takes a deeper dimension involving systematic presentation with deeper and broader understanding.

### **First Timers Can Preach**

- Jesus met some few first timers, and after that encounter, they spread abroad the impact Jesus made in their lives.
- The Samaritan woman preached the same day she met Jesus Christ.
- John 4:13-19 Jesus said to her, "Everyone who drinks of this water will be thirsty again, but whoever drinks of the water that I will give him will never be thirsty again. The water that I will give him will become in him a spring of water welling up to eternal life." The woman said to him, "Sir, give me this water, so that I will not be thirsty or have to come here to draw water." Jesus said to her, "Go, call your husband, and come here." The woman answered him, "I have no husband." Jesus said to her, "You are right in saying, 'I have no husband'; for you have had five husbands, and the one you now have is not your husband. What you have said is true." The woman said to him, "Sir, I perceive that you are a prophet.

- The woman changed after knowing that Christ was the Prophet who was coming into the world. She went with a message.
- John 4:21-26 Jesus said to her, "Woman, believe me, the hour is coming when neither on this mountain nor in Jerusalem will you worship the Father. You worship what you do not know; we worship what we know, for salvation is from the Jews. But the hour is coming, and is now here, when the true worshipers will worship the Father in spirit and truth, for the Father is seeking such people to worship him. God is spirit, and those who worship him must worship in spirit and truth." The woman said to him, "I know that Messiah is coming (he who is called Christ). When he comes, he will tell us all things." Jesus said to her, "I who speak to you am he."
  
- She went to the city to tell who "The Christ" was.
- John 4:28-30 So the woman left her water jar and went away into town and said to the people, "Come, see a man who told me all that I ever did. Can this be the Christ?" They went out of the town and were coming to him.
  
- John 4:39-41 Many Samaritans from that town believed in him because of the woman's testimony, "He told me all that I ever did." So when the Samaritans came to him, they asked him to stay with them, and he stayed there two days. And many more believed because of his word.
  
- Many Samaritans believed because of the message the woman presented.
- You to have a message the world is expecting to hear.
- The woman did not look at her previous background.
- She was never a follower of Jesus.

- She met Jesus once. But after that one-time encounter, she had a message to transform humanity.
- This woman never attended any Bible College. She had no many days of fasting and prayer, yet she made impact with a simple message that, “Come, see a man who told me all that I ever did. Can this be the Christ?” (John 4:29-30).
- Preaching is all about winning souls for Christ. It’s useless if after preaching several hours of long and complex theological messages and not a single soul turns to the Lord.
- Simple message backed by the power of God brings transformation.
- Learning the art of preaching is good but not enough to win souls for Christ.

### **JESUS USED MEN WHO WERE UNSCHOOLED TO CHANGE THE WORLD**

- If you walk with Jesus, you become a transformer who transforms others.
- Common men can do uncommon miracles to shut the mouths of the elite.
- Acts 4:13 Now when they saw the boldness of Peter and John, and perceived that they were uneducated, common men, they were astonished. And they recognized that they had been with Jesus.

### **THE LEGION ENCOUNTERED JESUS CHRIST**

- Mark 5:13 So he gave them permission. And the unclean spirits came out and entered the pigs; and the herd, numbering about two thousand, rushed down the steep bank into the sea and drowned in the sea.
- Mark 5:15-20 And they came to Jesus and saw the demon-possessed man, the one who had had the legion, sitting there, clothed and in his right mind,

and they were afraid. And those who had seen it described to them what had happened to the demon-possessed man and to the pigs. And they began to beg Jesus to depart from their region. As he was getting into the boat, the man who had been possessed with demons begged him that he might be with him. And he did not permit him but said to him, "Go home to your friends and tell them how much the Lord has done for you, and how he has had mercy on you." And he went away and began to proclaim in the Decapolis how much Jesus had done for him, and everyone marveled.

### **JESUS USED UNKNOWN 72 DISCIPLES**

- Jesus is a good coach. He has the capacity to train anybody.
  - How He was able to locate these '72' disciples remain a mystery.
  - Jesus is a good church administrator. He knew how to locate talents and utilize them.
  - Jesus practiced debriefing. He is a good supervisor. He was focused and followed up the 72 disciples for the results.
  - Several modern-day pastors have no idea of this "Jesus principle."
  - The 72 returning with joy is a clear indication that they had good training from the "Mentor of life" – Jesus Christ.
- **Luke 10:17 The seventy-two returned with joy, saying, "Lord, even the demons are subject to us in your name!"**
  - **Luke 10:18-20 And he said to them, "I saw Satan fall like lightning from heaven. Behold, I have given you authority to tread on serpents and scorpions, and over all the power of the enemy, and nothing shall hurt you. Nevertheless, do not rejoice in this, that the spirits are subject to you, but rejoice that your names are written in heaven."**

- Jesus Christ knew how to connect with the Father even after recording massive miracles.
- He prayed and thanked God for the success in ministry.
- Keep maintaining links with Jesus Christ and the Father when you are succeeding in ministry.
- Jesus knew the will of the Father.
- **Luke 10:21 In that same hour he rejoiced in the Holy Spirit and said, "I thank you, Father, Lord of heaven and earth, that you have hidden these things from the wise and understanding and revealed them to little children; yes, Father, for such was your gracious will.**

## **START TO PREACH**

1. The best way to preach is to preach
2. The best time to preach is now
3. By taking a step of faith.
4. Be a student of the word.
5. Be bold!
6. Be prayerful!
7. Avoid mediocrity.
8. Avoid comparison.
9. Avoid "I don't know attitude."
10. Start with a simple message.
11. Therefore, any commoner can be a preacher of the word of God.
12. So you can be that preacher. God help you!

## **SIMPLE MESSAGE PRESENTATION**

### **THE CALL OF ELISHA**

2Kings 19:19-21

- **1Kings 19:19-21** So he departed thence, and found Elisha the son of Shaphat, who *was* plowing *with* twelve yoke of *oxen* before him, and he with the twelfth: and Elijah passed by him, and cast his mantle upon him. And he left the oxen, and ran after Elijah, and said, Let me, I pray thee, kiss my father and my mother, and *then* I will follow thee. And he said unto him, Go back again: for what have I done to thee? And he returned back from him, and took a yoke of oxen, and slew them, and boiled their flesh with the instruments of the oxen, and gave unto the people, and they did eat. Then he arose, and went after Elijah, and ministered unto him.
  
- **2Kings 3:11-12** 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. So the king of Israel and Jehoshaphat and the king of Edom went down to him.

### **THREE IMPORTANT FACTORS IN EVERY CALL**

- I. Separation
- II. Sacrifice
- III. Servanthood

### **DON'T FORGET THE FOLLOWING:**

- Describe briefly every point.
- Describe every passage briefly in line with your points.

- Bring out some cross-references if any.
- Describe the importance of each point and relate it to fulfilling your calling.
- Bring out the needed application.
- The application is what you want the audience to take home; or what you want them to do.
- Conclude with altar call, prayer or challenge the audience what to do.

## **TALENT DEVELOPMENT**

### **TALENT DEFINED**

- Talent is an inborn ability to do things with ease. It is some kind of gifted expertise God gives to individuals. It is natural aptitude or skill. It could be singing, playing the key board or public speaking, dreaming dreams, handling money better, ideas to break hard grounds, writing skills, intelligence, knowledge, wisdom, visionary, ability to think far, encourager and a lot more.
- God created every human being with talents and natural abilities. Some find it easier to locate their and others find it difficult and complicated to find theirs.

### **USES OF TALENT**

- Talent, when discovered can be used to create wealth; enhance self-image; bring the talented out of the dark; create a name and a brand; make you qualified, make you better than the rest; make others discover their talents and other areas of service or ministry; create impact; brings fulfilment; brings more souls into the kingdom and multiplies original talent.

### **ALL HAVE SOMETHING**

- All three servants H talents. None of them was left.
- Everybody on earth has something to enhance another person's life. You have no excuse. God is benevolent and without partiality.
- Everybody has been given according to his or her several abilities.
- God has given you what He knows you can handle.



- Never look at another person to rate yours.
- Your talent does not depend upon another person uses his own.
- God will ask you to account for your personal talent and not your friend.
  
- **Matt. 25:14-15** “For it is like a man, going into another country, who called his own servants, and entrusted his goods to them. To one he gave five talents, to another two, to another one; to each according to his own ability. Then he went on his journey.

## **DEVELOP YOUR TALENT**

- As you discover what God has given to you, invest it immediately, be it small or great; noble or ignoble.
- Find ways to add value to what you have – you can go to school, find a mentor, trainer, coach, a teacher to polish you up.
- Find a ministry and practice it.
- Don’t fear to invest what you have.
- Don’t depend upon your feelings but trust God to work through you.
  
- **Matt. 25:16-17** Immediately he who received the five talents went and traded with them, and made another five talents. In the same way, he also who got the two gained another two.

## **DON'T BURY YOUR TALENT**

- Burying your talent is a sign of disrespect to your Creator.
- You will never reach your potential if you bury your talent.
- You will never ever develop it if you bury your talent.
- Talents are meant to be utilized to benefit society and the church.
- Talent is not for you alone.
- Somebody may not reach his potential if you bury your talent.
- Somebody's destiny is connected to yours.
- The world is a global village now. The little effort you put into what you have can bring massive change to society and the church.
- You were created for a purpose.
- Like a candle light, you don't lose your light if you light another person's, rather you bring more light to the situation.
  - **Matt. 25:18 But he who received the one talent went away and dug in the earth, and hid his lord's money.**

## **A DAY TO GIVE ACCOUNT**

- It may take a long time or not, but one day you will stand before your Creator to tell Him what you did with the gift He gave you.
- The King did not tell His servants the particular time He will return. The same applies to you and I. nobody knows the exact time the master of the house will return.
- If there is a suitable time for you to invest your gift, it is now.

- Vision is what drives you to develop your talent.
- Vision is what makes you understand that what you have is not yours.
- Vision is what makes you know that there is a time lag placed on your gift.
- Vision is what makes you understand that one day your situation will change.
- Vision is what makes you know that you have to work whilst it is day.
  - **Matt. 25:19** “Now after a long time the lord of those servants came, and reconciled accounts with them.

### **HE ADDED FIVE MORE**

- He was given five talents and added five more – that is talent development.
- It takes courage and wisdom to develop your talent.
- The stupid and naïve will not think it’s necessary to invest what you have.
- We only receive by giving, investing and letting go.
- If you keep it, you’ll lose it.
- Lose it now and win it tomorrow.
- It takes a grain of wheat, when planted to produce bountiful harvest.
- Put what you have to work.
- Idle hands will suffer losses.
  
- **Matt. 25:20** He who received the five talents came and brought another five talents, saying, ‘Lord, you delivered to me five talents. Behold, I have gained another five talents in addition to them.’

## LOOK FOR THE REWARD

- Both the “Five-talent man and the two-talent man” received the same reward; “Well done, good and faithful servant.”
- Faithfulness is a motivating factor for investments.
- Add good works to your salvation.
- Demonstrate what you have.
- Entering the kingdom is our utmost joy and eternal hope.
- We invest our talents here and not in heaven.
- As you invest it here, it paves way for you to enter heaven.
  
- **Matt. 25:21-23** “His lord said to him, ‘Well done, good and faithful servant. You have been faithful over a few things, I will set you over many things. Enter into the joy of your lord.’ “He also who got the two talents came and said, ‘Lord, you delivered to me two talents. Behold, I have gained another two talents in addition to them.’ “His lord said to him, ‘Well done, good and faithful servant. You have been faithful over a few things, I will set you over many things. Enter into the joy of your lord.’

## FAILURE TO INVEST

Causes:

1. Fear of investing your talent.
2. Fear of losing it when invested.
3. Fear of not knowing your master.
4. Thinking you can out-smart your master who gave you the gift.

5. Excuses are language of laziness.
6. Nobody had ever won a medal through excuses.
7. Step out and begin to work. It's better to work and lose than to bury your talent and lose it to another person, and also forfeit your soul.
8. Stop thinking for God. think for yourself.
9. Stop the assumption and thinking what God is not.
  - **Mat. 25:24-25** "He also who had received the one talent came and said, 'Lord, I knew you that you are a hard man, reaping where you didn't sow, and gathering where you didn't scatter. I was afraid, and went away and hid your talent in the earth. Behold, you have what is yours.'

### **THE MASTER IS AFTER RPOFIT**

1. Doing nothing for God is utter wickedness.
2. Slothfulness is the cause of many downfall in today's world.
3. Many don't invest due to fear and procrastination.
4. Do it now!
5. Ask Christ to teach or show you where to invest your talent. He knew the man could have deposited the talent with the bankers which is better than burying it.
6. If you don't know what to do, just do what so common to everyone. Not something big.
7. Take just one little step of faith and God will meet you on the way.

- **Matt. 25:26-27 “But his lord answered him, ‘You wicked and slothful servant. You knew that I reap where I didn’t sow, and gather where I didn’t scatter. You ought therefore to have deposited my money with the bankers, and at my coming I should have received back my own with interest.**

## **TALENT DEVELOPMENT AND ADAM**

- **Gen. 2:19-20a Out of the ground Yahweh God formed every animal of the field, and every bird of the sky, and brought them to the man to see what he would call them. Whatever the man called every living creature became its name. The man gave names to all livestock, and to the birds of the sky, and to every animal of the field.**
1. Adam never went to any school.
  2. Adam wasn’t a professor of botany, lawyer, zoologist, philosopher or any name you could ever imagine.
  3. Adam was a human being made out of the dust with the Spirit of God breathed through his nostrils by the Creator.
  4. Yet, after God has finished creation, He did not think Adam was naïve and incapable. He brought every creation to Adam for him to see what name he will give to each one of them.
  5. God never underrated Adam, and neither did Adam underrated himself.
  6. Adam never thought it was a punishment for God to give him that arduous responsibility to give names to this vast creation.
  7. God knew there was something in Adam which could accomplish this huge task.
  8. Adam did not give excuses and never considered God wicked.

9. Adam accepted the challenge and determined to do what he had never done before.
10. Adam invested his talent. He put it to use for the first time.
11. He did what none had ever done before.
12. He took the first step of the naming program and the rest started taking position.
13. God never gave the names of His creation.
14. God created, and Adam gave the names.
15. God created the heavens and the earth. It was Adam who gave the names.
16. God trusted Adam enough to do the work.
17. God knew there was something unique in Adam which can do the job perfectly.
18. The same God knows there is something in you which cannot disappoint.

### **TALENT DEVELOPMENT AND NOAH**

1. Noah did what he had never done before.
2. God commanded him to build an ark.
3. Noah's ship became a standard for modern day ship building.
4. Noah invented an ancient machine in today's language and knowledge.
5. Noah set a standard which had been followed by ship builders till now.
6. The size of Noah's ship is about four sports stadiums in today's language.
7. It was a massive talent.
8. You can start a talented work and people can develop it after you have left the scene.
9. Never ignore what you feel in your spirit to do.
10. It may be standard for the next generation to follow.

11.Noah's ship had three decks: lower, middle and upper decks. The same applies to modern ship construction.

- **Gen. 6:14** Make a ship of gopher wood. You shall make rooms in the ship, and shall seal it inside and outside with pitch.
- **Gen. 6:15** This is how you shall make it. The length of the ship shall be three hundred cubits, its width fifty cubits, and its height thirty cubits.
- **Gen. 6:16** You shall make a roof in the ship, and you shall finish it to a cubit upward. You shall set the door of the ship in its side. You shall make it with lower, second, and third levels.

## **TALENT DEVELOPMENT AND KING UZZIAH**

- King Uzziah of Judah developed weapons used in modern day battles.
- He made devices invented by talented or skillful men.
- His war machines which shot great arrows and great stones could be compared to modern day defense shield, rockets, medium and long-range inter-continental ballistic missiles.
- **2Chron. 26:14** Uzziah prepared for them, even for all the army, shields, spears, helmets, coats of mail, bows, and stones for slinging.
- **2Chron. 26:15** In Jerusalem, he made devices, invented by skillful men, to be on the towers and on the battlements, with which to shoot arrows and great stones. His name spread far abroad, because he was marvelously helped until he was strong.



## **BEZALEL, OHOLIAB and DEVELOPED TALENT**

1. God the wisdom in their heart to do something unparalleled. The construction of the sanctuary and all its furnishings including the ark.
2. The Bible calls them wise-hearted people which is “Talent” in today’s terms.
3. They used local materials provided by the Israelites on their journey from Egypt to Canaan. None of the materials was imported.
  - **Exodus 36:1 “Bezalel and Oholiab shall work with every wise-hearted man, in whom Yahweh has put wisdom and understanding to know how to do all the work for the service of the sanctuary, according to all that Yahweh has commanded.”**
  - **Exodus 36:2 Moses called Bezalel and Oholiab, and every wise-hearted man, in whose heart Yahweh had put wisdom, even everyone whose heart stirred him up to come to the work to do it:**
  - **Exodus 36:3 and they received from Moses all the offering which the children of Israel had brought for the work of the service of the sanctuary, with which to make it. They brought yet to him freewill offerings every morning.**

## **CALLING DEVELOPMENT**

Developing a call is important in ministry. Every calling has a starting point and never remains there.

### **JESUS AS OUR EXAMPLE**

He was called and commissioned by God, His Father. His destiny was to save and change the world. He was to bring wholeness to the spirit, soil and body. That is the full gospel.

### **JESUS THE WORLD CHANGER**

1. Jesus changes people
2. Jesus changes situations
3. Jesus, the Maker of the world
4. Jesus changes economies
5. Jesus the life giver
6. Jesus gives hope
7. Jesus promises a bright future
8. Jesus the Maker of destinies
9. Jesus the destroyer of the devil's works
10. Jesus the future of the world
11. Jesus the positive changer
12. Without Jesus the world is doomed

### **DEFINE A CHANGING WORLD – THE WORLD STARTED AT A POINT**

- The world is not waiting for you

- The world is changing
- Yesterday's world is gone
- Stop being a yesterday's preacher and pastor
- Science is changing the world every minute
- Information technology is changing the world
- Consider Heathrow and Dusseldorf Int. Airports
- Airplanes take off every minute in Heathrow
- Hanging unmanned train in Dusseldorf Airport
- The British France 15-kilometer undersea train highway
- The under-sea and over sea highway between Europe and the Scandinavian countries (Norway, Sweden and Denmark).
- Ghana had atomic plant in the 1960s
- Ghana built Tema Dry Dock, a place for ship building and repairs in the 1960s
- Singapore came to learn ship building in Ghana
- Ghana started car manufacturing "Boafo" in the 1960s.
- South Korea came to learn "Kia" car manufacturing in Ghana
- The first President built 400 factories within 6 years
- Ghana could not sustain the development. Pastor, don't be like Ghana
- Use your mobile phone to step into the world
- Let the world hear your message
- The world has become a global village
- Everywhere is in your hands due the internet

### **BALANCE IS THE KEY**

Daniel's prophecy is fulfilled in our own eyes

- **But you, Daniel, shut up the words and seal the book, until the time of the end. Many shall run to and fro, and knowledge shall increase" (Dan 12:4)**

- Increase in knowledge to cope with knowledge
- Your ministry has to keep pace with the changing world
- Don't let the progress leave you behind
- Apply skill to your leadership
- Add wisdom to your calling – don't just do church
- Example: winners Chapel Ghana and Winner Chapel International (WCG and WCI)
- After 13 years of legal battle (2004 to 2017), the church name, Winners Chapel International has been given to Winners Chapel Ghana.
- Thus all properties from 1994 to 2004 are to be shared among the two churches.
- All because Winners Chapel Int. had no proper documentation when it started operations in Ghana.
- It was Bishop George Ajeman, who did the proper documentation and registered the church in the name of WCG and not WCI in 1996/1997
- Pastor, the world is changing so change. Do proper documentation of your church
- Stop assuming everything is alright
- Stop thinking certain things are not necessary
- WCI cannot use "Winners Chapel" anymore.

### **ADD SKILL TO THE ANOINTING TO DEVELOP YOUR CALL**

- David was on top in keeping the sheep
- Be on top of the world

- Be on top of challenges
- He had to learn how to play the harp well
- David had the anointing, yet he was skillful in handling the sling
- David had the anointing, yet he learned the art of talking
- Skill makes you qualified for the appointment
- Of all Israel, David was chosen: ‘U’ will be chosen

1Sam 16:16 Let our lord now command your servants who are before you to seek out a man who is skillful in playing the lyre, and when the harmful spirit from God is upon you, he will play it, and you will be well."

### **DAVID WAS ANOINTED BUT..**

- David started his calling as a humble beginner
- He started by taking care of sheep not as banker or engineer
- He started with a few sheep not one thousand

Eliab his oldest brother heard when he spoke to the men; and Eliab’s anger burned against David, and he said, “Why have you come down? With whom have you left those few sheep in the wilderness? I know your pride, and the naughtiness of your heart; for you have come down that you might see the battle” (1Sam. 17:28).

- Add skill to your calling
- Add skill to your anointing
- David had the anointing, yet he trained and fought with lions.
- David was a learned person and wrote majority of the Psalms.
- David learned how to run faster than lions
- David learned the art of war
- David learned how to talk wisely

- **1Sam. 16:17** So Saul said to his servants, "Provide for me a man who can play well and bring him to me." **1Sam. 16:18** One of the young men answered, "Behold, I have seen a son of Jesse the Bethlehemite, who is skillful in playing, a man of valor, a man of war, prudent in speech, and a man of good presence, and the LORD is with him."

### **Add preparations to your calling**

- Get prepared before the president gives you an appointment
- Important personalities will need your counsel
- Get ready before your day of opportunity comes
- "The most awful thing ever to happen to a person is when an opportunity comes and you are not ready."
- Some present-day pastors don't value preparations
- David got prepared before his day of opportunity
  - **1Sam. 16:19** Therefore Saul sent messengers to Jesse and said, "Send me David your son, who is with the sheep."
- Esther was naturally beautiful, yet she went through a one-year beautification preparation.
- Esther needed a Mordecai (a mentor) to bring her up
- Upon all of Esther's beauty, she needed a coach (a teacher, mentor, trainer)
  - **Esth. 2:7** He was bringing up Hadassah, that is Esther, the daughter of his uncle, for she had neither father nor mother. The young woman had a beautiful figure and was lovely to look at, and when her father and her mother died, Mordecai took her as his own daughter.
  - **Esth. 2:12** Now when the turn came for each young woman to go in to King Ahasuerus, after being twelve months under the regulations for the women,

since this was the regular period of their beautifying, six months with oil of myrrh and six months with spices and ointments for women.

- **Esth. 2:16** And when Esther was taken to King Ahasuerus, into his royal palace, in the tenth month, which is the month of Tebeth, in the seventh year of his reign,
- **Esth. 2:17** The king loved Esther more than all the women, and she won grace and favor in his sight more than all the virgins, so that he set the royal crown on her head and made her queen instead of Vashti.

### **Fill the gap the world needs**

- Your calling is what the world needs
- The present world needs not only praying but competent pastors growing in grace and favor
- Add skill to your anointing
- In developing ministry, learn to open your eyes
- To change your world, find a Mordecai
- After coming out from your room talk to people

### **To fulfill your calling, look beyond your calling**

- Joseph after coming out observed the prisoners
- Learn communication skill – establish rapport
- Learn to see beyond the normal situation
- Learn to see the way Joseph sees
- Some of the people you meet have the capacity to unlock your calling
- Look beyond people and see the worth in them
- Even in prison, Joseph saw what the other warder could not see
- 
- **Gen 40:5-7** And one night they both dreamed, the cupbearer and the baker of the king of Egypt, who were confined in the prison, each his own dream, and

each dream with its own interpretation. When Joseph came to them in the morning, he saw that they were troubled. So he asked Pharaoh's officers who were with him in custody in his master's house, "Why are your faces downcast today?"

## **ADD JESUS TO YOUR CALLING**

### **Jesus plus you**

What defines Jesus

1. It's what makes Jesus "Jesus"
2. John 1:1-3 defines who Jesus is
3. He is the Word of God from the beginning
4. He was with God from the beginning
5. And The Word was God from the beginning
6. All things were created by Him
7. In Him all things consist or hold together
8. Without Him nothing was made that has been made
9. He is the Light the darkness could not overcome
10. He is the transformer of life, Savior and Lord.

### **Jesus and the Seven Spirit of God (Isaiah 11:2)**

1. The Spirit Upon
2. The Spirit of Wisdom
3. The Spirit of Understanding
4. The Spirit of Counsel
5. The Spirit of Might
6. The Spirit of Knowledge
7. The Spirit of Fear of the lord



- Of all the seven Spirit, four are attached to the mind. Which are 2,3,4, and 5
- God attaches serious importance to the way we think. If the Spirit came upon Jesus so must we.
- What we think affects the flow of the Spirit in us.
- The seven Spirit(s) made Jesus a world changer.

### **Jesus and the Spirit**

- **Isaiah 61:1-2 The Spirit of the Lord GOD is upon me, because the LORD has anointed me to bring good news to the poor; he has sent me to bind up the brokenhearted, to proclaim liberty to the captives, and the opening of the prison to those who are bound; to proclaim the year of the LORD's favor**
  - **Luke 4:18-19 "The Spirit of the Lord is upon me, because he has anointed me to proclaim good news to the poor. He has sent me to proclaim liberty to the captives and recovering of sight to the blind, to set at liberty those who are oppressed, to proclaim the year of the Lord's favor."**
  - **Rev 5:6 And between the throne and the four living creatures and among the elders I saw a Lamb standing, as though it had been slain, with seven horns and with seven eyes, which are the seven spirits of God sent out into all the earth.**
- What was fulfilled in Jesus can be fulfilled in you if you identify with Christ
  - The Lamb had seven horns – complete authority
  - The Lamb had seven eyes – complete oversight
  - The Lamb had seven spirits – unlimited control over the whole earth.
  - You can work together with Jesus to change the world.
  - If Jesus needed to be anointed, we need it more.
  - Jesus did not do ministry without the Spirit. Learn from Jesus!

## YOU PLUS JESUS..

1. You plus Jesus can fulfill your call
2. Jesus is the source of your calling
3. If you take Jesus out, you have already failed
4. Without Him, you have no calling
5. Jesus is changing you to change others
6. Jesus is changing you to change situations
7. You plus Jesus can spread everywhere
8. You plus Jesus can break the grounds
9. You plus Jesus can bring light to the world
10. You plus Jesus can bring hope
11. You plus Jesus can affect the world
12. You plus Jesus can bring positive change
13. You plus Jesus can direct the world
14. You plus Jesus can bring healing to a broken world
15. You plus Jesus can lift up others
16. You plus Jesus and give light to the world

- **Matt. 21:1-3 Now when they drew near to Jerusalem and came to Bethphage, to the Mount of Olives, then Jesus sent two disciples, saying to them, "Go into the village in front of you, and immediately you will find a donkey tied, and a colt with her. Untie them and bring them to me. If anyone says anything to you, you shall say, 'The Lord needs them,' and he will send them at once."**

- Jesus brought change not only to the world, but also to animals
- Jesus used animals!
- Jesus called donkeys to fulfill his ministry

- He warned the Pharisees God can raise children from stones (Matt. 3:9).
- He could use stones if human beings refused to glorify God (Luke 19:40).
- If Jesus used donkeys: His purpose for you goes beyond that of animals (Matt. 21:2).
- Jesus plus you can indeed changer the world.
- Jesus turned Jerusalem upside down
- Jesus changed His world
- Jesus plus you will be crowd pullers
- The story of the two donkeys
- Matt. 21:9 And the crowds that went before him and that followed him were shouting, "Hosanna to the Son of David! Blessed is he who comes in the name of the Lord! Hosanna in the highest!"
- Jesus brought revival to Jerusalem
- If Jesus prepares you, people will ask who you are on your day of manifestation.
- Jesus plus you can affect the crowds
- Matt. 21:10-11 And when he entered Jerusalem, the whole city was stirred up, saying, "Who is this?" And the crowds said, "This is the prophet Jesus, from Nazareth of Galilee."
- Jesus brought changes to the temple
- The temple was used for wrong purposes
- Jesus corrected the wrong use of the temple
- Jesus plus you can bring correct the church and bring revival
  - **Matt. 21:12 And Jesus entered the temple and drove out all who sold and bought in the temple, and he overturned the tables of the money-changers and the seats of those who sold pigeons.**

- **Jesus knew the right purpose for the church**
- **Matt. 21:13 He said to them, "It is written, 'My house shall be called a house of prayer,' but you make it a den of robbers."**
- **Matt. 21:14 And the blind and the lame came to him in the temple, and he healed them.**
- **Matt. 21:15 But when the chief priests and the scribes saw the wonderful things that he did, and the children crying out in the temple, "Hosanna to the Son of David!" they were indignant,**
- **Matt. 21:16 and they said to him, "Do you hear what these are saying?" And Jesus said to them, "Yes; have you never read, "'Out of the mouth of infants and nursing babies you have prepared praise'?"**
- **Matt. 21:17 And leaving them, he went out of the city to Bethany and lodged there.**

### **Faith in Jesus removes mountains**

- **Jesus called you to solve very difficult problems the world is facing**
- **The world has to see what God is doing**
- **Apply faith to change the world**
  - **Matt. 21:20 When the disciples saw it, they marveled, saying, "How did the fig tree wither at once?"**
  - **Matt. 21:21 And Jesus answered them, "Truly, I say to you, if you have faith and do not doubt, you will not only do what has been done to the fig tree, but even if you say to this mountain, 'Be taken up and thrown into the sea,' it will happen.**
  - **Faith has unlimited authority to change the world**
  - **Matt. 21:22 And whatever you ask in prayer, you will receive, if you have faith."**
- **Jesus started preaching to effect change**
  - **Matt. 4:17 From that time Jesus began to preach, saying, "Repent, for the kingdom of heaven is at hand."**

1. **Jesus started calling disciples to make them fishers of men**
  2. **If Jesus has called you, to change the world, He has to make you**
  3. **Remember the Potter and the clay**
    - **Jer. 18:3 So I went down to the potter's house, and there he was working at his wheel.**
    - **Jer. 18:4 And the vessel he was making of clay was spoiled in the potter's hand, and he reworked it into another vessel, as it seemed good to the potter to do.**
    - **Jer. 18:5 Then the word of the LORD came to me:**
    - **Jer. 18:6 "O house of Israel, can I not do with you as this potter has done? declares the LORD. Behold, like the clay in the potter's hand, so are you in my hand, O house of Israel.**
    - **If Jesus can make us, we have to follow Him**
    - **Matt. 4:18 While walking by the Sea of Galilee, he saw two brothers, Simon (who is called Peter) and Andrew his brother, casting a net into the sea, for they were fishermen.**
    - **Matt. 4:19 And he said to them, "Follow me, and I will make you fishers of men."**
- **If Jesus can make us, we have to give Him our full attention**
  - **Our obedience to Christ must be immediate, there should be no procrastination**
  - **For Christ to make you, leave everything esteemed to be precious to you behind.**
    - **Matt. 4:20 Immediately they left their nets and followed him.**

**To initiate your calling, do three things Jesus did:**

1. **Step into it (Jesus went throughout Galilee)**
2. **We have to teach and preach (proclaim) the gospel**

### 3. We have to heal every disease and affliction

- **Matt. 4:23 And he went throughout all Galilee, teaching in their synagogues and proclaiming the gospel of the kingdom and healing every disease and every affliction among the people.**

- Jesus' ministry went beyond Israel even to Syria
- All followed Jesus from everywhere
- If the world see what they need to see in the church, they will come
  - **Matt. 4:24 So his fame spread throughout all Syria, and they brought him all the sick, those afflicted with various diseases and pains, those oppressed by demons, epileptics, and paralytics, and he healed them.**
  - **Matt. 4:25 And great crowds followed him from Galilee and the Decapolis, and from Jerusalem and Judea, and from beyond the Jordan.**

## TURN YOUR WORLD UPSIDE DOWN

Paul and Silas turned their world upside down by fulfilling their call:

- Your calling has to start from a location: it may be remote or not.
- Paul and Barnabas started in a Gentile country. They were first called by the Holy Spirit in the church at Antioch (Acts 13:1-3).
- Now they are moving to the ends of the world.
- You too can start from a remote location or a city. Where you start is immaterial. What matters is obedience.
  - **Act 17:1 Now when they had passed through Amphipolis and Apollonia, they came to Thessalonica, where there was a synagogue of the Jews.**
  - **Act 17:2 And Paul went in, as was his custom, and on three Sabbath days he reasoned with them from the Scriptures,**

- **Act 17:3 explaining and proving that it was necessary for the Christ to suffer and to rise from the dead, and saying, "This Jesus, whom I proclaim to you, is the Christ."**
- **Act 17:4 And some of them were persuaded and joined Paul and Silas, as did a great many of the devout Greeks and not a few of the leading women.**
- **Act 17:5 But the Jews were jealous, and taking some wicked men of the rabble, they formed a mob, set the city in an uproar, and attacked the house of Jason, seeking to bring them out to the crowd.**
- **Act 17:6 And when they could not find them, they dragged Jason and some of the brothers before the city authorities, shouting, "These men who have turned the world upside down have come here also,**

### **Jesus changes the unchanging**

Your calling can do same

- The name Jesus bigger than silver and gold
- Miracles perform in the name Jesus
- Give somebody a helping hand
- Lift somebody by the hand
- After prayer don't sit down
- Let somebody's feet receive strength
- Let somebody's ministry receive strength
  - **Act 3:6 But Peter said, "I have no silver and gold, but what I do have I give to you. In the name of Jesus Christ of Nazareth, rise up and walk!"**
  - **Act 3:7 And he took him by the right hand and raised him up, and immediately his feet and ankles were made strong.**
- What will happen if Jesus is added to your calling
- Apostles filled Jerusalem with Jesus

Your calling can fill your locality and the world at large

- The authorities could not contend against the name Jesus
- Jesus transformed Jerusalem
- Act 5:28 saying, "We strictly charged you not to teach in this name, yet here you have filled Jerusalem with your teaching, and you intend to bring this man's blood upon us."
- Act 5:38 So in the present case I tell you, keep away from these men and let them alone, for if this plan or this undertaking is of man, it will fail;
- Act 5:39 but if it is of God, you will not be able to overthrow them. You might even be found opposing God!" So they took his advice,
- Act 5:40 and when they had called in the apostles, they beat them and charged them not to speak in the name of Jesus and let them go.



## COMMITMENT DEVELOPMENT

Without commitment you cannot never embrace a successful ministry.

- Ministry is commitment!
- Leadership is commitment!
- There can be no leadership without commitment.

### **What is commitment?**

- The state or quality of being dedicated to a cause, or activity. The pastor's commitment to quality; to prayer; to missions; to his calling or his church and family enhances results.

### **What is ministry?**

- The work or vocation (calling) of a minister of the Gospel: Ministers are trained for ministry.

### **Nine Important Factors About Commitment:**

1. Life without commitment is no life
2. Ministry without commitment is no ministry
3. Commitment keeps you moving forward
4. Commitment keeps hope alive
5. Commitment makes you not to give up
6. Commitment makes others follow you
7. Commitment points others to Christ
8. Commitment gives hope to others
9. Commitment keeps ministry alive

## **Ministry Demands Commitment**

- God Demands Total Commitment.
- Ministry demands your full-time devotion.
- In both the Old and New Testament, whoever God called was committed to the call.

## **What happens where people did not show commitment**

- You get negative results
- Negative consequences affect the person involved
- Like Adam, where was he when the devil entered
- Adam didn't show commitment to Eve and God
- God was committed but Adam was not
- Even the devil was committed to his cause
- Adam could have answered the questions asked by the devil who was so committed to let man fall
- The results affected Adam and the generation yet unborn
- Any work without commitment is a burden
- Any ministry without commitment has no future
- Without commitment, it is better not to do or start

## **COMMITMENT IS GOD'S WAY TO DO MINISTRY**

### **NOAH DEVELOPED COMMITMENT**

- Gen. 6:13 And God said to Noah, "I have determined to make an end of all flesh, for the earth is filled with violence through them. Behold, I will destroy them with the earth.

- **Gen. 6:14** Make yourself an ark of gopher wood. Make rooms in the ark and cover it inside and out with pitch.
- **Gen. 6:15** This is how you are to make it: the length of the ark 300 (150 yards) cubits, its breadth 50 (25 yards) cubits, and its height 30 (15 yards) cubits.
- **Gen. 6:16** Make a roof for the ark, and finish it to a cubit above, and set the door of the ark in its side. Make it with lower, second, and third decks.

### **COMMITMENT IS HARD WORK**

- Visualize one man building a boat the size of 4 football fields.
- Making it water proof (pitch) inside out
- Imagine where to get the gopher wood – not common.
- Imagine how to clear the site and make the wood conveyable.
- We read the Scripture without taking the details into consideration.
- Noah did something in his day which very few can do today.
- Just consider the faith he had that God will bring the rains. A today's thinker will ask what will happen if the ark is built and no rains come. That shows the input of Noah's faith.

### **COMMITMENT DEMANDS FAITH**

- Noah took 100yrs to build the Ark
- He never stopped believing the word the of God
- Noah started building the Ark when he was 500yrs
- Gen 5:32 After Noah was 500 years old, Noah fathered Shem, Ham, and Japheth.
- Noah was 600yrs when the waters came
- Gen 7:6 Noah was six hundred years old when the flood of waters came upon the earth.

- In ministry, keep on believing what the LORD told you from the beginning
- Times and situations may change, but commitment will keep you going

## **ABRAHAM DEVELOPED**

Abraham was committed to his Call

- **Gen. 12:1** Now the LORD said to Abram, "Go from your country and your kindred and your father's house to the land that I will show you.
- **Gen. 12:2** And I will make of you a great nation, and I will bless you and make your name great, so that you will be a blessing.
- **Gen. 12:3** I will bless those who bless you, and him who dishonors you I will curse, and in you all the families of the earth shall be blessed."
- **Gen. 12:4** So Abram went, as the LORD had told him, and Lot went with him. Abram was seventy-five years old when he departed from Haran.

## **COMMITMENT DEMANDS PUTTING IN YOUR ALL**

- **Gen. 12:5** And Abram took Sarai his wife, and Lot his brother's son, and all their possessions that they had gathered, and the people that they had acquired in Haran, and they set out to go to the land of Canaan. When they came to the land of Canaan.

## **COMMITMENT IS TESTED BY OPPOSITION**

- **Gen. 12:6** Abram passed through the land to the place at Shechem, to the oak of Moreh. At that time the Canaanites were in the land.

## GOD APPEARS WHEN YOU SHOW COMMITMENT

- **Gen. 12:7** Then the LORD appeared to Abram and said, "To your offspring I will give this land." So he built there an altar to the LORD, who had appeared to him.

## COMMITMENT DEMANDS SACRIFICE

- **Gen. 12:7** Then the LORD appeared to Abram and said, "To your offspring I will give this land." So he built there an altar to the LORD, who had appeared to him.

## COMMITMENT DEMANDS PRESSING ON

- **Gen 12:9** And Abram journeyed on, still going toward the Negeb.
- **Gen 12:10** Now there was a famine in the land. So Abram went down to Egypt to sojourn there, for the famine was severe in the land.

## Commitment Yields Results

- **Gen 13:1** So Abram went up from Egypt, he and his wife and all that he had, and Lot with him, into the Negeb.
- **Gen 13:2** Now Abram was very rich in livestock, in silver, and in gold.

## COMMITMENT NEVER STOPS

- **Gen 13:3** And he journeyed on from the Negeb as far as Bethel to the place where his tent had been at the beginning, between Bethel and Ai,

## COMMITMENT DEMANDS CALLING UPON THE NAME OF THE LORD NOT ONCE

- **Gen 13:4** To the place where he had made an altar at the first. And there Abram called upon the name of the LORD.

## COMMITMENT GUARANTEE RESULTS

- They kept moving until the land could no longer support them

- **Gen 13:5** And Lot, who went with Abram, also had flocks and herds and tents,
- **Gen 13:6** So that the land could not support both of them dwelling together; for their possessions were so great that they could not dwell together.

#### Genuine Commitment Prevents Strife

- **Gen 13:8** Then Abram said to Lot, "Let there be no strife between you and me, and between your herdsmen and my herdsmen, for we are kinsmen.

#### Commitment Prevents Selfishness

- **Gen 13:9** Is not the whole land before you? Separate yourself from me. If you take the left hand, then I will go to the right, or if you take the right hand, then I will go to the left."

#### Lot Lacks Commitment

- Uncommitted people take the easy Way
  - **Gen 13:10** And Lot lifted up his eyes and saw that the Jordan Valley was well watered everywhere like the garden of the LORD, like the land of Egypt, in the direction of Zoar. (This was before the LORD destroyed Sodom and Gomorrah).
  - **Gen 13:11** So Lot chose for himself all the Jordan Valley, and Lot journeyed east. Thus they separated from each other.
- Lack of commitment will make you lose everything

#### LOT LOST EVERYTHING DUE TO LACK OF COMMITMENT

- **Gen. 14:11** So the enemy took all the possessions of Sodom and Gomorrah, and all their provisions, and went their way.

- **Gen. 14:12** They also took Lot, the son of Abram's brother, who was dwelling in Sodom, and his possessions, and went their way.

#### WITH COMMITMENT – YOU CAN GAIN WHAT YOU DON'T HAVE

- **Gen 14:14** When Abram heard that his kinsman had been taken captive, he led forth his trained men, born in his house, 318 of them, and went in pursuit as far as Dan.
- **Gen 14:15** And he divided his forces against them by night, he and his servants, and defeated them and pursued them to Hobah, north of Damascus.
- **Gen 14:16** Then he brought back all the possessions, and also brought back his kinsman Lot with his possessions, and the women and the people.

#### COMMITMENT LEADS TO OPEN DOORS

- It Leads to great men
  - **Gen 14:18** And Melchizedek king of Salem brought out bread and wine. (He was priest of God Most High).

#### COMMITMENT LEADS TO BLESSINGS

- **Gen 14:19** And he blessed him and said, "Blessed be Abram by God Most High, Possessor of heaven and earth.

#### Tithing Is Part of Commitment

- **Gen 14:20** and blessed be God Most High, who has delivered your enemies into your hand!" And Abram gave him a tenth of everything.

#### By commitment, you know your source of wealth

- **Gen 14:21** And the king of Sodom said to Abram, "Give me the persons, but take the goods for yourself."

- **Gen 14:22** But Abram said to the king of Sodom, "I have lifted my hand to the LORD, God Most High, Possessor of heaven and earth, **Gen 14:23** That I would not take a thread or a sandal strap or anything that is yours, lest you should say, 'I have made Abram rich.'

## RESULTS OF COMMITMENT

- God kept revisiting Abraham due to commitment
- God speaks to the committed
- **Gen 13:14** The LORD said to Abram, after Lot had separated from him, "Lift up your eyes and look from the place where you are, northward and southward and eastward and westward.

## COMMITMENT MAKES YOU SEE ALL THE LAND NOT PART OF IT

- Many look, but few see.
- Committed leaders see after looking.
- A leader with commitment sees the entire land, vision or picture.
- You get the whole picture through commitment
  - **Gen 13:15** For all the land that you see I will give to you and to your offspring forever.

## COMMITMENT MAKES YOU CLAIM THE BLESSINGS IN TOTAL

- **Gen 13:16** I will make your offspring as the dust of the earth, so that if one can count the dust of the earth, your offspring also can be counted.

Commitment keeps you walking; you don't get tired

- **Gen 13:17** Arise, walk through the length and the breadth of the land, for I will give it to you."



## ISAAC AND COMMITMENT

Commitment makes you face challenges as they come

- **Gen 26:1** Now there was a famine in the land, besides the former famine that was in the days of Abraham. And Isaac went to Gerar to Abimelech king of the Philistines.

Commitment connects you to god

- **Gen 26:2** And the LORD appeared to him and said, "Do not go down to Egypt; dwell in the land of which I shall tell you.

Commitment is platform for trusting God

- **Gen 26:3** Sojourn in this land, and I will be with you and will bless you, for to you and to your offspring I will give all these lands, and I will establish the oath that I swore to Abraham your father.
- **Gen 26:4** I will multiply your offspring as the stars of heaven and will give to your offspring all these lands. And in your offspring all the nations of the earth shall be blessed,
- **Gen 26:5** because Abraham obeyed my voice and kept my charge, my commandments, my statutes, and my laws."
- **Gen 26:6** So Isaac settled in Gerar.

## ISAAC DEVELOPED CONTINUOUS COMMITMENT

Commitment Makes You Do What Others Will Not Do In Ministry

- **Gen 26:12** And Isaac sowed in that land and reaped in the same year a hundredfold. The LORD blessed him,
- **Gen 26:13** and the man became rich, and gained more and more until he became very wealthy.

Commitment in ministry breeds envy

- **Gen 26:14** He had possessions of flocks and herds and many servants, so that the Philistines envied him.

Commitment breeds obstacles

- **Gen 26:15** (Now the Philistines had stopped and filled with earth all the wells that his father's servants had dug in the days of Abraham his father.)
- **Commitment Makes You Mightier in Ministry**
- **Gen 26:16** And Abimelech said to Isaac, "Go away from us, for you are much mightier than we."

Commitment keeps you forward matching

- **Commitment Makes You Do Again What Is Important In Ministry**
- **Gen 26:18** And Isaac dug again the wells of water that had been dug in the days of Abraham his father, which the Philistines had stopped after the death of Abraham. And he gave them the names that his father had given them.

If you are committed, you keep working while the rest keeping attacking you

- **Gen 26:19** But when Isaac's servants dug in the valley and found there a well of spring water,
- **Gen 26:20** the herdsmen of Gerar quarreled with Isaac's herdsmen, saying, "The water is ours." So he called the name of the well Esek, because they contended with him.

- **Gen 26:21** Then they dug another well, and they quarreled over that also, so he called its name Sitnah.

Show commitment to the end

- **Gen 26:22** And he moved from there and dug another well, and they did not quarrel over it. So he called its name Rehoboth, saying, "For now the LORD has made room for us, and we shall be fruitful in the land."
- **Gen 26:23** From there he went up to Beersheba.
- **Gen 26:24** And the LORD appeared to him the same night and said, "I am the God of Abraham your father. Fear not, for I am with you and will bless you and multiply your offspring for my servant Abraham's sake."
- **Gen 26:25** So he built an altar there and called upon the name of the LORD and pitched his tent there. And there Isaac's servants dug a well.

## **DAVID DEVELOPED COMMITMENT**

You Need the anointing to embrace commitment to ministry

- **1Sam. 16:13** Then Samuel took the horn of oil and anointed him in the midst of his brothers. And the Spirit of the LORD rushed upon David from that day forward. And Samuel rose up and went to Ramah.

Commitment exposes your mission and vision

- **1Sam. 17:28** Now Eliab his eldest brother heard when he spoke to the men. And Eliab's anger was kindled against David, and he said, "Why have you come down? And with whom have you left those few sheep in the wilderness? I know your presumption and the evil of your heart, for you have come down to see the battle."
- **1Sam. 17:29** And David said, "What have I done now? Was it not but a word?"
- Commitment will connect you to the right team
- People far and near will hear you

- You will come across important personalities
  - **1Sam. 17:31** When the words that David spoke were heard, they repeated them before Saul, and he sent for him.

#### Committed people give encouragement

- **1Sam. 17:32** And David said to Saul, "Let no man's heart fail because of him. Your servant will go and fight with this Philistine."
- Commitment will make you face what others are running away from
- **1Sam. 17:33** And Saul said to David, "You are not able to go against this Philistine to fight with him, for you are but a youth, and he has been a man of war from his youth."

#### Committed People Have Testimony

- **1Sam. 17:34** But David said to Saul, "Your servant used to keep sheep for his father. And when there came a lion, or a bear, and took a lamb from the flock,
- **1Sam. 17:35** I went after him and struck him and delivered it out of his mouth. And if he arose against me, I caught him by his beard and struck him and killed him.

#### COMMITTED PEOPLE KNOW WHAT THE LORD CAN DO

- **1Sam. 17:36** Your servant has struck down both lions and bears, and this uncircumcised Philistine shall be like one of them, for he has defied the armies of the living God."
- **1Sam. 17:37** And David said, "The LORD who delivered me from the paw of the lion and from the paw of the bear will deliver me from the hand of this Philistine." And Saul said to David, "Go, and the LORD be with you!"

## OD WILL BRING THE RIGHT TEAM THROUGH COMMITMENT

- **1Sam. 22:1 David departed from there and escaped to the cave of Adullam. And when his brothers and all his father's house heard it, they went down there to him.**
- **1Sam. 22:2 And everyone who was in distress, and everyone who was in debt, and everyone who was bitter in soul, gathered to him. And he became commander over them. And there were with him about four hundred men.**

## JESUS DEVELOPED COMMITMENT

### JESUS: SOURCE OF COMMITMENT

Jesus was born to save us from sins is a total commitment

**Matt. 1:21 She will bear a son, and you shall call his name Jesus, for he will save his people from their sins."**

- Jesus shown commitment to the cause of saving humanity to the end. He did not allow anything to stand between Him and His committed cause.
  - **Matt. 16:21-23 From that time forth began Jesus to shew unto his disciples, how that he must go unto Jerusalem, and suffer many things of the elders and chief priests and scribes, and be killed, and be raised again the third day. Then Peter took him, and began to rebuke him, saying, Be it far from thee, Lord: this shall not be unto thee. But he turned, and said unto Peter, Get thee behind me, Satan: thou art an offence unto me: for thou savourest not the things that be of God, but those that be of men.**

## **HE WAS ANOINTED BY GOD**

- Jesus was anointed to deliver the oppressed, and to destroy the works of the devil. He did that to the end.

**Act 10:38** How God anointed Jesus of Nazareth with the Holy Spirit and with power. He went about doing good and healing all who were oppressed by the devil, for God was with him.

**Luke 4:18 -19** "The Spirit of the Lord is upon me, because he has anointed me to proclaim good news to the poor. He has sent me to proclaim liberty to the captives and recovering of sight to the blind, to set at liberty those who are oppressed, to proclaim the year of the Lord's favor."

Jesus called 12 disciples who remained committed to him

- **Mark 3:13** And he went up on the mountain and called to him those whom he desired, and they came to him.

JESUS Remained Committed To The End

- **John 19:30** When Jesus had received the sour wine, he said, "It is finished," and he bowed his head and gave up his spirit.

**In ministry you are committed to:**

(1) To Preach

- **Mark 3:14** And he appointed twelve (whom he also named apostles) so that they might be with him and he might send them out to preach

(2) To Cast Out Demons

- **Mark 3:15** and have authority to cast out demons.

The disciples were committed to follow Jesus despite the cost

(3) Committed to follow Christ

- **Matt. 4:18-19** While walking by the Sea of Galilee, he saw two brothers, Simon (who is called Peter) and Andrew his brother, casting a net into the sea, for they were fishermen. And he said to them, "Follow me, and I will make you fishers of men."

Leave All

- **Matt. 4:20-22** Immediately they left their nets and followed him. And going on from there he saw two other brothers, James the son of Zebedee and John his brother, in the boat with Zebedee their father, mending their nets, and he called them. Immediately they left the boat and their father and followed him.

(4) Commitment is to go everywhere and minister like Jesus did

- **Matt. 4:23** And he went throughout all Galilee, teaching in their synagogues and proclaiming the gospel of the kingdom and healing every disease and every affliction among the people.

TRAINING IS PART OF COMMITMENT

Jesus trained the 12 and the 72 until they became matured

(5) The 12 Sent

- **Luke 9:1-2** And he called the twelve together and gave them power and authority over all demons and to cure diseases, and he sent them out to proclaim the kingdom of God and to heal.

(6) The 72 Sent

**Luke 10:1** After this the Lord appointed seventy-two others and sent them on ahead of him, two by two, into every town and place where he himself was about to go.

## (7) COMMITTED TO PRAY

Jesus Prayed All Night

- **Luke 6:12** In these days he went out to the mountain to pray, and all night he continued in prayer to God.

The apostles prayed often

- **Act 3:1** Now Peter and John were going up to the temple at the hour of prayer, the ninth hour.

## (8) Waiting is Commitment

- **Luke 24:49** And behold, I am sending the promise of my Father upon you. But stay in the city until you are clothed with power from on high.”
- **Exodus 24:18** And Moses went into the midst of the cloud, and gat him up into the mount: and Moses was in the mount forty days and forty nights.
- **Exodus 34:28** And he was there with the LORD forty days and forty nights; he did neither eat bread, nor drink water. And he wrote upon the tables the words of the covenant, the ten commandments.

## (9) Work is part of commitment

Keep Working Despite Opposition

- **Neh. 6:2-5** Sanballat and Geshem sent to me, saying, "Come and let us meet together at Hakkephirim in the plain of Ono." But they intended to do me harm. And I sent messengers to them, saying, "I am doing a great work and I cannot come down. Why should the work stop while I leave it and come down to you?" And they sent to me four times in this way, and I answered them in the same manner. In the same



way Sanballat for the fifth time sent his servant to me with an open letter in his hand.

(10) Commitment works to the end

- **Neh. 6:15** So the wall was finished on the twenty-fifth day of the month Elul, in fifty-two days.

(11) Committed to be holy

- **1Pet. 1:15-16** But as he who called you is holy, you also be holy in all your conduct, since it is written, "You shall be holy, for I am holy."

(12) Committed to obey

- **Deut. 28:1** "And if you faithfully obey the voice of the LORD your God, being careful to do all his commandments that I command you today, the LORD your God will set you high above all the nations of the earth.
- **Deut. 28:2** And all these blessings shall come upon you and overtake you, if you obey the voice of the LORD your God.
- **John 15:7** If you abide in me, and my words abide in you, ask whatever you wish, and it will be done for you.

## 15 Requirements of Ministry Commitment

1. It demands Pursing to the End
2. It demands following the vision
3. It demands obedience
4. It demands consistency
5. It demands faithfulness
6. It demands wisdom

7. It demands courage
8. It demands able men
9. It demands helpers (Luke 8:1-4)
- 10.It demands able leadership
- 11.It demands faith
- 12.It demands humility
- 13.It demands dying empty
- 14.It demands availability
- 15.It demands grace

### **15 Results of commitment to Ministry**

1. Brings you closer to God
2. God keeps talking to you
3. God keeps walking with you
4. God always proves He is faithful
5. God shows Himself strong in hard times
6. God releases the blessings
7. God becomes your reward
8. God opens your eyes for greater works
9. God honors His word
- 10.God speaks to you
- 11.God keeps you going (You don't get tired)
- 12.God unfolds the vision step by step
- 13.God brings the result
- 14.God makes you excel
- 15.God makes you an achiever

## **20 Obstacles To Ministry Commitment**

1. Sin
2. Comparison
3. Doubt
4. Criticism
5. Laziness
6. Procrastination
7. Lack of vision
8. Not keeping to the original ministry plan
9. Not being a good team player
10. Thinking you can do ministry alone
11. Pride and arrogance
12. Fear
13. Avoiding problem solving situations
14. Showing disrespect to authority
15. Lack of prayer
16. Lack of good communication skills
17. Lack of personal devotional life
18. Relying on previous success
19. Making men your source
20. Immaturity or thinking like a child whilst an adult

## **What You Need To Become Fully Committed To Ministry**

1. You Need The Infilling/Anointing (Acts 1:8; Acts 2:4)
2. You need the baptism of the Spirit (Luke 3:16; Luke 4:18)
3. You need the presence of God (Gen. 39:2-3)

4. You need to meditate and study the Word (Josh. 1:8)
5. You need to observe to do all that the Word requires
6. You need focus not distractions (Luke 22:22)
7. Stop looking around – you lose focus
8. Stop looking inside yourself – you become self-centered
9. Look up to God – you
10. Don't make man your source
11. Pray for God to give you the right team players (Mark 6:12-13)
12. Make Jesus Christ your friend
13. Be industrious and hardworking
14. Stop copying from others
15. Be your own – If God created you an apple, don't be an orange
16. You need absolute life of integrity
17. Stop looking up to others
18. Be your own

## **MINISTRY BRANDING DEVELOPMENT**

Bishop Nii Nai Mensah

### **Branding Defined**

- Branding is a type of product manufactured by a particular company under a particular name: a new brand of soap powder.
- Example of brand name: the firm will market computer software under its own brand
- It takes a long time to build a brand.
- A particular identity or image regarded as an asset: you can still invent your own career, be your own brand.
- An identifying mark burned on livestock or (especially in former times) criminals or slaves with a branding iron.
- The brand on a sheep identifies it as mine (the owner).
- The crown or Trade Mark of a Mercedes Benz identifies it as Benz instead of Toyota.

### **CREATING A BRAND FOR YOUR MINISTRY**

- The surest way to brand your ministry is through the infilling and power of the Holy Spirit.
- A particular and unique way the Holy Spirit uses somebody can create a brand for that person or ministry.

## Man-made Branding

- Ministry motto or emblem can create a brand for that ministry.
- A particular type of outfit a pastor wears can create a brand for his ministry.
- A particular outfit worn by the Youth Ministry, Women's Ministry, Men's Ministry, or Singing Ministry can create a brand for that church.
- Television and Radio ministries can create ministry brands.
- A particular type of calling such as prophetic, healing, teaching, preaching, book writing or singing ministry can create a brand for that person.

## The Holy Spirit easily brands ministries

- The Holy Spirit can create a brand for your ministry by touching the heart of others to connect you to high profile people.

A dreamer told Pharaoh about Joseph

- **Gen 41:9** Then spake the chief butler unto Pharaoh, saying, I do remember my faults this day:
- **Gen 41:10** Pharaoh was wroth with his servants, and put me in ward in the captain of the guard's house, *both* me and the chief baker:
- **Gen 41:12** And *there was* there with us a young man, an Hebrew, servant to the captain of the guard; and we told him, and he interpreted to us our dreams; to each man according to his dream he did interpret.
- **Gen 41:13** And it came to pass, as he interpreted to us, so it was; me he restored unto mine office, and him he hanged.

- Dream interpretation was a brand for Joseph's ministry.

### **Barnabas recommended Paul to the apostles in Jerusalem**

- **Acts 9:27** But Barnabas took him, and brought *him* to the apostles, and declared unto them how he had seen the Lord in the way, and that he had spoken to him, and how he had preached boldly at Damascus in the name of Jesus.
- Jesus did nothing until the Holy Spirit came upon Him.
- The Holy Spirit announced the person and ministry of Jesus Christ.
- Through the Holy Spirit, the fame of Jesus spread through all the region round about.
  - **Luke 4:14** And Jesus returned in the power of the Spirit into Galilee: and there went out a fame of him through all the region round about.
  - **Luke 4:15** And he taught in their synagogues, being glorified of all.
- The Holy Spirit is the master brand of ministry.

### **What Brands A Ministry – Other Factors**

- Teaching branded the ministry of Jesus.
- Luke 4:15 And he taught in their synagogues, being glorified of all.
- The Anointing creates branding for ministry

### **It was the anointing which transformed the ministry of David**

- **1Sam. 16:13** Then Samuel took the horn of oil, and anointed him in the midst of his brethren: and the Spirit of the LORD came upon David from that day forward. So Samuel rose up, and went to Ramah.

### **Wisdom or Skill brands a ministry**

- Music and playing the harp branded the ministry of David. This connected David to the house of Saul.
  - **1Sam. 16:18** Then answered one of the servants, and said, Behold, I have seen a son of Jesse the Bethlehemite, *that is cunning in playing, and a mighty valiant man, and a man of war, and prudent in matters, and a comely person, and the LORD is with him.*
  - **1Sam. 16:19** Wherefore Saul sent messengers unto Jesse, and said, Send me David thy son, which *is with the sheep.*

### **Miracles create branding- the Apostles**

- Anointing makes the church and Christ known
- Anointing should point the audience to Christ.
- The Holy Spirit branded the ministry of the Apostles and brought several people from far and near to be touched by God's power.
  - **Acts 5:12** And by the hands of the apostles were many signs and wonders wrought among the people; (and they were all with one accord in Solomon's porch.
  - **Acts 5:13** And of the rest durst no man join himself to them: but the people magnified them.
  - **Acts 5:14** And believers were the more added to the Lord, multitudes both of men and women.)
  - **Acts 5:15** Insomuch that they brought forth the sick into the streets, and laid *them* on beds and couches, that at the least the shadow of Peter passing by might overshadow some of them.
  - **Acts 5:16** There came also a multitude *out* of the cities round about unto Jerusalem, bringing sick folks, and them which were vexed with unclean spirits: and they were healed everyone.



## **Name Branding**

- “There is something in a name and whether you like it or not your own name brings out certain images in the minds of people.” Albert Ocran
- Your reputation is in your name
- Reputation is the beliefs or opinions that are generally held about someone. It could be good or bad opinions.
- You build a reputation for having done or achieve something, which could be good or bad.
- A person with good reputation is held in high esteem and respect. And a person with bad reputation is dishonored by society and famous for his bad deeds.
- Your reputation is an important part of your identity.
- You need referees who know you personally to recommend you when you apply for a job or any business contract.

## **Saul’s servants recommended David**

- David had been alone in a remote desert place playing the harp with the sheep as his audience.
- David was not discouraged by the conditions and situation he found himself.
- It’s just like pastor stationed in a remote village to pastor an unknown church.
- Just as David stood before king Saul, you will equally stand before the President one day if you don’t give up.
- People are watching you but you never know.
- 1Sam. 16:17-18 And Saul said unto his servants, Provide me now a man that can play well, and bring *him* to me. Then answered one of the servants, and

said, Behold, I have seen a son of Jesse the Bethlehemite, *that is* cunning in playing, and a mighty valiant man, and a man of war, and prudent in matters, and a comely person, and the LORD *is* with him.

- Pastor that church to the best of your ability and your ministry will bring you out from wherever you are located in due season.
- David played to the best of his ability and was rewarded with the opportunity to play before the king.

### **Benefits of Name Branding**

- A servant of the king mentioned his name.
  - **Prov. 22:29 Seest thou a man diligent in his business? he shall stand before kings; he shall not stand before mean men.**
- Maintain a good name in ministry and do what you have to do for some unseen eye would be watching you
  - **Prov. 22:1 A good name is rather to be chosen than great riches, and loving favor rather than silver and gold.**
- Your good name will enhance your reputation and add value to your life and ministry.
- The butler mentioned Joseph before Pharaoh who was needed to interpret the dream.
- After Joseph had interpreted the dream, his situation changed. He received the highest reward of the land. He became second in command after Pharaoh.
- Good name adds value to your life and brings income.
  - **Gen 41:37-42 The king and his officials approved this plan, and he said to them, "We will never find a better man than Joseph, a man who has God's spirit in him." The king said to Joseph, "God has shown you all this, so it is obvious that you have greater wisdom and insight than anyone else. I will**

put you in charge of my country, and all my people will obey your orders. Your authority will be second only to mine. I now appoint you governor over all Egypt.” The king removed from his finger the ring engraved with the royal seal and put it on Joseph's finger. He put a fine linen robe on him, and placed a gold chain around his neck.

- Gen 41:43-44 He gave him the second royal chariot to ride in, and his guard of honor went ahead of him and cried out, "Make way! Make way!" And so Joseph was appointed governor over all Egypt. The king said to him, "I am the king---and no one in all Egypt shall so much as lift a hand or a foot without your permission."
- Name branding can change your situation.
- Name branding removes from prison to prominent positions.
- One day, what you have been doing always with joy will change your situation just as Joseph’s position was changed.
  - Gen 41:9-14 Then spake the chief butler unto Pharaoh, saying, I do remember my faults this day: Pharaoh was wroth with his servants, and put me in ward in the captain of the guard's house, *both* me and the chief baker: And we dreamed a dream in one night, I and he; we dreamed each man according to the interpretation of his dream. And *there was* there with us a young man, an Hebrew, servant to the captain of the guard; and we told him, and he interpreted to us our dreams; to each man according to his dream he did interpret. And it came to pass, as he interpreted to us, so it was; me he restored unto mine office, and him he hanged. Then Pharaoh sent and called Joseph, and they brought him hastily out of the dungeon: and he shaved *himself*, and changed his raiment, and came in unto Pharaoh.

## How to Build a Ministry Brand or Name

- Stay committed to what you know
  - The young man who recommended David to the service of the king knew David could perform. His word to the king was on the line.
- Keep the right company.

- Keep away from people who do not share your vision. Vision killers are still working.
- Give your best to less significant roles.
  - It is not by chance that you are doing what you are doing today. It may be a rehearsal of what you would do tomorrow.
- Stay with consistency.
  - Let your words match your actions. Be a man of who you claim you are.
  - And keep on doing what you believe God has called you to do. Don't copy from others what God has not called you to do.

### **MANAGE YOUR SELF-IMAGE OR BRAND NAME OR REPUTATION**

- Don't throw to the gutters what you have taken years to build.
- Don't be like Esau who for the sake of today threw away his right as first-born son.
- Protect your reputation for that is your goodwill.
- If you want recognition, strife hard to build your brand name.
  - **Gen. 25:30-34** And Esau said to Jacob, Feed me, I pray thee, with that same red *pottage*; for I *am* faint: therefore was his name called Edom. And Jacob said, Sell me this day thy birthright. And Esau said, Behold, I *am* at the point to die: and what profit shall this birthright do to me? And Jacob said, Swear to me this day; and he swore unto him: and he sold his birthright unto Jacob. Then Jacob gave Esau bread and pottage of lentils; and he did eat and drink, and rose up, and went his way: thus Esau despised *his* birthright.

### **STAY AHEAD – Source Albert Ocran**

- To stay ahead in church, business or any venture depends upon your customer/church member. “There is only one boss – the customer,” says Sam Walton. Identifying your customer and meeting their needs faster will make you stay ahead of the rest.

- Churches which deliver exceptional love for new converts are thriving. The rise and fall of any church depends upon the ability or inability to respond to the needs of the congregation.
- Church ushers, leaders and pastors should respond quickly to the concerns raised by members. Treating them shabbily can result in potential members leaving the church.
- The Bible is often referred to as the greatest management book of all time. It has a lot to say about leadership, finance, business, personal development, ministry development, and investment among others.

### **THE QUEEN OF SHEBA (2Chron. 9:1-9, 12)**

- The visit of the Queen of Sheba to king Solomon sheds a detailed understanding of how churches and other organizations can receive and treat their members/customers with curtesy and respect. And how church members/customers can leave with good report about the church.
- Exceptional customer service and handling church members is a timeless principle, and is relevant in today's world as it was it the days of king Solomon.

### **THE COMING OF THE QUEN OF SHEBA**

The Queen of Sheba heard about the exploits of king Solomon and travelled a long way to pay him a visit.

- **2Chron. 9:1** And when the queen of Sheba heard of the fame of Solomon, she came to prove Solomon with hard questions at Jerusalem, with a very great company, and camels that bare spices, and gold in abundance, and precious stones: and when she was come to Solomon, she communed with him of all that was in her heart.
- **2Chron. 9:2** And Solomon told her all her questions: and there was nothing hid from Solomon which he told her not.
- **2Chron. 9:3** And when the queen of Sheba had seen the wisdom of Solomon, and the house that he had built,

- **2Chron. 9:4** And the meat of his table, and the sitting of his servants, and the attendance of his ministers, and their apparel; his cupbearers also, and their apparel; and his ascent by which he went up into the house of the LORD; there was no more spirit in her.
- **2Chron. 9:5** And she said to the king, *It was* a true report which I heard in mine own land of thine acts, and of thy wisdom:
- **2Chron. 9:6** Howbeit I believed not their words, until I came, and mine eyes had seen *it*: and, behold, the one half of the greatness of thy wisdom was not told me: *for* thou exceedest the fame that I heard.
- **2Chron. 9:7** Happy *are* thy men, and happy *are* these thy servants, which stand continually before thee, and hear thy wisdom.
- **2Chron. 9:8** Blessed be the LORD thy God, which delighted in thee to set thee on his throne, *to be* king for the LORD thy God: because thy God loved Israel, to establish them forever, therefore made he thee king over them, to do judgment and justice.
- **2Chron. 9:9** And she gave the king an hundred and twenty talents of gold, and of spices great abundance, and precious stones: neither was there any such spice as the queen of Sheba gave king Solomon.
- **2Chron. 9:10** And the servants also of Hiram, and the servants of Solomon, which brought gold from Ophir, brought algum trees and precious stones.
- **2Chron. 9:11** And the king made *of* the algum trees terraces to the house of the LORD, and to the king's palace, and harps and psalteries for singers: and there were none such seen before in the land of Judah.
- **2Chron. 9:12** And king Solomon gave to the queen of Sheba all her desire, whatsoever she asked, beside *that* which she had brought unto the king. So she turned, and went away to her own land, she and her servants.

### View of Albert Ocran

- Solomon is the CEO and the Queen of Sheba is the customer. She heard about the exploits of king Solomon and decided to pay him a visit. The Queen was impressed by what she saw and was captivated by the service and answers Solomon gave her.

- At the end of her verdict she gave an overwhelming positive verdict and described Solomon's "consultancy" as far exceeding her expectations.

## WHO IS QUEEN OF SHEBA?

1. "It is not the employer who pays the wages. Employers only handle the money. It is the customer who pays the wages." – Henry Ford
2. "A satisfied customer is the best business strategy of all." – Michael LeBoeuf
3. In this scenario, it's the church members who pay the bills of the church and not the church. They deserve to be accorded with the highest form of respect and civility. They are the number one asset and not the pastor.
4. Facebook has over one billion subscribers – 552 million daily active users on average. The site has over 300 million photos uploaded daily. There are over 100 billion friendships on the network. If Facebook were to be a country, it would be the 3<sup>rd</sup> largest after China and India. This alone shows how powerful an organization can be with solid customer base. Same applies to a church.
5. Who is the customer/church member? He is recipient of a good service. This simply implies that your customer is anyone who experiences your services and also has the ability to elsewhere if dissatisfied.
6. "My Customer, My World! The same holds true for the church member being the world of the church. Without church members, there is no church. The purpose of the church is to create and win customers. When the church does this more, it will be around tomorrow to do it some more.
7. "Do what you do so well that they will want to see it again and bring their friends." Walt Disney
8. The church would have to identify and know her customers (church members), and what they need so they can serve them well. "The first step in exceeding your customer's expectations is to know those expectations." Roy H. Williams.

9. The broadcast language, location, slogan, or even the kind of presenters a radio station hires, will automatically determine who listens to their programs. A church which has a vision of targeting the youth needs internet facility, power point projections of messages and songs, an English-speaking environment among others.
10. If the church member is that important, then his or her needs must be taken into consideration in every major decision that governs the church. Everything must aim ensuring the satisfaction of church members.
11. This means listen to what the church members are saying instead of what you believe to be their need. “This may seem simple, but you need to give customers/church members what they want, not what you think they want. And if you keep doing this, people will keep coming back.” – John Ihhan

## **THE GLOBAL CUSTOMER**

- Today, an organization’s sales and fortunes can be rapidly influenced by millions of people who do not reside in the same geographical jurisdiction. As a pastor, channeling your messages through Facebook, WhatsApp among others would make you meet the needs of your global customers.
- The world is becoming more social with over a billion people patronizing the internet. Churches need to take advantage of this windfall gain.
- Whilst your church may be operating in a small country, you may have a following across the world and in remotest parts of the globe. Your customer size is no longer restricted to your immediate environs. The various online platforms have given you customers who are over 20,000 kilometers away.



### **SHEBA IN THE CHURCH – Source: Albert Ocran**

1. This concept of excellent customer service could also be applicable to churches and other non-profit organizations. The pastor, bishop or leader of the church can represent king Solomon. Just as Queen of Sheba visited Solomon, and described her experience afterwards, people visit the church every week.
2. Churches need eyes to identify the right customer, and more importantly, provide appropriate service to them. The church needs to know where to identify customers and provide relevant services to them. Bill boards may work for some, radio could be appropriate for others while some may be found through social media.
3. Your message must be about the customers and not company's mission and strategic objectives. Your message must have a bearing on something the customer cares about and or is interested in.
4. Give gifts to customers or first-time church visitors. Selecting the right gift or approach requires creativity and understanding of the church member's experience.
5. Use church members' complaints as basis for correction. You may be better off knowing what is wrong rather than staying uninformed. To benefit from customer or church members' complaints, there should be a mechanism of receiving feedback such as suggestion box or annual forum.

### **SHEBA WILL HEAR Credit – Albert Ocran**

#### **BRANDING**

1. Somewhere in the world today, your name or that of your business, church or NGO will come up. The Queen of Sheba had a great customer experience visiting king Solomon but it all started with awareness.
2. There is a great value in creating brand awareness within the society. The point is, whether you create it or not, there is a sense of awareness about you. If you have any sort of customers using your products, you are already, you are ahead of the game.

3. Promoting your services should be one of the most important that your organization must seek to do. The first thing people do when they hear about you is to go to the internet. They expect to find information there that will help them make an informed judgment about the organization and its services.
4. If you watch TV at an average time of 4hours a day, that is equivalent of 2 months non-stop. At 65, the person might have spent 9years glued to TV watching. Branding your ministry through TV watching is very effective.
5. Also 294 billion emails are sent and received; 172 million people visit Facebook; 2 million blog posts are written; 40 million visit Twitter; while 22 million visit LinkedIn. In all, 4.7 billion minutes are spent on Facebook every day; 532 million statuses are updated; 250 million photos are uploaded while 864,000 hours of video are uploaded onto YouTube.
6. Anyone who chooses to ignore online platforms and social media must additionally note that 66% (2out of 3) of online adults are on one of more social media platforms. 50% of social media users check their favorite network every morning. These are all really compelling reasons to fully integrate various communication channels especially social media into your planning especially as you project into the future of your organization.

### **WHO DO MEN SAY I AM?**

- Jesus Christ who lived a perfect life called His disciples to Him one day and enquired about public perception.
- **Matt. 16:13-15 When Jesus came into the coasts of Caesarea Philippi, he asked his disciples, saying, Whom do men say that I the Son of man am? And they said, Some say that thou art John the Baptist: some, Elias; and others, Jeremias, or one of the prophets. He saith unto them, But whom say ye that I am?**

- Jesus Christ was personally interested in the public perception about His personal brand and ministry; He personally went out of His way to find out about the details. That is an active interest.
- Why is the way you brand your ministry and perception so important? Being aware of how effective your branding is helps you make the necessary changes. It's common to hear people say a particular pastor, CEO, politician or public figure is arrogant or unfriendly. This may be mis-conception or something deliberately fueled by opposing forces.
- Whether you are aware or not, your actions and that of your organization is consistently affirming or contradicting a certain perception about you. When you receive a positive feedback, it also assures you that you are doing something right and should therefore invest more time in the same thing.
- When your brand is appealing, it means people are getting your message correctly and winning your target audience. It encourages you to work harder.

### **WHO DO YOU SAY I AM? Source: Albert Ocran**

- Jesus after assessing the perception of the outsiders turned to internal perception of His brand. He turned to His own trusted lieutenants with the same question. The answer from Simon Peter, “You are Christ, the Son of the Living God.” One of the important links of your communication chain is your internal customers.
- The internal customers are members of your team who are supposed to be the ones who are promoting the brand to outsiders. If they themselves do not believe in your brand name, you are doomed.
- If an insider of your team describes the leadership of the church brand as too arrogant to listen to a mere a nonentity like him to a potential customer or outsider. In such few words, this unsuspecting guy had done significant damage to the church brand or leadership which would be difficult to repair. This kind of scenario happens every day to team players who are grumpy and insensitive.

- As a leader, you may be surprised that very few of your team players know your mission and are willing to sell the brand to outsiders. Train, develop and orient your team until they align their thoughts and attitudes with the brand promise.

### **SHEBA WILL COME – Source: Albert Ocran**

2Chron. 9:3 And when the queen of Sheba had seen the wisdom of Solomon, the house that he had built,

1. Sheba represents the new church member, existing church members or customers of the organization. They have their experiences and observations. The Queen of Sheba came and she saw the wisdom of Solomon and the house that he had built.
2. Every day or week, Queen of Sheba walks into our offices and churches, directly or indirectly for the first time. And what do they see?
3. It takes less than seven seconds for customers and new church members to take decisions. Every encounter from church halls, outside church halls, how ushers handle new entrants, every encounter from the pastor to the ordinary church member can either help to destroy to build or build to destroy.
4. Every church or organization has got to make a positive first impression. If the first impression is handled well, the customer or the new visitor is likely to be maintained.

### **Am I in the right place?**

1. The first question normally in the minds of new entrants in the church is whether or not they are in the right place. There are things that make a person feel a sense of connection.
2. Your Queen of Sheba can arrive and immediately realize that she is at the wrong place due to what she will see. Taking two churches for

instance, depending upon the new entrant's preferences, it is likely that one of them appeals much more than the other.

3. Consider these two churches – A and B
4. Church “A” has extensive and highly expressive worship service in the Ghanaian local dialect. Worship time varies from 3 to 6 hours depending upon how things go. Spiritual atmosphere bask in almost non-stop dancing, praise and worship before closing.
5. Church “B” advertises order of service in advance and conducts every aspect of the service with punctuality and precision. The service is always conducted in English. The speaker with the help of power point presentation and the service is normally streamed online.
6. Each of the two churches (A and B) offers a unique worship experience. None of them is essentially better than the other but you can almost profile the category of people who are likely to prefer each option.
7. Depending upon Sheba's personality, she would feel uncomfortable in one but very much at home in the other. What happens if these churches are located at the same place?

## **AVOID BRAND CONFUSION**

- As a church know exactly who your target audience are. Never try to target everyone, it brings confusion. Don't be ignorant about your exact target market. Avoid confusing your customers by trying to attract opposed groups.
- Let the church know exactly who your target audience are; whether college students, professionals, literates, illiterates, elderly widows, young graduates, youth conferences and making it more attractive to university students among others. Mixing them all together breeds confusion. Some will come alright but will not be satisfied.
- When you confuse your brand positioning, you may end up losing everyone. The key for targeting is to provide different strokes for different folks.

- Queen Sheba's curiosity makes her notice things that service providers, hosts, churches and regular customers take for granted. Visitors and first timers tend to be generally more sensitive and observant of every detail of the service experience.
- They may have heard of you and come all the way but the main objective is to check out the real situation. The first time you go somewhere you've heard so much about, you want to capture every single moment with your camera, smart phone or tablet.
- Visitors often ask their hosts several questions in a bid to better understand everything. An exceptional church or organization must anticipate this and provide opportunity for Sheba's questions to be answered.

### **SHEBA'S VISUAL EXPERIENCE**

- Queen Sheba is very attentive and concerned about details. When she walks into a shop or church, she does not only look at the products, she also examines the surroundings, and everything else associated with the service experience.
- In a church setting, Sheba's worship experience is not entirely restricted to the sermon alone. There are other broad themes that captures her attention. Things that go a long way to augment the service. Ignoring them can be very costly and lose other customers. It can obscure the beauty of the service and the environment.

2Chron. 9:3-4 And when the queen of Sheba had seen the wisdom of Solomon, the house that he had built, the food of his table, the seating of his officials, and the attendance of his servants, and their clothing, his cupbearers, and their clothing, and his burnt offerings that he offered at the house of the LORD, there was no more breath in her.

## COMPETENCE

- Your service organization or church has a main product or brand promise that people come out to inspect. While several other things may be important, the foundation of service success is to deliver the main brand promise.
- Queen Sheba heard about the wisdom of Solomon and that is what she travelled all the way to see. 2Chron. 9:2 confirms that she was not disappointed, “So Solomon answered all her questions; there was nothing so difficult that he could not answer it to her.
- A pastor desirous of building a great church must master the delivery of the sermon and other related aspects of ministry because that is the main thing that attracts people to the church.
- A person who goes to the barbering shop pays for haircut. That is the wisdom or the main brand and the shop must get its act right in that department first before proceeding to provide all the other supporting services.
- Endeavor to be so good at what you do that anyone who experiences your services will confirm that you are excellent in your core business. For this to happen, you must know your core competence and use it as business development strategy. Messi plays football, Michael Phelps swims, and boxing remains the forte of Floyd Mayweather Jr. Leverage on your core values and that will make your church or business successful.
- When competition is high, the best way to outpace your competitors is to build on your core values.
- Jesus Christ had His core competence: preaching, teaching, healing and casting out demons among others. The apostles had their core competence: preaching, teaching, wrote the New Testament, healing and planting churches.
- As a pastor, major on your core competence: prayer, preaching, teaching, healing, counseling, planting churches, writing gospel literature, training leaders and destroying the works of the devil among others.
- Core competence is simply what you or your church can do well. It’s something which provide consumer benefits. It’s something which

competitors find it difficult to imitate. It gives church members reason to support the ministry.

- Physical infrastructure: apart from the core competence, one of the first things Sheba looks at is the physical infrastructure, the architecture of the building, the location among others she regards as part of the service. As she gets closer, the state of maintenance of the structures, cleanliness, the painting and the decoration all catch the attention. Availability of toilet facilities, comfortable chairs, disability access, audio-visual complements, room temperature and ventilation all come under this category.
- Logistics and supplies count. When Sheba admired the food on Solomon's table, she was endorsing an elaborate arrangement that seems to have everything covered.
- Protocol and order. Another thing that enthralled Sheba was the seating of the servants. Protocol and order are essential for effective service delivery. The orderly way of serving a church member or customer is very important.
- Professionalism and expertise. The availability of experts in various fields and their level of professionalism can make or break any church. Solomon's court had ministers, waiters, cupbearers and others who all seemed to know what to do to make things work. While many focus on the preaching of the sermon as pivot around which churches revolve, research has proven that availability of diverse and well-resourced ministries of service is a key to customer retention.
- Appearance and dressing. Sheba paid attention to the apparel of Solomon's waiters and cupbearers. This confirms that your service cannot meet the full of professionalism if your appearance and personality management falls short of the requirements of your role. Most service functions or responsibilities have their preferred dress codes.

### **SHEBA WILL JUDGE – Source: Albert Ocran**

The customer's verdict.

2Chron. 9:5-6 And she said to the king, "The report was true that I heard in my own land of your words and of your wisdom, but I did not believe the



reports until I came and my own eyes had seen it. And behold, half the greatness of your wisdom was not told me; you surpass the report that I heard.

- After all the hype, FM announcements, handbills, posters, and personal invitations, when a person finally gets to experience your product or church service or event, they will make up their mind about whether it was worth their value. Even when you don't advertise your product or service, a customer who tries it will give a verdict.
- The basis of the customer's verdict is their own expectation. This may be informed by what was advertised, or what others may have said or the customer's own assumption. There are three possible verdicts: (1) Equaled expectation; (2) Below expectation (3) Exceeding expectation.
- NO MORE SPIRIT: After Queen of Sheba had seen the entire range of Solomon's service offering, "there was no spirit in her." This speaks of a client who is overwhelmed by a service experience.
- Receiving Sheba with a smile; positive attitude; right posture; keep smiling; maintain eye contact; mention customers' names; shake hands; give them your undivided attention; go the extra-one mile; appreciate and thank them.

### **SHEBA WILL TELL – Source: Albert Ocran**

- Sheba has a story. Customers of churches, NGOs, businesses and other service organizations always have interesting stories to tell. In using your church, people go through varied experiences ranging from the very pleasant to the most embarrassing. Sheba wants to share her testimony or verdict about your services.
- Sheba had the channels; Sheba will tell the world; Shaba connects to other Shebas; Sheba can make or break you; satisfied customers tend to stay and tell their stories to other customers; Sheba rewarded Solomon (2Chron. 9:9).

### **SHEBA IN THE 21<sup>ST</sup> CENTURY – Source: Albert Ocran**

Shaw and Ivents exclaim, “71% of businesses believe that customer experience is the next corporate battleground.”

1. Without the customer you simply have no business or church.
2. Your customer has the option of choosing another service provider.
3. Your customer is far more informed about your business or church, the competition and alternative offers than you think.
4. The five key pillars of customer engagement are awareness, decision, experience, verdict and references.
5. The 21<sup>st</sup> century customer is more difficult to please.
6. Customers compare the services they receive from you to what is available elsewhere.
7. Technology and new media have made it possible for information to go round the world in seconds.
8. You never get a second chance to make a good first impression.
9. People form several conclusions within the first seven seconds they meet you.
10. Deterioration of service is often gradual, silent and without fanfare.
11. Organizations seeking to succeed must have the habit of seeking customer feedback.
12. Your competitors are consistently strategizing about how to grab your favorite customers.
13. Complacency is the first step to failure in service delivery. If you are good today, don't assume that the standard will always be gold-level.
14. Actively listening to the concerns of your customers, waiting or asking questions as they speak communicates respect and helps you get authentic feedback.
15. You can have an excellent product or message (core competence) and yet lose clients because of six ancillary service you could easily take for granted.
16. For every customer who bothers to complain, 26 other customers remain silent. Source: Lee Resource Inc.

17.1% cut in customer service problems could generate an extra 16 million Pounds in profits for a medium sized company for over five years.

18.91% of unhappy customers will not willingly do business with you again.  
Source: Lee Resource Inc.

19.70% of complaining customers will do business with you again if you resolve the complaint in their favor. Source: Lee Resource Inc.

20.95% of complaining customers will do business with you again if you resolve the complaint instantly. Source: Lee Resource Inc.

## **PLANNING DEVELOPMENT THE PLANNER'S PLANS**

“If you fail to plan, you plan to fail” (Anon).

### **LEADERS AND PLANNING**

Factors considered:

1. Planning in leadership: [1Chronicles 29: 1-5]
2. Transparency in planning: [1 Chronicles 29: 6-9]
3. Alternatives in planning
4. People in planning: [1 Kings 5:13-18]
5. Agreement in planning: [1 Kings 6:2-3]
6. Accuracy in planning - right dimensions
7. Precision in planning: [1 Kings 6:7]
8. Compact in planning - not square pegs in round holes

Excellency in planning: 1 Kings 6:21-22

House, Cherubims and altar overlaid with pure gold: [1 Kings 6:28, 30]

Flours, doors, overlaid with pure gold - within and without: [1 Kings 6:32]

Planning to succeed leads to success in planning: [1 Kings 6:37-38]

Desired outcome

It took seven years yet that never discouraged King Solomon from reaching his goal. Careful planning, determination inspired him to the end.

### **STRATEGIC PLANNING** Credit – John Maxwell

Failing to plan is a plan to fail

“Give me wisdom and knowledge, that I may lead this people. For who is able to govern this great people of yours?” 2Chron. 1:10.

- The key to great planning is focus. Solomon did not ask for great riches, or fame for himself, but rather wisdom so he could lead God’s people. Solomon

demonstrated a key aspect of leadership: knowing where you want to go before asking others to follow you.

- Once your organizational and personal mission is defined, the methods become easier to clarify as well. All great human endeavors have included a God-factor and a leadership factor. God has given us mission, that requires planning on our part as leaders.

### **Biblical examples of Planning**

God did it...

“Have you not heard? Long ago I did it, from ancient times I planned it. Now I have brought it to pass” Isaiah 37:26.

Noah did it...

Noah received explicit instructions from God to build the ark. God gave detailed measurements to Noah, and he was faithful to carry out the long-range plan. He finished the construction of the ark exactly as God told him – in 120 years. The ark was built so well that it withstood 40 days of torrential rain, and then it floated a solid year as the floods subsided.

Nehemiah did it...

The long-range plan of Nehemiah was to see the wall of Jerusalem rebuilt. He visualized the completion of the wall, and then begun plans for its construction. The wall was completed in 52 days because each family was assigned a certain portion of the wall to build. He planned and organized the project with excellence.

David did it...

The long-range plan of David was to build a Temple (1Sam. 7). God did not allow David to build it because of his association with war (2Kings 5:2-23). However, when Solomon was chosen to succeed him, David handed Solomon the complete plan for the Temple and a list of materials on hand. After 7 years of construction, the Temple was completed, and the long-range plan of David was fulfilled.

Jesus told parables about it...

We often fail to notice that Jesus spoke about the necessity of planning and strategy frequently. In two of His parables, He explained how foolish it is to neglect planning.

1. The Wise and Foolish builder (Matt. 7:24-27).
2. The builder counting the cost (Luke 14:28-30).
3. The king planning for battle (Luke 14:31-32).
4. The unjust steward (Luke 16:1-8).

### **Steps to effective strategic planning**

#### **1. PLAN TO PLAN**

A frequent mistakes churches make is the failure to follow this step. A certain amount of time and energy must be allotted in the weekly agenda for the planning process.

Everyone feels strategic planning is important, but we often feel we are wasting time when we take long hours to do it. The opposite is usually true.

#### **2. DETERMINE YOUR PRIMARY PURPOSE**

This involves big picture perspective. Before you can decide on daily agenda, you must determine which goal you want to achieve. Strategic planning (long term) and operational planning (short term) both flow out of the answers to these questions: Why do we exist? What are we trying to accomplish?

#### **3. ACCESS THE SITUATION**

A plan for the future based upon unrealistic view of the present will lead to disaster. One way to verify that we are seeing the situation clearly is to look at it from different angles. Listed below are four angles to consider when assessing your situation:

#### 4. ANGELS OF ASSESSMENT

##### a. Inside the organization

Inside the organization, what are you doing from the perspective of those you work with?

##### b. Outside the organization

Outside the organization, what are you doing from the perspective of someone who does not know your strategy?

##### c. Current point of view

Current point of view, what does your situation look like from where you are now?

##### d. Future point of view

How does your situation look months or years from now? What trends are developing?

#### 5. PROPOSE THE NEEDS

List team goals in the order of importance and priority. Results are left to chance when needs are not prioritized. More often than not, the easiest things will get done, but the important things will not. We tend to do the urgent things but not the important. When the ultimate mission is neglected, we become slaves to the immediate.

#### 6. ASK THE RIGHT QUESTIONS

Target: when are we trying to serve and what needs are we meeting?

Leadership: Do we have the right people at the top to accomplish our goals?

Counsel: Whose advice do we need in order to succeed?

Direction: Exactly what are we going to do short-range, mid-range and long-rang

## 7. SET SPECIFIC GOALS

- a. **Written:** Write out on paper what you want to accomplish. It would serve as a daily reminder of what should be completed next.
- b. **Realistic:** Set goals you can reach. We need to remember that a goal is only worthwhile if it is completed.
- c. **Personal:** Personal goals inspire and motivate you. They need to connect at the heart level and move you to act.
- d. **Specific:** A general plan may be easy to formulate, but objectives are easier to define when the goal is specific.
- e. **Measurable:** A measurable goal is important because it allows you to evaluate how well you are doing.
- f. **Convictional:** You must be convinced of the worthiness of your goals. Only then would you invest in them.

## 8. COMMUNICATION AND CLARITY

Communication is sharing the vision of the objective that is to be accomplished. Clarification is showing the steps that need to be followed. This does not mean specifically telling someone what to do, but instead giving him or her guidelines for completing the goal. Every planning should include the items below:

- Written conclusion
- Ministry list
- Time-line
- Resources
- Next steps – action steps
- Responsibility – ministry leaders

## 9. IDENTIFY POSSIBLE OBSTACLES

The next step is to identify possible challenges. Think of obstacles that might occur so you can develop ways to overcome them. Imagine the impossible (worse-case scenario) and how you would respond. When you take your time to plan, it will take less time to execute.

“The next steps.” Determine the immediate action you must take to accomplish your goal. This is the most important result of any meeting.



## 10.HAVE AN OPEN SYSTEM OF PLANNING

Leaders must have an open system approach to planning that is aware of external influences. The decision-making and planning can adapt to these realities. A closed system attempts to exist with no regard to these outside factors.

## 11.MANAGE AND DIRECT

Your resources other than people, your most valuable assets are time (schedule) and money (budget). Invest in both wisely and specifically.

- a. Schedule: Put your items on a schedule that is responsible yet productive. Without a schedule you can't keep on track.
- b. Budget: Determine the cost of the ministry you want to undertake, and at what point cost will be incurred. Attempt to remove any surprises you possibly can.

## 12.MONITOR, CORRECT AND CONTROL

A river constantly changes and is never the same as it was before. Organizations are the same way. Regardless of how plans are made, there is a constant need for monitoring and correction if the final destination is to be reached. Always have a plan but have the understanding that the minute you stop adjusting and making changes your course will be altered and you will get off track.

## 13.STUDY THE RESULTS

Keeping score is the only way to know if you are winning or losing. Develop vehicles to keep score. If you are making changes, you ought to do it off of current information.

## EXAMS QUESTIONS PAGES 2-17

**Bachelor in Theology two page and Master in Theology Four-page. You will gain more marks if you incorporate personal experiences.**

1. What do have to do to keep your ministry developed?
2. How can you develop your ministry?
3. What does the devil use to test ministry development?
4. What will challenges do in ministry development?
5. What is the “Jesus way” to ministry development?

## QUESTIONS PAGES 18-49

**For Masters’ Students write a 10-page report**

**For Bachelors’ students write 5-page report**

1. Leadership is.....
2. What are the five levels of leadership?
3. What level are you currently on with most people?
4. What level are you currently on with other influencers?
5. List the five top influencers in your church.
6. How many hours a month do you spend with the five top influencers to build relationships?
7. What is the profile of a good leader?
8. What makes a leader a change agent?
9. What role does attitude play in leadership?
10. What is meant by the inner life of the leader?
11. Write 1 or 2-page report on how Joshua, king Saul and prophet Elisha could not raise leaders. What were their character deficiencies and similarities which prevented them from raising leaders?
12. Write 1 or 2-page report on how Moses, David and Jesus succeeded in raising leaders. What are their character similarities which enabled them to raise leaders? Do you have any different view? Why or why not?
13. What is servant leadership?
14. Explain the importance of this statement: “Leaders are both made and born.”

## **QUESTIONS PAGES 50-64**

### **Bachelor in Theology 5 pages; Master in Theology 10 Pages**

Explain the following in relation to character development.

1. “Character is what you are in the dark”. D.L. Moody
2. Character is what other people do not see. The hidden man within.
3. Character is seen by: What we flee, what we follow and what we fight.
4. “What you are determines what you do.” John C. Maxwell
5. Samson passed in charisma but fail in character. Hence, he could not tale his ministry to the next level.
6. Solomon equally passed in charisma but failed in character. His ministry could not be developed, and the kingdom died after his death.
7. Character controls charisma!
8. Character first!
9. You need the mind of Christ to be like Christ (Phil. 2:5; Phil. 4:8-9).
10. What are the four areas of character development?
11. Explain the role emotional growth, spiritual growth and psychological growth play in character development

## **QUESTIONS PAGES 66-78**

### **QUESTIONS ON COMMITMENT TO PERSONAL GROWTH**

1. Do I have a plan for personal growth?
2. Are you the leader of that plan?
3. What changes can you make to keep growing?
4. Explain how your life is an example for others to follow?
5. In what ways are you willing to pay the price to become a great leader?
6. Has your church make specific commitment to grow and develop people?
7. In what ways are your church willing spend money to develop her people?
8. Is the church willing to make changes to herself and the people growing? In what ways?
9. Does the church support leaders willing to make the difficult decisions necessary for people’s personal growth?
10. Does the church place emphasis on soul winning and church growth rather than position and title?
11. In what way does the church provide growth opportunities for people?
12. Do the church leaders have vision and share it with their people?

13. Does the church think big?
14. Do you think you are part of the leaders of the church willing to pay the price of personal sacrifice to insure their growth and the growth of others?

### **QUESTIONS PAGES 81-93**

#### **Bachelor in Theology 3-page; Master in Theology 7-page**

1. What is talent development?
2. How can you develop your talent?
3. Why should you put your talent to work?
4. Why should you add to your talent?
5. What are the reasons why people fail to invest?
6. Explain talent development and Adam, Noah and Uzziah?

### **QUESTIONS 95-105**

#### **Bachelor in Theology 5-pages; Master in Theology 10-Pages**

1. Why should Jesus be your example in your calling?
2. Why should balance be your key in your calling?
3. What part can your skill play in your anointing?
4. What will be the results if Jesus is added to your calling?
5. What should you do to step into your calling?

### **QUESTIONS PAGES 106-122**

#### **Bachelor in Theology 5 pages; Master in Theology 10 pages**

1. What are the requirements of ministry commitment?
2. What are the obstacles to ministry commitment?
3. What happens when you are fully committed to a cause?
4. What are you committed to do in ministry?
5. Like David, what do you need to develop commitment?
6. How can you develop continuous commitment?
7. How is faith linked to commitment?
8. What happens when people do not show commitment?
9. What is commitment?
10. What does the phrase, "Commitment and God's way mean?"

### QUESTIONS PAGES 123-145

**Requirements: Four pages for Bachelor degree students and eight pages for Master degree students.**

1. What is ministry brand?
2. How can brand name help your ministry to achieve its goals?
3. How does your church handle first timers? And what does first timers expect on their first arrival to your church. What comes into the mind of first timers?
4. Who is queen of Sheba? Who is the queen of Sheba of the 21<sup>st</sup> century?
5. What are the expectations of the Queen of Sheba?
6. What does customers depend upon to take decisions?
7. What is first impression and why is it so important in church and new convert decision taking?
8. Why is competence so important in service delivery in any church or in the pastor's ministry?
9. What will Sheba judge and tell?
10. What will bring Sheba to where you are?

### QUESTIONS PAGES 145-153

**Five-page for Bachelor in Theology and Ten-page for Master in Theology.**

1. Do I have complete knowledge of my mission? No/Maybe/Yes
2. Do I have complete knowledge of my capabilities? No/Maybe/Yes
3. Do I have complete knowledge of my team's capabilities? No/Maybe/Yes
4. Do I have constant feedback and open communications? No/Maybe/Yes
5. Do I use this information to adapt and change when necessary?  
No/Maybe/Yes
6. How can you accomplish the mission?
7. What are the steps to effective strategic planning?
8. What are the biblical principles of planning?
9. What is the position of the leader in planning?