

LEADERSHIP THAT WORKS

BY

Dave Winecoff
Lt. Colonel, USMC-ret.

Dedication

A special thanks to evangelist Andrew Garcia who I met three years ago in Monterrey, Mexico while on a missions trip. He encouraged my wife, Karen, and I in 2005 to come back to put on a pastor's leadership seminar and to minister spiritual growth through salvation, healing and liberation. He made the seminar possible through his boldness in the Lord and his ability to translate. I don't speak Spanish.

As a Vietnam veteran I appreciate the brave young men of Hispanic heritage who volunteered to serve in the United States Marine Corps. It is said they have earned more medals of honor than any other language group.

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Declaration: For clarity the masculine is used: examples he, him, his. I recognize that *there is no male or female in the army of Christ and that we are all one in Christ Jesus* and also that *he made man both male and female*. While I simplify for clarity I recognize the giftings of both men and women to lead. Please forgive me, if this offends you.

The Preface

This manuscript was put together in the aftermath of a five hour leadership seminar for pastors done in the Spring of 2005 in Monterrey, Mexico by expanding my handwritten notes which formed the basis for my remarks into this booklet. My wife and I were invited back later in the year to provide additional leadership training and they requested written materials.

I don't speak Spanish. This slowed down the volume of what I could say through my friend, Andrew, who interpreted. I had too much to say, so was giving out at a faster pace than what many could absorb through their note-taking ability. We lose so much of what we learn in the first twenty-four hours if we don't take notes and learn to review right away following a teaching event.

This manuscript is a series of leadership "bullets" leaders can study and review to analyze their leadership style, environment and capabilities to see where they might need additional leadership ammunition in the quest for greater effectiveness and efficiency in the battle we wage daily to influence souls and disciple those God has entrusted to our leadership, while at the same time maintaining some degree of what others might consider a normal, stress-controlled family life.

This leadership training is the result of a blend of past leadership experience, leadership education, and formal leadership instructor experience gained over forty plus years.

Sincerely in Christ,

David F. Winecoff
Lt. Colonel, USMC-ret.

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1

REMEMBER

NOTE TAKING

Q. Do those you lead come prepared to take notes?

(At your next meeting begin to establish a culture of note taking by sending those who come without paper and pen out to get them. Don't supply it for them. Get them into the habit of always being ready to take notes.)

Don't expect people to remember what you said that is important to you, if you don't see them writing it down.

A TYPICAL LISTENER COMMENT: *"After much repetition I'm starting to get it."*

STUDY

Begin to **develop a culture of Learning** in your environment by assigning homework at your next meeting. A demonstration was provided by a Leadership expert, Dean Radke, at a recent conference for pastors I attended. He demonstrated making a point at the next meeting by asking for a show of hands of those who didn't have time to do the homework. As the hand of the first honest person was raised he said: *"Thank you for being honest. I want you on my team."* He then taught on the importance of honesty and said you must build honesty into your culture at all cost. He then pulled out of those who did do their homework the most important lessons they learned and then closed with the point that he didn't stay up until two in the morning preparing to teach them by lecture the important things they needed to learn from their homework assignment. He pulled out the important points from those who did do their homework. This allows room for the Holy Spirit to move.

Our first Responsibility is: *"To hear from God."*

DON'T WORK ALONE. If a subordinate has a godly insight, he or she has a responsibility to share it.

Leadership becomes easier as leaders begin to develop the habit in themselves of asking the right questions. Develop a coaching session approach instead of a lecture session approach so your notes don't just transfer to the notes of your listeners without going through their conscious minds.

Teamwork accelerates the learning curve when a spirit of open-mindedness is encouraged.

A LEADER'S TIME is much more effective when he spends 90 percent of his teaching time in teams not in one-on-one sessions.

Do things as a team. Bring personal correction in a team setting as "problem" thinking or behavior surfaces with your people unless it is something very unusual that must be dealt with in private. Maximize your time each day.

COACH as soon as you see a problem

CONTENTION ON THE TEAM

ACT ON IT IMMEDIATELY: *"What was that facial expression all about, Joe, when Lucy was making her point? Do we have any contention on the team I am not aware of? (When you see anything surface during a meeting you don't like stop immediately what you are doing and use it as a teachable moment to bring about increased awareness or to bring general correction while you have a live illustration.)"*

JOHN CHAPTER 17

The words of Jesus Christ are always worth focusing on. His prayer in John 17 is from his heart for his own the night before he was crucified. We all need to mediate on this prayer. It will impact our own life.

In this prayer you see Jesus using the power of spiritual declarations that our Father is establishing on this earth.

He talks about glory and about life eternal.

DO YOU WANT TO IMPACT YOUR FAMILY AND FRIENDS FOREVER? LEARN HOW TO KEEP THEM FROM EVIL? LEARN FROM JESUS by using the power of holy declarations.

PROMISES

2 Peter 1:4 “God has granted to us his precious and exceeding great promises.”

COMMENT: If men do not ask Him to fulfill such promises will He act? No, He won't act. We need to ask as He has commanded us to do.

James 4:2 “You have not because you ask not.”

John 16:2-4 “Truly truly I say to you. Whatever you shall ask the Father in my Name. He will give it to you. Until now you ask nothing in My Name, ask, and you will receive, so that your joy may be full.”

John 6:44 “No man can come to me, except the Father which hath sent me draw him....”

2 John 1:7 “For many deceivers are entered into the world who confess not that Jesus has come in the flesh.”

Teachers TAKE NOTE

1 Peter 4:11 “If anyone speaks, let him speak as the oracles of God. If anyone ministers, let him do it as with the ability God supplies, that in all things God may be glorified through Jesus Christ to whom belong the glory and dominion forever and ever, Amen.”

2 Timothy 2:15-18 “Study to show thyself approved unto God, a workman that needeth not to be ashamed, rightly dividing the word of truth. But shun profane and vain babblings: for they will increase into more ungodliness....”

PROVISION

God’s means of providing for us is supernatural not natural. If we want to get into the flesh in the area of provision He will just step back and let us be on our own. I think of my combat experience. My General and Colonel when I was a Marine Captain in Vietnam and got into a fire fight or was beyond friendly lines operating in enemy controlled territory didn’t depend on me in the area of supplies. They watched my operational reports as they came in and force fed or pushed forward what I and my men needed as they anticipated my wants. I often didn’t even have to ask. It just showed up when I needed it. If natural leaders in

combat took such good care of us, how much more our Heavenly Father will provide our daily bread (Provision).

Q. Are you a good steward of your provision?

God is the Principle Investor for those in leadership. He wants to know as does any investor if he will get a good return on investment (ROI). If he sends people to your front door, will there be value added to those He sends you?

If he sends you ten new people how many will get personal discipleship training while sitting under your leadership?

It's not about being busy, but about accomplishing God's Will.

To keep more people associating with you, offer more....

ACCOUNTABILITY

God holds you accountable. You in turn must hold fellow believers associating with you accountable in the same manner.

PRAY ALWAYS

WHAT DOES THIS SPIRITUAL SLOGAN MEAN? When I type this slogan into my Franklin electronic Bible I get eleven New Testament hits. The first one is:

Luke 18:1 "And He spake a parable unto them to this end, that men ought always to pray, and not to faint."

Q. How do you pray always? I don't know about you, but I intellectually get to the end of my ability to pray rather

quickly. God wouldn't command us to do this if it were impossible to do. We develop the habit of prayer by the renewing of our minds (Romans 12:2).

Think about the exhortation of Apostle Paul to pray in the spirit, in our Heavenly language, in tongues (1Corinthians 12:28)

What? This is controversial! Yes, the devil hates it when you speak in your Heavenly language. One of the beauties of it is that it doesn't require intellect since it comes out of our spirit man not our conscious mind.

You say I haven't been given that gift by the Holy Spirit? What about Psalms 8:2 which says:

Psalms 8:2 “ Out of the mouth of babes and sucklings hast thou ordained strength (tongues is certainly strength because it edifys our own body) because of thine enemies, that thou mightest still the enemy and the avenger.”

So possibly you came out of the womb of your mother with your heavenly language and Satan slowly robbed you of this capability. Have you noticed when you babble with a new born baby that the baby's spirit gets excited. Could you be communing in the spirit with the baby's spirit and not know it? Talking spirit to spirit with a baby. Now that sounds like God.

Could your heavenly language have been programmed out of you as you were conditioned to use your mother's natural tongue to communicate with the world system controlled by Satan? This thought gives the exhortation to: “ *become like a little child*” new meaning.

Could you may have been given a heavenly language as a new born? When you are born again are you just getting back in touch with this important means of praying always?

Tongues edifies your own body. Maybe that helps explain a new born's strong immunity against disease while they are nursing and being affirmed verbally by a loving mother. Could a mother's baby talk have as much to do with the baby's communing in tongues as the nutrition gained from a mother's milk? Just wondering!

BELIEVE

Q. Do you believe it?

Believe what?

The Word of God!

TRUST

Q. *Do you trust Him?*

Trust Who?

The Author of the Word of God.

Unbelief is what lack of trust is all about. It opens wide the door to a companion spirit of fear. God won't help you

while you are operating in unbelief and fear. Such behavior nullifies His Word, his promises, the protection of His Blood, and the power of His Name. *It leads to lie-based thinking bringing in confusion and every evil deed.*

Your Countenance

The Bible has a lot to say about the importance of noticing the countenance of those around you. Back in Genesis 4:6 we see that after Cain killed Abel, God's questioned Cain on why his countenance was fallen. In Genesis 31:2, we see where Jacob noticed a change in the countenance of Laban and commented that his father in law was not for him as before. In Numbers 6:26 we see a blessing being given that: *"The LORD lift up his countenance upon thee, and give thee peace."*

The point I make here is the importance of a leader's being able to read the countenance of others. Know this, those who look to you for leadership will read your countenance. You better be able to read theirs. In the military appointed leaders are graded by their seniors on the quality of their ***command presence***. We talk about seeking the manifested presence of God. Presence is important.

Step One

Do you know someone in desperate shape that you want to help? To help someone else it is best to know first how to help yourself. The scriptures talk about the blind leading the blind (Isaiah 42:18-20; John 12:40; etc.) The scriptures clearly warn about a people who think they see, but don't and think they hear but don't. (Matthew 11:15; Revelation 2:7; etc.) These warnings are not made to unbelievers but to believers. So what does Jesus Christ say the first step is to understand?

John 3:3 "Jesus answered and said unto him, Verily, verily, I say unto thee, Except a man be born again, he cannot see the kingdom of God."

We are not talking about church membership or being baptized, but about being born again. Don't assume. Be sure the person you want to help is truly born again. The reason a person may be in desperate shape is because they think they are, but really aren't born again. If they aren't changed, they probably aren't.

Fear

Do you know of anyone close who is often fearful, who is ruled by a spirit of fear? Do you want to help them? Just maybe they are dealing with a literal demon of fear. We have the power to cast out fear Mark 16:17. If you really want to help them, then help them cast out the spirit of fear that torments them. And if one is attacking you, take authority over it in the Name of Jesus Christ. Don't let fear hinder your life or the lives of loved ones.

2

The Lord

YOUR PRINCIPLE TOOL

If you are born again you have a powerful tool available to you most Christians don't use. Many Christians who think they are born again don't exhibit much evidence of this important tool being available to them.

Q. What is this tool?

A. The power that comes when the Holy Spirit comes upon you for the purpose of ministry. Research indicates the vast majority of Christians never lead even one soul to Christ.

In John 20:22 we see on the day of his resurrection where Jesus breathed on His Apostles and said: *“Receive ye the Holy Ghost.”*

Yet in Acts, chapter One we see in verse eight where we are told after being born again (at which time we receive the Holy Ghost) to wait for the power of the Holy Ghost to come upon you. So there is an additional power experience available to us so we can witness effectively for the Lord and not get beat up by the enemy in the process.

The book of Acts is all about the people of God operating in the power of the Holy Ghost. Look at Acts 19:2. The question is asked:

“Have ye received the Holy Ghost since ye believed?”

If you are amazed about how messed up many Christians and churches seem to be, don't be. One can be sincerely born again and yet be full of fear and unbelief because he doesn't have the Holy Ghost operating in his life on a daily, moment by moment basis.

Q. IS THE HOLY GHOST YOUR BEST FRIEND AND CLOSEST COMPANION?

WHO NOT WHAT

The systems of men put the emphasis on the WHAT not the WHO. We are programmed at an early age and all through our public education that if we will just get a good education (learn the what, where, when, how and why) that things will go well for us in life.

It was never emphasized in my education in any important way that it is WHO you KNOW, not WHAT you KNOW that counts.

THE BIBLE tells us that it is all about WHO you know. HISTORY is all about HIS STORY, the story of JESUS CHRIST.

Mathew 6:33 “But seek ye first the kingdom of God and His righteousness; and all these things shall be added unto you.”

THE BIBLE TELLS US THAT RELATIONSHIPS AND ESPECIALLY A RELATIONSHIP WITH THE LIVING GOD IS THE KEY TO LIFE.

CHARACTER

If there is one message the Bible tries to convey to us it is this: ***CHARACTER MATTERS.***

1 Kings 9:4 “And if thou wilt walk before me, as David thy father walked, in integrity of heart, and

in uprightness, to do according to all that I have commanded thee...”

Psalms 7:8 “The Lord shall judge the people: judge me, O LORD, according to my righteousness, and according to mine integrity that is in me.”

Psalms 25:21 “Let integrity and uprightness preserve me; for I wait on thee.”

Proverbs 20:7 “The just man walketh in his integrity: his children are blessed after him.”

WATCHERS

Do you know that *“the wicked watcheth the righteous, and seeketh to slay him.”* There is much in the scriptures about *“setting up a watch”* for the sake of protection.

But there is another type of watch I am referring to.

Proverbs 8:34 “Blessed is the man that heareth me, watching daily at my gates, waiting at the posts of my doors.”

I want to be blessed by the Lord. My wife and I are becoming practiced “watchers.”

I have placed about sixty scripture verses on 3X5 cards that I believe apply directly or indirectly to the rapture of the true

believers, “our blessed hope” (Titus 2:13), that I review from time to time to keep me sharp in watching.

I don't trust completely like so many in the **“Once saved, always saved” doctrine** of so many confessing Christians whose fruit (Galatians 5: 22) doesn't always match their talk.

I don't believe the enemy can take you out of God's hand, but I do believe you can climb out of God's hands because you don't want to obey His commandments. I do believe you can lose your salvation by your own actions. The parable of the seed is a warning for me.

Will MANY MISS THE PRE-TRIBULATION RAPTURE?

1. Many Christians are double-minded. Jesus said He hates double mindedness (*Revelation 3:16*, the lukewarm he will spew out of His mouth; *James 1:8*; *He* says the double minded will get nothing from the Lord)
2. Adam was put to sleep and Eve was fashioned from a rib and flesh from his side. Most Jews were asleep as Christianity was birthed from the apostate Jewish system. They missed the first coming of Jesus Christ. Now we see growing deception and apostasy in Christendom. Many Christians are asleep and will miss the pre-tribulation rapture of the bride of Christ. Many in the body of Christ will have to experience tribulation to cure them of their double-mindedness and lukewarmness.

Hebrews 9:28 “...and unto them that look for him shall he appear the second time without sin unto salvation.”

Luke 12:8 “Also I say unto you, Whosoever shall confess me before men, him shall the Son of man also confess before the angels of God.”

Q. Do you have a bold confession?

A. If not, you probably aren't watching for his coming like the anxious bride awaiting her groom.

Its time to awake from sleep; to prepare for His Coming.

Discipline yourself to become a committed watcher.

WHAT GOD HATES

Q. Do you study the book of Revelation?

A. If you don't, you probably have no idea how close we are to the second coming of Jesus Christ. It is uncanny how the world headlines line up with two and three thousand year old end times prophecies. The book of Daniel, whose understanding, God locked up until the latter days (12:9), has now been unlock. Dark sayings are now knowable in light of present day Middle East events occurring in and around Jerusalem. (Zechariah 12:2 for instance) The nation of Israel is celebrating its 59th birthday in 2007. The World increasingly lines up against her.

Q. What does God say he hates in the body of Christ (his church) in chapter two and three of Revelation?

A. God lists seven things He hates. I personally have seen all these things in the church. They are common today in churches:

- (1) *“Leaving their First Love”*
- (2) *“Deeds and Doctrine of the Nicolaitans”*
- (3) *“Blasphemy”*

- (4) *“Holding the doctrine of Balaam”*
- (5) *“Allowing Jezebel, to teach and seduce God’s servants”*
- (6) *“Having a name that you are alive, but you are dead”*
- (7) *“Being lukewarm”*

These seven things Jesus Christ tells us He personally hates. They need to be learned. Chances are good one or more of these behaviors have creped inside your local body of believers bringing with it deception and apostasy.

SPOTLIGHT

A spotlight shines in ministry exposing what it shines the light on. I am not talking about the invisible spot light God shines on sin. I am talking about the spot light that you as the leader controls.

Leaders are always being watched and studied by the people who associate with them directly and indirectly.

A leader needs to shine his “attention” spot light in three principle areas: On his self (1 Cor. 11:31) to see what needs changing, on the organizational culture to see what needs changing, and on the under shepherds of the flock to see what needs changing. You first must **“SET THE EXAMPLE”** for others to follow that example. Only through personal standard setting and leadership can an organizational culture be changed in a positive manner to fully impact the team you lead.

CHOOSING LEADERS

Our God is the God of Circumstances. I often see God in the circumstances. I believe He closes and opens doors. Through our natural talent we can force our way in or allow others to do so, but doing it in the power of the flesh isn’t God’s way.

I learned how to “make it happen” through natural talent, charisma, and determination as an officer of U.S. Marines. Much of the present day church

operates in the realm of the flesh. Doing it this way does more harm than good to the souls of men.

Timing is everything in God's Kingdom. We can actually inoculate people against the gospel of Jesus Christ by only using man's ways of recruiting, supervising and managing others.

God tells us not to become unequally yoked with unbelievers. Have you experienced a lot of unbelief in the body of Christ? I have.

2 Corinthians 6:14-16 "Be ye not unequally yoked together with unbelievers; for what fellowship hath righteousness with unrighteousness? And what communion hath light with darkness? I shall be their God and they shall be my people."

Before hiring someone into their ministry family a leader should seriously set aside time with God to reflect on God's verses dealing with recruiting.

Many Christians have a difficult time letting someone go. So unless you are skilled in this area of firing someone you should exercise extreme caution in the hiring process.

Q. Is this God's choice to fill this billet?

A. If it is God's choice we usually don't need to be in a hurry. Your ability to uphold a righteous standard can be seriously retarded by the wrong choice once that person gets established and starts building friendships. Patience in the hiring process is so much more important than any organizational growth plans. Don't be afraid of postponing your decision making if you have any doubts or lack of peace.

CRITERIA:

- (1) They must be born again before coming to your attention, no matter the natural talent, experience, or attractiveness. This is absolutely critical.
- (2) They must be Spirit-filled.
- (3) They must demonstrate self-discipline.
- (4) They shouldn't be brand new in the Lord.

WARNING: God will not bless that which is cursed by visible sin.

1 John 2:16 “For all that is in the world, the lust of the flesh, and the lust of the eyes, and the pride of life, is not of the Father, but is of the world.”

This scripture verse is a good one to use to inspect a possible candidate for leadership. Does the person have a visible weakness in one of these three areas? This is where Satan's attack always comes.

If you ask God to bring evil things to light during a critical interview, and have someone praying as backup during the interview what needs to surface will.

Surrender

1 Timothy 2:8 “I will therefore that men pray everywhere, lifting up holy hands, without wrath and doubting.”

Are you fully surrendered to the one you serve? Are you implementing his policies or yours? For many years I was comfortable praising God with hands folded. I was raised in a tradition where those in the pews learn to fold their hands when praying. Of course God looks at your heart not the position of your hands. Ruthlessly look at your doctrines, traditions, attitudes and

habits to see if they have become chains. Overtime what was once good may keep you from going on into full liberty in Christ.

This religious tradition cherished silence. It was valued over uninhibited joy in approaching God. As a Marine I learned that only prisoners raise their hands in surrender to their guards. Marines never surrender. They would rather die fighting. So I was uncomfortable when praying or praising God when around those who uninhibitedly with obvious emotion raised their hands, and were openly verbal in honoring God during worship.

Many traditions we learn as a child growing up, while comfortable and familiar are not necessarily the best. Truthfully, I was a Marine colonel before I was ever comfortable being with worshippers who raised their hands and hearts as evidence of their full surrender to God.

Mark 7:13 “Making the word of God of none effect through your tradition.”

Take care that you aren't like the Scribes and Pharisees of Jesus' day who rendered the Word of God of none effect through doctrines and traditions.

Boldness

In warfare boldness overcomes a multitude of errors. There is a time to be bold according to scripture.

Proverbs 28:1 “The wicked flee when no man pursueth: but the righteous are bold as a lion

Mark 15:43 “Joseph of Arimathaea, an honourable counselor, which also waited for the kingdom of God, came, and went in boldly unto Pilate, and craved the body of Jesus.”

Humility is not the opposite of boldness. There is a time and a season for boldness.

3

the Situation

Lie-based Thinking

Consider this. God through his Apostle Paul warned us about the god of this world.

2 Corinthians 4:4 “In whom the god of this world hath blinded the minds of them which believe not, lest the light of the glorious gospel of Christ, who is the image of God, should shine unto them.”

Consider that two people created perfect and placed in a perfect setting were totally deceived and fooled by Satan, Adam and Eve.

Consider that the powerful angel Lucifer who was created perfect fell into blindness, deception and total depravity.

Study the history of God’s people, Israel. See how often they fell into sin and deception.

Consider how long the world system has been under the control of Satan impacting you, brain-washing you, as you were growing up before you finally as a fully grown adult became repentant, confessed Christ as a mature adult, knowing what you were doing, and invited Him to take over your life. Infant baptism is a nice thought, but it is not the born again experience.

Q. Is it possible you have some lie-based thinking affecting your daily life and decision-making?

Q. Are you always calm, cool, and collected in your thoughts, behaviors and actions?

Are there ever times when you wish that you had done things differently?

Q. How does lie-based thinking come about?

A. Through traumatic, chaotic, stressful, fearful, destructive episodes in our life, where at the time we make a logical decision to react in a certain way, but later the emotions of the moment, anger, rage, jealousy, etc., somehow got internalized becoming “*a bitter root springing up trouble you and defile many.*” (Hebrews 12:15)

When we get triggered by a present event, the emotions of a natural man will flair up out of proportion to the present circumstances. This can be a God appointed moment. We as leaders can turn it into a “teachable moment”. Are we willing to do this and bring understand on the cause underlying the flair up?

Q. How is it done?

A. A Doctor Ed Smith (Theophaustics; God’s light) has come up with three tools: The raw emotion, a former event, and the lie, to help expose the root of emotional problems that are covered over by years. We let the raw emotion shine the light of truth on the past event that triggered the present emotion. We ask God to take us back to the original event where that emotion was first felt. God is faithful to answer such a request. We use the overwhelming emotion to take us right to the originating event by holding on to the emotion to expose the unpleasant memory. Hang on; a healing is coming. Now, check out the memory of that long ago event (maybe you were eight at the time) Who was there in the event with you? Your dad, your Mother, an Uncle? What was going on? On a scale of 1-10 what was the emotion you felt? Rage, powerlessness, hurt, betrayal?) Keep looking around. Jesus is there somewhere. Find Him. What is He doing? What does He say about what happened? What He says is the real truth. His truth will overcome any lie-based thinking that has evolved from the experience. Jesus will end the power of that event to ever again trigger inappropriate present emotions. Lie-based thinking comes from past woundings. Jesus Christ is the Healer. He wants to heal so Satan can no longer trigger us in inappropriate ways.

Lie-based Thinking needs to be replaced by truth. We have all been occasionally tricked by the Master Liar. Demons operate through humans sending forth inappropriate thoughts, words, and deeds. We all have been taken over and seen it happen to others. What happened long ago and is forgotten can effect the present. Look for teachable moments. They come suddenly. Don’t dismiss them. Use them to effect lasting change.

Arrogance

I read a book. The title and author I can't remember. He had some worthwhile things to say from his unfortunate experience I wrote down. He was a pastor and took a job working for a well known TV Minister who publicly fell. I think the title was TRUST, but am not sure. He got caught up in his senior's web of deceit: *“The arrogance of integrity is the result of pride that begins to take root in the life of someone who has earned a reputation for integrity. It is borne out of a failure to release daily what the Bible says about people is true of us all-our flesh is constantly seeking to fulfill itself in pride. The love of money is the root of all evil. When greed gets into our spirit we are usually the last to know. Others see it, but we can't. If others do it, its wrong, if we do it, God understands. Selective integrity leads to a life of extreme self-centeredness. Most Americans want it both ways-a great free people anxious for everyone to start making sacrifices except of course ourselves. Integrity is telling the truth, not “picking and choosing” our facts. Selective integrity is doing evil and expecting good to come from it. We must come to recognize that denouncing, charging others and accusing often reveals more about ourselves than it does them. There is a growing resentment against those in authority who have been holding the American people accountable while playing loose with integrity themselves. The human mind has no mechanism for handling guilt. Our hospitals are filled with people many of whom have attempted to resolve guilt thru abuse of drugs and alcohol. Do we see some fallen person gasping for breath? What do we do to respond to the person who falls? Do we just watch his exasperation? Who do you know that you lovingly believe has lost their integrity? Have you kindly and gently, but firm in manner moved in and asked what's happened to them?”*

KINGDOM OF GOD

Those working in ministry must always keep in mind that God's Kingdom is an invisible one. It can't be seen with the natural mind and senses. It must be perceived in spirit and in truth.

What we see with the natural eye, buildings, programs, events, television programs, Christian movies... is not the Kingdom of God. We can't perceive the Kingdom of God through our five senses.

People can talk like Christians, smile like Christians, hug like Christians, yet be wolves in sheep's clothing. Much of what is being build within the American church is flesh not spirit.

Q. How do we experience the Kingdom of God?

A. In spirit and in truth. What are the manifestations of the Spirit? What does the Word of God say? Is it a rhema word for now? Can we see God moving in the situation in a supernatural manner in power?

A LEADER MUST BE ABLE TO DISTINGUISH BETWEEN THE WORK OF GOD IN MAN AND THE WORK OF MAN USING GOD.

Front Door

In Old Testament times the elders of the city would sit at the gate of the city. Observing and meeting those who are coming and going through the front door of the church remains an important task today. In ancient times the city gate was so important that elders attended to this task.

In America research indicates only 10-15 of every 100 people who come through the door of the average church are disciplined. I heard a leadership instructor say the best discipleship rate he had heard of was 53%. He said the average church has no idea what their rate is. They have no plan for keeping track.

I am not sure going after such statistics is God's way. It sounds more like a business technique. Certainly we must make an attempt to be warm and welcoming to strangers, and try to build a sense of community into our body of believers. But to go after such statistics seems secular, religious and somehow not Christ's way to me. I see how manager types might think this way, but not leaders. Quality is more about substance than form.

Satan's strategy is to divide and separate (Mathew 12:26). God's heart is to unite (Ephesians 4:3-4), but not at the expense of maintaining a righteous

standard. Too many pastors are overly concerned about being seeker friendly and politically correct to the point where the number one goal becomes not offending anyone. I don't see this as a standard set by Jesus during His earthly ministry. He asked tough questions, and made statements that caused confusion to check their hearts. Many turned away from him (John 6:66).

If they wanted to go he let them go. He was not concerned about getting them to change their mind. The spirit of some pastors today is to hang on.

When a stranger comes through the door of your church it is no proof he is sent by God or that he needs evangelizing. Such speculation seems like folly. Wolves in sheep's clothing could come through your door to see who they can prey on. Pray about who God would have you to fellowship with.

John 6:44 "No man can come to me, except the Father which hath sent me draw him."

Soul winning is the Father's business. Discipling is the business of the body of Christ. All should be interested in discipling. Who is genuinely being drawn in by the Father? *We must hear his voice.*

In the dark ages of the church a little known saint wrote a small pamphlet he called THE LITTLE WAY TO JESUS. He had some wonderful things to say about prayer. What I remember most from reading it back in the 1970s was how he described the road toward maturity as a believer. Until a believer starts calling himself **a Christian** he hadn't even reached the first level of maturity, choosing to identify with a fellowship rather than with Christ. At some point the Book (the Bible) comes alive to a few. At that point the believer becomes **a disciple**. A disciple is a student with a Teacher, Christ, and a textbook, the Bible. At some point in his reading of the Word a verse is quickened to his spirit. He in turn shares his excitement with another. At that point he has reached **the prophetic level** as he is sharing the quickened word with another. The next level of grow is when he becomes concerned for another and goes to him to see how he can help in the other's time of need. He is now thinking **like a priest**. Finally he reaches the level of maturity where he sees a problem and takes responsibility for the solution denying his own needs to accomplish the task thereby laying down his life for another at which point he is acting **like a King**, a responsible one; the progress toward maturity being from Christian to Disciple to Prophet to Priest to King.

Chip Broden at www.watchman.net wrote a wonderful article titled **TO WHOM AM I SENT?** which everyone interested in ministry which should be all believers should read. He said such things as:

“We should not be motivated by a perceived need. This is purely a human concept. It is of the flesh, of the world (Luke 4:24-30). Secular businesses discover needs and create products or services to meet these needs. But the Kingdom of God does not conduct itself according to the principles of business, economics, marketing, or salesmanship which is why successful businessmen don’t automatically make good elders. The question is not, Who has a need? But rather, To whom am I sent? The responsibility for God’s work should be divided among many members. We are not called to be all things to all people. We are not called to meet every need. Chip looking back over his career noticed three stages of development in his ministry: 1. Where he was a seeker of Kingdom work. 2. Where he was able to respond to invitations. 3. Where he was neither a seeker or an automatic responder to requests. In the first two levels the question was: Who will have me? In the third stage the question was: Am I sent?”

One man I met through reading the book DAWS, I liked immediately, Dawson Trotter. He died in 1947. He was the founder of the NAVIGATOR Ministries. At the start of WWII he was a businessman in downtown San Diego with a thirty minute lunch break. His ministry was giving weekend invitations to selected sailors walking the streets of the city. He would gulp down his lunch. In the remaining twenty minutes he would engage individual sailors he felt impressed to approach inviting them to his house for the weekend for wine, women, and song. When they showed up they encountered Holy Ghost filled women of the church, lots of Holy Ghost songs, and Holy Ghost communion. His goal was to get them born again, baptized in the Holy Ghost and disciplined to read the word daily to find one verse of scripture to memorize each and every day. Weekends each week he and a small band would accomplish these three tasks. At the end of three and a half years he had 5-7 believers on every capitol navy ship (three thousand) in the Atlantic and Pacific Oceans that had been touched in a life changing way by his motivated little band of weekend workers. Discipling doesn’t take a long time if you trust the Holy Ghost and the power of the quickened word in the Bible.

Real ministry shouldn't depend on who walks through the front door of your church on Sunday. How do you and your co-laborers in Christ use the other six days of the week out in the world?

Q. DO YOU SEE YOURSELF AS A MINISTER OUT IN THE WORLD?

Religious leaders who attempt to build a mega-church may see those who walk through the door of the church as God's provision through the tithe. Therefore they may feel the need to gain control through local membership classes which establish loyalty. Many who love God use such techniques, but I think such thinking is wise. Leaders should not look to man for their provision, but to God alone.

Back Door

We have talked about the importance of watching who comes through the front door. Satan will try to enter in through the front door of your home and ministry to take control. But if he is unsuccessful he doesn't give up. He persists. He will try to come in through the backdoor of your life and then into your ministry. He is very cocky. He prefers the front door, if he must use stealth and take more time he will use the back door to gain entrance.

One way you see his back door approach is in how he'll come down through a bloodline into families in this generation. A father may have a little habit that is not of Christ. The son copying him picks up this habit, and it becomes a dominating pattern. The grandson sees and judges and because of his anger and judgment, his state becomes worse than that of either his father or grandfather. You see all sorts of sin run down through bloodlines. (Alcoholism, overweight, drug use, anger, child abuse, pride, shame, shyness, etc.) Thank God for the power of the shed blood to redeem us. Yes, if evil can't come in through the front door the back door will do.

Different Perspectives

Those who are truly born again are forever changed by their encounter with Jesus Christ. Their thinking is turned upside down to the point where it affects their relationships. No longer are they attracted to the same people. They have a different spirit. Once you come under the authority of Christ you communicate differently. You have a brand new perspective; a Kingdom of God perspective. There should be a difference between a long time believer, and one who is new in the Lord. But this depends on “*renewing the mind*” (Romans 12:2). This is key to growth. Satan is expert at side tracking the sincere. Hosea the Prophet said (4:6) “*My people perish for lack of knowledge.*”

Satan’s goal is to divide believers, destroy their ability to communicate with each other. Where two believers are in communion with God they should connect with each other. If one or both are out of close fellowship with God that communications becomes rough or broken.

2 Corinthians 6:14 tells us not to be unequally yoked. This is a vital verse to keep in mind. Two Christians with different perspectives can be unequally yoked. Everyone who thinks he is born again however is not. Did the confessed change produce new fruit? If you see no Godly fruit from the confessed change, it is not real. Many in the body of Christ are cultural or religious Christians. They don’t really have a personal relationship with Jesus Christ. Yes, they know about Him. But key is to be in fellowship with Him. Many think they are through their local community membership and through activities of the church, but they are not.

Heart to heart contact is different than face to face contact.

Q. How many in your local fellowship do you truly have a heart connection with?

Trigger Words

Leaders communicate differently than followers because they are required to think differently. All in the Body of Christ are called to be leaders recognizing of course that there is only one Chief Shepherd, the Head of the body, which is Christ. The way I distinguish leaders from followers in the body of Christ is that leaders have a testimony to share, how Jesus Christ has changed their life, and look for opportunities to share it. If you have no testimony you are a follower. You need disciplining by someone with a testimony. This is true even if you are in leadership. We all should be excited by the gospel of Jesus Christ, especially those who others look to for leadership because of their job position.

It is important for a leader to recognize that there are words and actions that will facilitate effective interpersonal communication. There are also words and actions that are considered to be barriers to effective interpersonal communication. Communication is more than simply words. Communications includes:

- *Verbal and non-verbal behavior*
- *Eye contact*
- *Hand gestures*
- *Posture*
- *Voice inflection*
- *Sending an impression to the person that the leader is listening and is sincerely interested in what the person has to say.*

Robert H. Bolton, author of the book "People Skills" identifies what he calls **High Risk Responses** in interpersonal communication. He states that these are responses "Whose impact on communication is frequently negative", "These responses are more likely to cause barriers to effective communication when two or more people are interacting under stressful circumstances".

Gordon adds that one of the most destructive effects of these barriers is that one person's self-esteem may be damaged and this may trigger defensiveness, resentment and resistance. When a person

feels this way toward a leader, cooperation is reduced. When cooperation is reduced, the flow of information is impeded. As previously mentioned, a leader's effectiveness is directly proportional to the amount and the accuracy of the information provided by other people.

Talk is power. Humans tend to communicate in two languages, the language of logic and the language of emotion. Those who have been victimized are traumatized or under stress but this may not be readily apparent. They often speak in the language of emotion. It is always a good idea not to be logical when others are emotional. Communication will probably not be heard.

There are words, tones, and gestures that can trigger inappropriate actions. A leader must be sensitive to such triggers.

SURVEY OF PROBLEMS

When you are in a leadership post your senior looks to you to anticipate problems when they are small, and to deal with them before they spiral out of control. I personally found you need to train your eye and mind to locate these potential problems. For this purpose check-lists come in handy.

It is helpful to develop a list of potential problems, key words that will help you to recognize what you might already be discerning in the spirit, but not really be aware of on a conscious level. The intensity of problems will grow like weeds if leaders don't take action to control or eliminate problems. It is best to help people to discipline themselves. Some need the external discipline of leaders acting responsibly when individuals shirk their individual responsibility.

Here are some potential "problem" key words: People deficiencies, relationship animosity, disrespectful actions, lack of individual discipline, unloving behavior, indifference, gossip, boredom, insecurity, absenteeism, financial irresponsibility, insubordination, spiritual disinterest, drug dependence, alcohol abuse, pornography, sexual looseness, inappropriate dress, inappropriate behavior.

The check list needs to benefit you. You know your own weaknesses and blind spots. Ask others what they see that you are missing. What is being overlooked? The list should help you to see things you are overlooking or blind to that “could if left unchecked come up and smack you.”

Once you are aware of a growing problem you can prepare yourself to deal with it. When the Lord presents you with a “teachable moment” you stop what you are doing and deal with it in front of whoever else is there by showing leadership.

Elements of Leadership

The	The	The
LEADER	GROUP	SITUATION
(Know Yourself)	(Know your Team)	(Know your Job)

NOTE: When a leader is trying to effect change these are the three general structures that he looks at. Change in anyone of these elements will affect the other two elements. Of course, a Christian should think differently than other leaders. When change is necessary the Christian should also look to another element, the source of all wisdom, knowledge and provision The Lord, Jesus Christ for help. If we ask him He will answer in ways not available to leaders who don't seek his help. He can show shortcuts and provide supernatural help. Remember, first and foremost we are on His Leadership team.

Principles of Leadership

Another checklist is also good to memorize to help leaders. These are common principles that experienced leaders agree are helpful:

Develop Self	Develop Others	Make Decisions
Seek Responsibility	Build Team	Challenge Others

Take Responsibility

Keep informed

Develop Standards

Set the Example

Explain Tasks

Set goals

The Most Essential Need

Q. What is it? A. The social scientists say it is *the need for association*, I call it *a need for intimacy*.

Note: God has developed in each of us a need for intimacy with Him. Some call it a God shaped vacuum inside us that only he can fill. Much of one's life is a search to fill this vacuum. Most look for fulfillment in all the wrong places settling for tolerable solutions or temporary fixes (drugs, alcohol, work, any obsession, but God).

Ed Cole, author of MAXIMIZED MANHOOD said this about intimacy: *"We become intimate with those we pray with, those we pray for, and the One we pray to."*

Q. *So, who are you hanging out with and looking to for intimacy? Are you taking a problem to the Real Jesus?*

Frustration

Q. How does a leader determine if there is frustration in one's fellowship if people don't communicate it directly to you?

Frustration manifests in four observable forms:

- (1) Rationalization "Making excuses for behavior"
- (2) Regression "acting immaturely"
- (3) Fixation "Repeating an unacceptable behavior"

(4) Resignation “evidence of apathy and lost hope”

LOOK for frustration in your team. The solution when you find it is often just to listen to individuals and to affirm their value to the team.

Satisfiers

Satisfiers are factors that universally motivate people to action. There are six such Satisfiers:

WORK ITSELF	RECOGNITION
ACHIEVEMENT	ADVANCEMENT
RESPONSIBILITY	GROWTH

Too many leaders think that money, benefits, rules, and working conditions are the answer to lack of motivation. Such things are important maintenance factors. But the above six things are the key to an exciting leadership environment, not things like more money.

Don't be Afraid to Delegate out tasks to volunteers because they aren't paid staff. Many people are not satisfied with jobs they get paid to do, and will pour of themselves into a voluntary position to express themselves if you will expect it of them.

Change

There is no growth (maturity) without change. For change to happen learning must take place.

The Bible tells us this: *“To whom much is given, much more is required.”* Every born again believer has been given the “greatest gift”, Jesus Christ.

Turning mistakes into positive learning lessons is vital to growth in individuals. Individuals must change if the organization and its collective attitude are to change.

So, after each ministry event four questions should be asked:

- a. Q. What was supposed to happen?
- b. Q. What did happen?
- c. Q. What explains the difference?
- d. Q. What do we need to change the next time?

Lesson Learned: If the leader is unwilling to change, his people won't change. If his people won't change, the ministry can't grow.

Control

There are two basic types of people: Those who learned to trust and those who learned to distrust while growing up in their family. With children what their parents say is not as important as the unspoken messages conveyed by parent's actions. People grow up in two totally different types of families. In one type family there is a daily struggle for power and control. The stronger ones prevail over the weaker ones. In this type of family children are taught that its all about who gets to control the relationship.

In the other type of family the informal message conveyed is that it is all about nurturing and loving relationships. They learn to prefer one another over self.

What makes the world so confusing is that both type families use the same language, but the words have totally different meanings. Consider the word "love". In the one family love carries the meaning that if you truly loved me you would do what I want. If they come into relationship with a person who thinks and acts out of concern for others they will try to please the controller, but controllers are never satisfied. The more they get the more they want. More is never enough. Unfortunately opposites often initially attract. In the world of

work the controllers being aggressive often end up over the relationship oriented ones where love is the most important thing.

Those who grow up in a dysfunctional family go through life not trusting; striving to get to the top so they can control others to provide the safety they never had growing up. And those who grow up in a nurturing, loving family can be “ambushed” by the controllers. They are by nature “trusting”.

Deception

The Bible clearly warns us about deception in the latter days. How do we as leaders guard against deception and overcome it. The Bible warns us about “false prophets” and “false teachers.” It teaches that people are “weak” by nature.

It is not clear when we are being deceived. That is the nature of deception. One sure sign is when we personally start using the language of deception, “white lies”, “little untruths”, “marginal deception”.

To locate Satan in any situation look for the lie. Learn to recognize lies. Is it contrary to God’s Word? If so it is a lie.

Renounce all lying practices. 2 Corinthians 4:2. Pounce on all unnecessary secrecy, shame, deception, and minor or major distortions about what the Word of God says about a matter at hand.

Even those with a sincere and pure devotion to Christ can be led astray if they don’t study the written Word. 2 Corinthians 11:3.

Only those who know the truth can recognize a lie when it surfaces. Be a leader, determine that your organizational climate will be affected more by the Word of God than the lie. There is a daily battle for supernatural control in all organizations. That is why leaders must operate in the power of the Holy Ghost. Satan will come in and try to take over.

Truth never fails to return enormous dividends in spite of the fact that upfront truth often causes initial problems. But only truth gets at the

hidden powers of darkness operating below the surface in every situation.

Wherever deception exists the devil is at work.

Wickedness always attempts to suppress truth. Romans 1:18

Truth is a leader's main defense against the father of lies (Ephesians 6:14). The Word of God tells a leader clearly that *"if one of us should wander from the truth that someone should bring him back."* That someone is the nearest leader.

Leaders must stand and be who God declares them to be, not who the people that surround them, or their own flesh, or a senior leader says they are suppose to be. One's loyalty must always be first to the Word of God.

As the Return of Christ draws closer there is increasing deception and twisting of doctrines taught by dark angels. Only righteous discernment can overcome deception.

The Situation

This section of the book is about the situation a leader finds himself in. Many areas of scripture "nails it" concerning one's situation. Look at **Isaiah 56:10 through 57:13**. Leaders must fear such a situation developing:

"...his watchmen are blind...ignorant...dumb dogs, they cannot bark; sleeping, lying down, loving to slumber... greedy dogs which can never have enough... shepherds that cannot understand: they all look to their own way, every one for his gain, from his quarter...the righteous perisheth and no man layeth it to heart, and merciful men are taken away, (the pre-trib rapture?) none considering that the righteous is taken away from the evil to come (coming tribulation?) . He shall enter into peace..." (into Heaven?)

Isaiah here is prophesying about *the latter days*, our generation, the generation that will see the rapture, the tribulation, and the second

coming of Jesus Christ. Here Isaiah talked thousands of years ago about the state of much of today's church.

Apostle Paul warned us in 2 Thessalonians 2:13 that there will be "*a falling away.*" In 2 Corinthians 11:4 he says many "*would preach another Jesus.*"

Understanding

In the North American church present research from the Barna Research Group and various other organizations tells us the following:

1600 pastors leaving the ministry every month

40% of pastors will not be in ministry in ten years

15% of pastors contemplate leaving the ministry every Monday

65% of pastors would leave their position for a similar paying job

50% of pastors feel unable to meet job needs

80% believe that pastoring has affected their family adversely

33% will have an extramarital affair during their career

70% lower self esteem than when they started out as pastors

89% think they do not have the gift of leadership

Q. Can you identify with these statistics? If so than this book is for you.

Style

People like consistency and predictability. Many look for a comfortable organizational style or personality.

Consistency and predictability reduce the number of non-essential decisions made, so church elders like to determine organizational

patterns of dress, greeting patterns, methods of communications, and styles of supervision. They believe they help to reduce tensions among people.

The only problem with this style is it can discourage outsiders from coming into your group. Be careful about the man-made rules you make when it comes to style and organizational culture.

Rules

Every group comes up with some man made rules. Most people have no problem with such rules, but may test one or two rules at most. God established only ten major rules or commandments. Most groups go far beyond ten.

It is clear that the more rules a group establishes in writing the less control they have because the less they are able to apply ethics to a particular situation needing a solution

Rules often come into direct conflict with ethics and morals when a group tries to control by rules instead of face to face confrontation.

A leader is better off with fewer rules if he is willing to challenge the rule breakers and rebels who rise against him. Bureaucrats write rules because they don't like to enforce standards by confronting such people. But for the sake of the majority you must.

Failure

If a leader is overly concerned with failure his ministry can't grow. Failure is inevitable in spite of our best efforts. Bill Gates of Microsoft once said something to the effect that he feared success more than failure because failure opens people to new ways at looking at things, but success breeds pride and arrogance which leads to deception and blindness and a certain fall.

Most leaders get into trouble and eventual failure through three downward steps.

(1) They fail to recognize a problem before it becomes overwhelming

(2) When they do finally recognize the problem they fail to prioritize their assets

(3) They fail to properly mobilize for success

Q. Could you be rearranging the chairs on the deck of the Titanic while your ship is speeding toward an unknown iceberg? Don't be building a monument to "self." This is one sure way to sink to the bottom of the sea. Give yourself to the task of meeting other people's needs, and they will rally around you when you need help.

Demands are ever growing and never satisfied. One thing is for sure. We need to be always learning to keep pace.

Learn to celebrate what one leader I respect calls "Noble Failure". He teaches leaders to celebrate it. He is not talking about celebrating chronic failure. People must want to get it right. Most have the desire and ability to do so with proper coaching. When such fail, don't get mad. See it as a teachable moment. Celebrate their failure, by telling them how much you appreciate the risk they took in even trying while so many are avoiding responsibility. Ask them to sit down with you. Tell them about a time when you too failed in a similar way, and then tell them what you learned through your failure. Then ask them what they have learned from their failure. **Celebrate noble failure.**

Lack of Success

What we want to accomplish in life always out paces our ability to do it by our own talent and effort. By design God has created us to need others. That is why Adam was given a helpmate and why all must at some point look to others for help in achieving the success that lies ever beyond their individual reach.

When what God tells us to do out paces what we can do by our self we must recruit others to join us and to be willing to loosen our grip of control by delegating, empowering, and entrusting to others and by

helping them to achieve by coaching, teaching, training, mentoring and encouraging others.

Do you really believe it is the destiny of every child of God to lead others to Christ? Than the only way to help them is to recognize them as leaders, to teach them leadership skills and then get out of their way.

The Paradox of Control

The paradox of control is that you must surrender control to another, to be in control, ultimately to the Holy Spirit, who can operate just as well through others as through yourself.

TAKING UP AN OFFENSE

God tells us to forgive. It is a divine action. In some cases it is only possible in God. Forgiveness is a God like action. We are to take on the nature of Christ. Thank God we have surrendered our life to a forgiving God.

Maybe you are clean in this area but every leader must watch in the area of family. It is easy to take up a secondary offense when someone wrongs our spouse or one of our children.

Often a leader will encounter problems in his organization that are the result of co-workers taking up an offense against another inside or out side the organization.

It brings a curse upon everyone around that person and can only be corrected by that person being lead into forgiveness.

Hebrews 12:15 “Looking diligently lest any man fail of the grace of God; lest any root of bitterness springing up trouble you, and thereby many be defiled.”

Prophecy

Prophecy is a realm where few have much understanding, yet scripture tells us to *seek the gift of prophecy* (1 Corinthians 14:1).

Q. Why does a leader especially need to know about prophecy and to covet this gift? A. Because prophecy is “future history” and leaders especially need to know what’s coming down the road to prepare God’s people. Don’t you want God’s help. One way He prepares us for what’s coming is through prophecy and words of knowledge.

When you read surprising headlines don’t you want to know how they line up with what God has said through his prophets about “the latter days”?

Wouldn’t you want to have a spirit of prophecy come on you or one of your co-workers when you are reproving, exhorting or rebuking someone who has submitted to God’s authority as scripture commands us to do. We are told by God to bring correction where he has given us authority. With authority comes responsibility and therefore accountability.

2 Timothy 4:2 “Preach the word; be instant in season, out of season, reprove, rebuke, exhort with all longsuffering and doctrine.”

Soul Ties

That occasional uncommon emotional tie between two people that can be either natural or unnatural depending on whether it is healthy or unhealthy spiritually. Some are established for good and some for bad. The bad ones need to be broken or they will ultimately do great harm.

Obey your leaders

Hebrews 13:17 “...obey your leaders....”

This verse gets a lot of leaders in hot water in the community of the faithful when the leader begins *to think of himself more highly than he*

ought and to run with an authority and in power that God has not bestowed on him offending his brethren.

A lot of hurt feelings and anger could be averted if appointed leaders would take up their Greek lexicon and get to the truth of what God was really saying in this passage and others that leaders site as their authority to lead.

Look at what our leader, Chief Shepherd and example said elsewhere:

Mathew 23:10 "Do not be called leaders for One is your leader, that is, Christ."

Mathew 20:25-28 "...it shall not be this way among you..." (Luke 22:24-26)

"A favorite question of the religious types with little discernment is "Who is your covering?" When the main pre-requisite to being accepted in fellowship by someone beyond the visible walls of churchdom is being under the authority of men than you know you have probably left the Kingdom of God and have entered the lair of another."

Beware because Satan and his cohorts are practiced in the art of using scripture to gain control of others and rule above the words of Christ himself.

When you hear the words "the Lord told me" As a preface being used by another to support impressions, impulses, thoughts, and a message then we have 1 John 4:1 which tells us to "*test and prove all things and hold fast to the good.*"

No one is exempt from deception and mistakes, even Godly leaders. One in authority over others can be quite wrong and still attempt to use the club of Hebrews 13:17. In this scripture the English word "obey" in the Greek means "allow yourself to be persuaded". The concept of overrule is foreign to the Greek text.

We are not to run to and fro seeking human mediators to take the place of Jesus Christ in our life.

Hierarchy

The need for hierarchy is at the root of the present deadness in many fellowships that has become the clergy-laity distinction that is ripping and tearing many flocks apart. We are all called to be priests and kings, a nation of leaders according to our LORD.

1 Peter 2:9 "But ye are a chosen generation, a royal priesthood, a holy nation, a peculiar people; that ye should show forth the praises of him who hath called you out of darkness into his marvelous light."

It is the job of those appointed by others to lead, to turn those who may be comfortable sitting in the pews into leaders, and to release those anxious to leave the pews to go into action for the Lord as soon as possible. (Ephesians 4:12)

According to Gregory Mantle the theme of Hebrews is that "in Christ" we have a

better revelation better rest better sacrifice better fellowship

better messenger better covenant better entrance better service

better High Priest better Mediator better country

Every leader must be careful to remember that the Ark or Temple of God is no longer visible but is now invisible.

1 Corinthians 3:16 "Know ye not that ye are the Temple of God, and that the Spirit of God dwelleth in you?"

So like Uzzah in 2 Samuel 6 who was killed for improperly touching the Ark of God appointed leaders should take care to avoid touching any of the Saints of God verbally, emotionally, physically, or spiritually in a way that divides them from Him and from one another.

Take care in using Hebrews 13:17 in a way that promotes a top heavy hierarchical authority structure.

The Lord himself is our only leader, shepherd, overseer, teacher, pastor and Father. We are all brothers and sisters who are called to let Our God express Himself through us. What a privilege it is to have him operate through the least of the brethren in authority and power. We need to take care not to get into pride when he is using one of us.

Are you the shepherd or is Christ? Who are your people really looking to when they look at you? Who are they seeing?

Take care that you don't become more your shepherd than the Lord is.

CURSING

Cursing and blessing go together. Most religious cultures of the world have words that curse or bless. In my Franklin Bible the word cursing or curse is used 185 times; 161 times in the Old Testament and twenty times in the new. Of course we are a blessed people. We must know how to bless others and to receive a blessing.

What about this other word? In Genesis 3:14 we first encounter the word "cursed." We discover we can incur the anger and wrath of God. Scripture tells us "**the fear of the Lord**" is the beginning of all knowledge. We discover from reading scripture that the Lord Himself can and has cursed....

Genesis 12:3 "And I will bless them that bless thee, and curse him that curseth thee..."

There is much about spiritual warfare to learn for the child of God to walk in safety and power in this fallen world. This is our destiny. It can't be learned without studying the power of curses and blessings.

Leaders will deal with generational curses at times, the result of sin attaching to children and grandchildren of an unrepentant sinner that can result in leadership problems that can only be dealt with overcoming the power of the curse. No amount of counsel or instruction can deal with problems that are spiritual. The effects of a curse are broken by breaking the curse. An effective leader needs to know how to help in these situations.

I usually use the authority of Psalm 109, Luke 10:19, and the powerful authority of the Name of Jesus Christ given to Christians to break off curses directed against the people of God. Modern day practicing witches, warlocks and other misguided people who don't know the power of words spoken in anger can affect us if we aren't walking closely with God. Read Psalm 109 and Proverbs 6:2. Some may have curses directed against them or your people on almost a daily basis.

Whose job is it?

Do most pastors and elders really believe it's their job to train up their people as leaders?

Those in a fellowship who surrender their life to Jesus Christ, begin to invite the Holy Ghost into their life on a daily basis, and learn to put their own flesh to death by staying buried in Christ, will begin to rise in resurrection power. Why would any leader want to keep such a potent force captive in the pews?

- Q. Who have been the three most influential people in your life in terms of who you are today? What is in you today that wouldn't be there with out their influence?

Take a few minutes to do this exercise. You will see that we are for the most part fashioned by experience and not born leaders. Were these three individuals a power for good or for bad? We can learn from both good and bad leadership.

To train leaders you need to meet with people. You need several periodic meetings to be effective in helping cause change in people. If you only meet one-on-one you can't effect as many people if you have organizational responsibilities.

Do it yourself

In the short run this is the easiest way to accomplish most tasks; just do it yourself. Leaders won't get much else done by functioning as DOERS, even though it might be done better if they did it.

You were placed in a position of influence primarily to influence others. To create necessary change you must keep your leadership focus which should be different from the focus of a doer.

Leaders direct "constructive change" by their focus".

When a leader vacates his visionary post to get into the act of doing something specific he may feel good but he is providing no leadership.

Think carefully before you do it yourself. The critical art of leadership is the ability to delegate tasks to others to do.

Ugly Ducklings

Most of us have heard the childhood story of the Ugly Duckling who turned out to be a beautiful swan to the amazement of all the ducks.

In building your leadership team don't be like many leaders who pursue the "beautiful talented" people everyone is after to enhance their team. Such have grown up blessed by natural giftings and admired by parents and teachers. Thank God for such people, but they are too few to fight over.

The Lord says he works best through human "weakness and infirmity." Those people the world wants on their team must go through a humbling process before they amount to much for the Lord, though they may be dynamos in the secular world.

Better to find those who have been humbled by life experience and are motivated to serve God. Their character has been forged

in the fire of adversity and affliction. Don't pass by those overlooked by the world systems.

Help an "ugly duckling" with a good heart and a teachable spirit to find his bearing, and you could not only help God to set free a dynamo for God, but might make a friend for life.

Change You

There is an old saying: "The speed of the leader is the speed of the group." The saying has merit.

Leaders with integrity take responsibility for both the good and bad found their organizations. Why? Because they have the most authority to improve situations!

Often the most important change that can be made is a leader's attitude, character and behavior. When people see a respected leader get serious about a matter, they too get serious.

Setting the example has power over others.

Time is Short

You hear people say: "*There is never enough time.*" Yet when an experienced leader needs to get something done that is really important, he instinctively gives the job to "his busiest person." He knows that if it can be done right in the short time available this busy co-worker will find a way to do it right, and on time and his other assignments won't fall apart. Such a person knows how to work smart. He works smart by setting priorities and does first things first. He knows how to get extra help by calling on those he has helped in their time of need.

We live in a time where the Bible says: "***the end of all things is at hand.***"

1 Peter 4:7 "But the end of all things is at hand: be ye therefore sober, and watch unto prayer."

This is the time to work smart and do righteous deeds that “*store up riches in heaven.*” *The time is now for time is short.*

Q. Why is the time so short? What is the worst possible thing that could happen to a leader? What if the rapture were to occur this year (2007), and neither you, your family, or people who looked to your leadership were prepared to depart? I can't think of a worst thing that could happen to a leader.

Mathew 16:2-3 “Can ye not discern the signs of the times?”

Mark 7:6-7 “This people honors me with their lips, but their heart is far from me. And in vain they worship me.”

2 Timothy 4:2-4 “Preach the word! Be ready in season and out of season. Convince, rebuke, exhort with all long suffering and teaching. For the time will come when they will not endure sound doctrine, but according to their own desires, because they have itching ears, they will heap up for themselves teachers, and they will turn their ears away from the truth and be turned aside to fables.”

Titus 2:15 “Speak these things, exhort and rebuke with all authority. Let not one despise you.”

Q. *Are we now in the midst of what the Apostle Paul called in 2 Thessalonians 2:3-4 “the falling away?”*

The Broad Road

A.W. Tozer had much to say about the times we live in. The way of the cross is a narrow way.

2 John 1:7 “For many deceivers are entered into the world who confess not that Jesus Christ is come in the flesh.”

Tozer said: “Deception has always been an effective weapon and is deadliest when used in the field of religion.”

“The whole religious picture has changed. Without denying a single doctrine of the faith, multitudes of Christians have

nevertheless forsaken the faith. Anyone who makes a claim to having accepted Christ is admitted at once into the goodly fellowship of the prophets and the glorious company of the apostles, regardless of the worldliness of their life or the vagueness of their doctrinal beliefs.”

“Our Lord warned against this. He instructed us to “Beware of false prophets, which come to you in sheep’s clothing, but inwardly they are ravening wolves.” (Matthew 7:15)

This is a frustrating time for Christian leaders. We are living in a time spoken of in Psalms 11:3. *“When the foundations are fallen what can the righteous do?”*

False Loyalty

Think about loyalty as three dimensional: a relationship with a leader, with subordinates and with one’s peers. A huge trap for a leader is to be loyal to an institutional lie rather than to the truth. Many believers are deceived by a false sense of loyalty. False loyalty is a road to disaster.

4

the Leader

Leadership defined

Once you are appointed to a position of leadership, whether or not you think you have the charisma to be good at it, or all the leadership education to stay on top of things, you need to go to a quiet place and think about what leadership is really all about. If nothing else when you are asked to explain what leadership is, you shouldn't be at a loss for words.

Take the time to decide on a definition of leadership that works for you.

There are as many definitions as there are good leaders, not many; some are better than others.

I'll give you just one to ponder and chew on:

Leadership is the sum of those qualities of intellect, human understanding, and moral character that enables a person to get right things done through the cooperation of others.

God expects you to be a good steward of those he entrusts to you.

Four “knows” of Leadership

- (1) Know your God
- (2) Know yourself
- (3) Know your coworkers
- (4) Know your job

Two leader responsibilities

- (1) Accomplish the organizational task
- (2) Provide for the general welfare of those on your team

Four Indicators of Good Leadership

- (1) Group effectiveness
- (2) Self discipline of team members
- (3) Spirit of togetherness (harmony) among team members
- (4) Morale of individual members

a serious leadership deficiency

When outsiders see a blindness within to certain realities of life that those within don't see, this is a very serious leadership shortcoming.

The inability of leaders to detect problems when they are minor and before they blow out of control will result in great pain for the leader and the organization when the blow up occurs.

Authority

We see define lines of authority in the Old Testament, but the New Testament has very little to say about a link between leadership and authority.

Authority is not power. We see in life that **power** is the brute ability to force your will on another.

But, Jesus greatly disturbed the existing authority structure with his teaching on authority. You need to understand how Jesus saw this issue. Study Luke 22:24-27.

Q. So how should a Christian look at authority?

Authority in the body of Christ according to Christ must differ from secular authority. The New Testament is strangely quiet about leaders having spiritual authority. The New Testament uses two Greek words for what we mean by the English word, authority. (First) "*Dunamis*" the following personalities possess dunamis power: God, Jesus, The Spirit, angels,

demons, principalities and powers. Human beings can only be energized by these supernatural beings. The N. T. never refers to humans as having this authority in their own person. (Second) **“Exousia”**: This Greek word is also translated as power or authority. The N. T. extends this kind of authority or power to national leaders to govern, and to disciples of Jesus to exercise authority over evil spirits and diseases (Luke 10:1). We also see most people exercise natural authority over most aspects of their lives such as who they marry, what they eat and drink, and buy. To sum it up the N. T. teaches nothing about a clergy-laity relationship where one believer has authority over other believers.

Another way looking at authority and power is to ask: “Whom do I obey?” The Greek word: **“hupakouo”** means “obey” Analyze verses like Romans 10:16 and Philipines 2: 12. We see we ought to obey God, the Gospel and the Apostles’ Teaching. We learn in Ephesians 6:1,5 that children should obey their parents and employees their employer. But if believers are to “obey” appointed spiritual leaders the new covenant doesn’t say anything about it.

We see the phrase “obey your leaders” in Hebrews 13:17. Here “obey” (peitho) means “persuade, let yourself be persuaded, or be biased in favor of listening to what they have to say.” This is quite different from “obey”. In Hebrews 13:17 the word “hupeikko” (the English “submit”) means this in the Greek, “after a discussion one party should give way to the other.”

Where a leader demonstrates great wisdom and character most will prefer him and take him seriously.

Spiritual authority should therefore be the result of earned trust because the truth is boldly stated. A genuine leader-subordinate is where truth and trust are common. In a biblical relationship worldly authority becomes counter-productive.

Reduce for Increased Impact

Email is quick and easy. It has taken over the field of communications. But what will the long term impact of this trend be? Words are power. The spoken word spoken with conviction and force brings things into existence. But take care. Eye to eye contact and a firm hand shake is the best road

toward covenant. Whether you use the spoken or written word more isn't better. One of the marks of true leadership is brevity of speech.

Three essential skills

A teacher named Thomas Gordon wrote a book titled PARENT EFFECTIVENESS TRAINING. It was so effective it developed into a series of leadership materials based around three basic techniques of communicating with people.

- (1) **Mirror Listening** – Few of us listen well. We are mentally busy thinking about what to say next. This technique teaches us how to listen well and is a very clear signal sent to the talker we heard clearly what was said.
- (2) **Who owns the Problem** – This technique when practiced keeps us from assuming responsibility for a problem which is not ours, but belongs to another. It saves us from becoming swamped by the desire to help another and never complete our own “to do” list.
- (3) **Sending “I” Messages rather than “You” Messages** – Many have unhealed wounds and insecurities that are covered over. Our words can accidentally trigger others to react in a manner that leads to crossed communications causing us problems. We can learn to communicate in a way that lessens triggers. Instead of saying something like: “You make me so angry,” (can cause a defensive reaction), you instead say: “I am very angry about this” (this sets the person up to help you out instead of reacting with anger to your being angry).

Leaders have additional responsibilities and therefore need to improve their ability to communicate. There is much help available for those who ask.

Functions of Leadership

Q. Are knowing functions helpful? It provides a checklist on how to get started. Knowing how to proceed in accomplishing a task is important.

The Functions of leadership are: PLANNING, ORGANIZING, DIRECTING, COORDINATING, and CONTROLLING

BE RESPONSIBLE

This is an age characterized by Psalms 11: 3. Many are reeling backwards from the sheer flood of evil released out of hell. Few seem willing to adhere to this important principle of leadership to be responsible for the task given you. Parents abandon their families. Seniors blame subordinates when things go wrong. Few want to claim responsibility when things go bad.

Thank God he promises to raise up a standard. (2 Chronicals 7:14) If we **humble ourselves** and **pray!** If you are responsible, do these two things and God will step into the situation on your side. You need his supernatural help when a supernatural foe contends against you. Never forget who the real enemy is.

John 10:10 “the thief cometh not, but for to steal, and to kill, and to destroy...”

DEMONSTRATION

You find this word (demonstration) in only one verse in the King James Bible, in *1 Corinthians 2:4*.

“And my speech and my preaching was not with enticing words of man’s wisdom, but in demonstration of the Spirit and of power.”

I remember a word of advice from my Commanding General when I was chosen to be his aide de camp the last four months of my third combat tour in Vietnam. He said, Dave, you can get a lot done for me in your authority as a Captain of U.S. Marines. But if one of my Colonels forgets who you work for, starts to give you grief in getting done something I have told you to do, it is then time to use my power not yours. Say to the Colonel, “Sir, do you want me to go back to my General and tell him you can’t do it? That is a demonstration of my power not yours, working in your favor .

Mark 16:17 “And these signs shall follow them that believe; in my name shall they cast out devils; they shall speak with new tongues; they shall take up serpents; and if they drink any deadly thing, it shall not hurt them; they shall lay hands on the sick, and they shall recover.”

The above verse promises a demonstration of God’s power when you do what he says in his name to do. At times we all need demonstrations of God’s power. The devil wasn’t able to stop Jesus so now he is trying to stop us. His time is short and he is furious. God says to call upon him when the devil gets in our face.

Followers

Praise God some are willing to follow righteous leaders. Some must step in to lead before they think they are ready. Don’t be anxious about following another if you know he is following Jesus. We learn how to lead by watching the successes and failures of those in leadership. Our turn will come soon enough. In the meantime much can be learned by apprenticing under other’s, starting with our parents.

Getting Started

Q. Where does one start in beginning a project? Just start somewhere. Don’t get overwhelmed by thoughts of all the work to be done. Once you have received a mandate, too much planning is overrated. Get started. Start by doing what you see to do. Bath the task in prayer. Trust God to lead you. After you do what you see to do, you will begin to see what else needs

doing. People will begin to be excited by what they see you doing and will jump in and help. If it is a clear mandate from God, begin to go forward.

Decision Points

In many situations clear points in time become evident where a decision has to be made before going forward. Make decisions when they need to be made not before. Give time for necessary facts to be uncovered in order to make the best decision. An early decision is not always the best decision. Some will want you to make decisions before they need to be made because it helps them, but this is not often wise. Put off critical decisions until the decision point is reached. Up to that point gather information needed to make the right decision. Looking carefully at all alternative courses of action. Once you make the decision don't second guess. It's action time. Don't be indecisive. A poorly thought out decision carried out with boldness is often better than a great plan executed poorly.

Reputation

These are evil times. Having a good reputation may actually be a bad thing. What circles are you traveling in? Be in the world, but not of the world. Look at the example of Jesus.

Philippians 2:7 tells us: "but made himself of no reputation, and took upon him the form of a servant, and was made in the likeness of men."

If your reputation is destroyed falsely, "count it all joy."

John 15:19 "If ye were of the world, the world would love his own: but because ye are not of the world, but I have chosen you out of the world, therefore the world hates you."

a sense of mission

Many we associate with are good, decent people in the eyes of the world. But how many fear God? Many are too compliant not knowing the written word. Being compliant is not as good as being committed. The difference between a compliant person and a committed person has a lot to do with past conditioning and experience.

Leader must cultivate a “Sense of Mission” in their teams to prepare them for those times of crisis we collectively go through. Most subordinates are focused on the routine and are not motivated to look ahead to those periodic times of crisis.

Teaching People

One of the first things people need an understanding of is the “righteous standards” of an organization. All need to know what is expected of them. Few do. We learn of righteous standards in the Bible. Watching others who profess to be believers to see whether or not they live up to the standards of life is educational. Leaders should set standards upfront before problems develop. Some will test the fence line to see where the boundaries really are.

Honesty is a critical standard to set early on. Without honesty teams flounder. Dean Radtke, a leadership teacher (www.ministryinstitute.org), uses a phrase I had not heard before: “*Marginal Deception.*” He teaches the concept of honesty very boldly. He assigns homework to the class. At the next meeting he asks who has not done their homework. With the first hand raised he makes it a point to thank that person for being honest. He then says he wants only honest people on his team. He then talks about marginal deception. He defines it as depriving the one you work for of all the facts needed to achieve the stated agenda. Those who withhold information that is seemingly unimportant are not being honest. Those who withhold information are being dishonest. I am warning you up front, if I catch you in a lie (withholding facts) you have instantly opted to be off my team. You need to fire such people. At the very least we need to expect basic honesty. By setting such standards you never have to fire anyone. They end up firing themselves. A side benefit to setting righteous standards is that you give others the opportunity to be advocates by defending the standards.

It's risky work building a culture of honesty. You will lose gifted people who will choose to go elsewhere. But the end result is to create smoother sailing later on.

Important Leadership Skill

The most important of all leadership skills is the ability to get along with and handle others. Managers rate this skill more valuable than the following:

- intelligence
- decisiveness
- knowledge
- job skills

Decision-making

I am continually amazed when I see a leader who has great difficulty making an obviously needed decision. Such a person chooses to go on with the flow maintaining the status quo disregarding the seeming consequences. Some leaders choose to remain blind to clear violations of standards not wanting to stir up further controversy.

Those who find controversial decision-making difficult should make their job easier by setting a future date for the making of an important organizational decision. Ask people to bring you their input to you ahead of that date. Let them make their arguments up to the point where you as the final decision maker choose the best course of action for all.

The Organizational Chart

Who hasn't sensed the Lord is doing a new thing spiritually? New wine can't be contained in old wine skins. How do we best organize for the next move of God? Most have seen what traditional organizational charts look like.

A box with lines drawn between functions! Some lines dotted, some solid, showing lines of authority and communications between various activities. Most look like triangles. The boss at the top! Less responsible people at the

bottom! Conventional wisdom establishes a box for each job function. We recruit a name for each box. We fill positions in each box going from top to bottom. We attempt to grow the leadership deep bringing no more than five people at every level to a leadership table. It sounds good and works well helping most secular organizations grow. But we have a supernatural foe and need the wisdom of God. Can we even structure the Kingdom of God?

A church's janitor may be quietly winning souls right and left talking about the one he loves, Jesus. Few know his last name. Yet he has a dramatic impact on the growth of the Kingdom of God. His pastor is recognized by many in the community, but has never been known to have led a single soul to the Lord by his weekly preaching. And hidden sin may be the reason he doesn't preaching the full gospel. Which of these men has the greatest impact for God?

Is a change needed in how we assess organizational charts? The Kingdom of God is established in Heaven. It breaks forth on earth in little noticed ways. It is more likely a flat chart as opposed to a tall, bureaucratic chart as exists in today's church world. At the top of the chart is the King of Kings and Lord of Lords. Underneath are his servant-brothers and sisters walking in delegated power and authority as kings and priests (1 Peter 2:8). They burst forth from the walls of the established church to turn the world beyond church doors upside down in little noticed ways. The explosion in the Spirit some are aware of is horizontal, not vertical, so little noticed in the busy world of commerce, politics and religion. The saints of God as they walk and talk try to stay nameless and face less. Their main focus is to leave behind radically saved, spirit-filled, people excited about Jesus.

Two Key Questions

Competent leaders talk about what they want. Their subordinates need to listen carefully and carry out lawful orders. Competent leaders ask intelligent questions attempting to quicken the thinking of their subordinates. Hoping they will work out solutions and act upon them as they are closer to most problems. Good leaders want others to grow. A reservoir of good questions is one of their best tools. The New Testament shows Jesus asked many questions. He disarmed his opponents and got his disciples thinking in ways they had never thought before. Two important questions leaders should ask are:

- (1) What can go wrong with our plan?
- (2) What can we learn from what went wrong so we will do better next time?

Set an Alarm

I know how to set my focus to accomplish objectives. But in the doing I often can get distracted from other important duties. My wife who is more nurturing and caring noticed once I was not thinking about an important chore concerning our horses. She suggested I set an alarm to remind me to do the chore on time. This I did solving the problem.

When the alarm goes off you will remember why you set it. It works for all kinds of things for you who can focus and there by lose focus on other things that matter.

5 Drill

Self-Deliverance

John 8: 32 “And ye shall know the truth, and the truth shall make you free.

- Q. Are you free? Of fear? Worry? Doubt? Guilt? Financial concerns? Do you walk free in the area of health? If not, how confident can you be in helping others get free, who are weighted down by such matters? Do you need a testimony of God’s awesome power to go along with an understanding of what God wants to do for his children?

Most leaders are not radical enough to be of much use to Jesus. He demonstrated the power of deliverance (Mark 16:17) so that we could walk in it. This is the very first spiritual power mentioned in the above verse. Casting out demons! How often have you taken this action when plagued or weighted down by demonic oppression. One can struggle with a weight control problem for thirty years or never achieving victory and we have the answer: deliverance. If we never help ourselves or others, could it be we are deceived by a spirit of unbelief that needs casting out?

We need to begin trusting all of God’s Word. Look especially at the parts discounted by doctors of theology. Become seriously effective for God’s Kingdom by learning to overcome personal shortcomings that no amount of self-determination has been able to correct through years of trying and crying out to God for help. He has already given us such scriptures as Mark 16:17 and Luke 10:19. Begin to use supernatural power in natural situations. Cast out some demons that are holding you or others back.

There is nothing like self-deliverance to wake a person up to the major problem in people’s lives – demon oppression. There is a good book free on the internet: **DELIVERED FROM DEMONS** by C Parker Thomas.

Listening

Many in the helping professions such as counselors and psychologists do little more with patients than to actively listen to what they have to say. Many go through life without anyone taking them seriously. Most can work

out the solution to what ails them if they have someone who cares enough to act as a sounding board. Have you taken the time lately to listen to someone with a need to talk? Did it make a difference? Try it.

Memorization

The words memorize and drill are not in the King James Bible. Memorize and drill are synonyms. It takes a paragraph to convey this idea in the King James.

Who would you want beside you in combat? Highly drilled soldiers and combat units! The side with the best drilled soldiers is the one that prevails in a fire fight. Is it biblical to drill and memorize to counter a spiritual attack before it happens? You decide.

Deuteronomy 6:6-9 “And these words, which I command thee this day, shall be in thine heart: And thou shalt teach them diligently unto thy children, and shalt talk of them when thou sittest in thine house, and when thou walkest by the way, and when thou liest down, and when thou risest up, And thou shalt bind them for a sign upon thine hand, and they shall be as frontlets between thine eyes, And thou shalt write them upon the posts of thy house, and on thy gates.”

Christians perish according to the Prophet Hosea for “lack of knowledge” (4:6).

Teachable Spirit

Caring leaders accept responsibility to disciple and train up the less experienced in Jesus Christ.

Leaders:

Coach

Teach

Train

Mentor

There is a responsibility for those who need to grow in Christ to maintain a teachable spirit.

Q. How long does a leader work with someone who doesn't demonstrate a grateful heart and a teachable spirit?

Until the Holy Spirit releases them from the task! When a leader encounters an unteachable spirit and no longer feels peace (a connectedness) he is released from further responsibility.

“To Do” List

Responsible busy leaders maintain a list of things to do. Keeping a list of things to do you will overlook or forget to do things that will come back and bite you. By maintaining a list of things to do, it soon becomes apparent whose list you are working most of the time, yours or someone else's. Others will seek help with their list of things to do. A leader must learn how to say no. Be sure you never say no to God. He has a list of things He is requiring His angels to ensure get done too. They also work through people.

Mark Your Calendar

Leaders by the nature of their responsibilities must be more conscious of the use of their time than those of us with fewer people that depend on them. Leaders must work off a calendar scheduling days and months ahead. The very busiest need a person to help with their schedule to help keep them on track. You have heard busy leaders say: “I would like to, but can't say yes to your request until I check my calendar.” Work from a calendar to keep your memory freed up. If you run your life from memory you aren't very busy and probably don't have many leadership responsibilities.

ABC Priorities

At some point you may become so much in demand that you increasingly find yourself having to say no to requests. At this point look at all you have to do on your “TO DO” List. You need to place your duties in an order that ensures things get done “on time.”

Q. How is this done? Arrange the work into three different piles depending on how important each job is. An A, B and C priority! Take all those requests that you labeled C and put them in the bottom drawer of your desk where you can sort through if you need to find something. At the end of 30 days throw that entire pile away except for the few requests that you had to pull from the drawer when something came up. Next, take the B pile and sort through arranging into As and Cs. Finally take all your As and arrange in order of importance, and begin to work your A pile. Looking at your B pile once in a while to see if there is anything that needs doing now. You then can see how quickly you must work. Now some of the As are what efficiency experts call Overwhelming As. Such work may take days, weeks, or months to complete, so must be broken down into separate tasks each which are more or less important. As you can see you need increasing help as a leader in demand. You must learn to delegate, or you won't be a leader for long.

Leaders have a lot of privileges. But their responsibilities and their hearts require they not take advantage of their privileges near as often as we who are less busy would think. Why? Because they are too busy being responsible. Really smart leaders keep God foremost in mind. They make sure He has the most important place on their list of things to do each day. Also they let Him interrupt anytime He wants to.

DO IT NOW

Or, DO IT LATER. How does a leader make the choice now or later? If it is a lower priority job and won't take much time, but needs to be done, he might do it now, unless he is in the midst of something very important with a time limit. If he needs to put a little thought into a job before beginning and is not clear how to proceed he'll schedule a time to do it LATER. In the

mean time his unconscious thought process begins working on the details, and when he does it later chances are it will be done right and quickly.

Leadership Process

Problems come up in organizations all the time, and effective leaders develop a process for getting things done right and on time. Here is one process:

IDENTIFY + GATHER + CHOOSE +
PROBLEM FACTS POSSIBLE ACTIONS

ANALYZE + DECIDE + ACT ON THE DECISION

Half-Time Rule

This rule was the result of Lt Colonel Pete Ellis's prophetic vision of WWII and how to prepare to win the battle 20 years before the start of WWII. It works well for peaceful situations as well. Choose a point in time just before you need to take action. From that point in time you take half the time for your planning and give have the available time to your subordinates who in turn do the same on down the chain of command. Those closest to the fight have very little time before they go in to battle so must always be ready to go. This rule ensures that time available to leaders before going into battle is used wisely. Church leaders should think of themselves as combat leaders. Whether they are conscious of it all the time or not we live life in a combat zone. Spiritual warfare is a reality. We must remain highly aware to keep from being deceived and ambushed by the Devil.

Backwards Planning

This is also called reverse planning. It is another tool conceived before WWII by the Marine Corps. They analyzed why the British failed in their nine month long military campaign at Gallipoli in WWI. You plan to

support an exercise or action by working backwards from the point of attack. When you load a ship or air plane, what needs to come off the ship first? When loading a ship or plane what is needed last is loaded first and what is needed first is loaded last so you don't have to unload the whole ship to get to a high priority item of resupply. Not being able to quickly get to something that is desperately needed is just as bad as not having it at all. Why do many missionary efforts fail? Because a missionary's needs are sometimes desperate, and if they can't be resupplied quickly enough to make a critical difference they fail. Timing is everything in combat situations and in winning souls. Discipling new believers so they are ready when the attack comes, is not easy, because it will be resisted by Satan's forces.

Covenants

How do you bond with people to make a difference for the Kingdom of God? In the natural people are not dependable. Few can be counted on. God's Word says trust no man.

Psalm 146:3 "Put not your trust in princes, nor in the son of man, in whom there is no help."

The reason the Kingdom of God ultimately wins out over the Kingdom of Darkness is because the love of God is stronger than the fear of man. Love triumphs over hatred at the Second Coming of Christ. God has covenanted with us that this will happen. We can depend on it.

How do we make agreements (contracts) with other people that will last? Street gangs have an answer. They make blood covenants pledging their life if they break the covenant. I don't recommend cutting yourself and mingling your blood with another as a sign of covenant. But that is what Jesus Christ did for us. He spilled His blood at the cross, laying down His life as a pledge for his brothers and sisters. How do we connect with Christ? By the spirit! How do we connect with men in a way that lasts? In the spirit! Relationships with born again people are more likely to last than those who haven't pledged their lives to Christ and won't submit to the Holy Ghost. One who keeps his relationship with the Lord strong is more likely to honor his commitments to others. The common thread between believers is a bond in the Spirit with the Holy Ghost. Find others who are like minded in Christ

who hear in similar ways from God. Only this covenant is strong enough to last.

The Work Load Covenant

When a leader receives new work his first response should be “Who can I give this to?” We broker out work in human organizations based on the organizational box (function) a sub-leader is responsible for (example: evangelism). The Head of Evangelism has been told, *“I won’t guess where you are at. It is your responsibility to tell me whether or not you can do what I assign to you.” If there is a problem tell me and we will reason together.*”

The Accountability Covenant

If the sub-leader is not confident he can do the job he reasons together with the leader. The leader asks: *“What would have to happen for you to take this job on?”* If a sub-leader hasn’t delegated out the work because he hasn’t been able to recruit a team and is all maxed out on work, he probably can’t do the new assignment without some other duties suffering. So his leader asks questions to help the sub-leader think through how he can accomplish the new task while getting normal duties done. If he decides he can do it, the leader attempts to sell him off his commitment. If he can’t do this and the sub-leader is sure he can do it. The leader says: *“You have convinced me you can do this. But, if anything should occur that should go awry I want to know immediately. Not telling me is not looking out for our best interest. It would be dishonest to have something come up which would cause you to fail and not tell me. Do you understand?”* This makes the sub-leader accountable for his actions. If he comes to you later with a problem: Don’t immediately tell him how to resolve it. Ask questions like: *“What are you going to do about it?”*

Evaluations

All leaders have followers to support the leader in the actions he must accomplish. Those who support a leader deserve to know how the leader thinks they are doing. Most want to do well. A few don’t have the ability to do well. Some can’t be trusted. Ones that can’t be trusted and won’t learn

should be let go. You need to document this on paper as their failures happen so they get a knowing they are going to be let go if they don't change. You don't just go fire them. If they have been properly counseled and won't change they in effect let themselves go.

The key to evaluations is to constantly give people feedback on how they are doing so they know. The reason to document evaluations is for the purpose of promotions and when letting people go. When people leave it is nice to send them on with a letter of reference listing what they did right. This is made easier if you document things as they happen. If you only have a formal evaluation on an annual basis people shouldn't be surprised by what they learn at that time.

Four Moral Laws

To get a handle on a troubling personal relationship understand how law works. God's moral laws work just like his law of gravity. Drop a rock, it hits the ground. Gravity is an absolute. Law breakers don't question visible, physical laws of God, so why rebel against moral laws? No immoral person would jump out of a plane in flight without a parachute. But many willingly reap the consequences of disobeying laws that forbid us to lie with others of the same sex. AIDS and early death like the effects of gravity are the natural consequence for this moral violation.

Key human relationships are governed by absolute, invisible moral laws. When violated we reap the painful consequences of this sin which is death. Four of God's laws form the basis of all serious counseling.

Deuteronomy 5:16 "Honor thy father and thy mother, as the Lord thy God hath commanded thee; that thy days may be prolonged, and that it may go well with thee, in the land which the Lord thy God giveth thee."

Effect of Disobedience: In a child's life when the child dishonors his or her parent it will not go well in that area of the child's life.

Matthew 7:1-2 "Judge not, that ye be not judged. For with what judgment ye judge, ye shall be judged: and with what measure ye mete, it shall be measured to you again."

Effect of Disobedience: When judgment has condemnation or hatred attached to it, for every action there will be a reaction.

Galatians 6:7 “Be not deceived; God is not mocked: for whatsoever a man soweth, that shall he also reap.”

Effect of Disobedience: You reap what you sow in the way every math formula must balance.

Romans 2:1 “Therefore thou art inexcusable, O man, whosoever thou art that judgest: for wherein thou judgest another, thou condemnest thyself; for thou that judgest doest the same thing.”

Effect of Disobedience: There is no excuse. When you judge another, especially a parent, even if their behavior is wrong, if hatred or condemnation is attached to it, you will end up doing the very same things you hated in your parent. This judgment effects key relationships beyond the family of origin.

We all must judge. But we must do so in love, without gossip, anger that lasts or condemnation attaching to our judgments. When a son judges a dad for his alcoholism and abuse of his mother, and doesn't forgive he will end up doing the very same things he hated in his father because his judgment has become unrighteous.

To stay pure these four moral laws must get translated from head knowledge to heart knowledge.

Hebrews 3:12 “See to it that an unbelieving heart doesn't cause you to depart from the living God.” The heart has unbelief and needs evangelizing. How many Christians have a bitter-root judgment that is wrecking their life? Slowly taking them to hell! Repent and forgive! These are two mighty keys to a righteous walk with Jesus Christ in the Holy Spirit.

Counseling

Many leaders have been suckered by Satan by falling into the counseling trap. They have gotten hooked in an unholy relationship with one they attempted to help. Many needy people are looking for a human savior. Take care not to get into a soul tie with such a person. Your job is to introduce people to their true Counselor, the Holy Spirit of God. If there is no evident fruit from your initial interview question whether you should proceed any further. It shouldn't take more than one or two meetings to help most people who are sincere and honest in their desire for help. Remember that tares are growing up with the wheat. Tares will never be wheat. Unless the Father draws a person they can't be drawn.

Instruction

It's the shepherd's job to feed the sheep, not the lambs. It's the sheep's job to feed the lambs. Children learn more than you realize through observation by sitting quietly while adults talk.

Pastors make a serious mistake talking down to a congregation. A service should not be designed to evangelize the unsaved or the children while adults sit bored with unchallenging messages whose aim is too low. Pastors should arm the sheep. The sheep should evangelize the children and the unsaved. I am not a fan of seeker friendly, politically correct thinking.

Jesus Christ met Saul (later the Apostle Paul) in Acts 26: 13-17 on a road not inside the four walls of the church building. Paul was converted in a matter of minutes. It does not take a long time when the unsaved have a personal encounter with the truth. Interaction with the unsaved should be out where they live and work – in the world. Instruction inside the four walls of the church must be for those who are born-again and baptized in the Holy Ghost. Those are the only ones ready for instruction.

2 Corinthians 4:3-4 “But if our gospel be hid, it is hid to them that are lost: In whom the god of this world hath blinded the minds of them which believe not, lest the light of the glorious gospel of Christ, who is the image of God, should shine unto them.”

When first time visitors come to a believer's service, don't assume they can retain anything. They are blind until they see. Don't waste the believer's time talking to those you don't know. Address the children of light not of darkness. Aim your sermon to impact believers. Challenge them to win the lost. Certainly at the end of the service there can be a time for the lost sitting in our midst with questions.

Remember:

John 6:44 "No man can come to me, except the Father which hath sent me draw him: and I will raise him up at the last day."

When the lost are drawn they are easy to convert. A pastor's job is defined in Ephesians 4: 12: To equip the saints for the work of the ministry. They are not to sit and watch leaders do the work. The believer's service is to equip the saints and to worship the Lord. The lost are our focus the rest of the week.

Recruiting

At first Moses had no one. Then he had Joshua. Than Aaron and Hur, then he appointed seventy. When the workload becomes burdensome, if we are in God's will, we can expect God to sent help. Look around. I doubt you need to advertise for help as does the world. Pray and observe. The answer is probably right in front of you

6

Battle

Cleansing

Even the pure amongst us are daily in need of the cleansing power of God. We are constantly defiled by radio, television, books, friends and even our own family. Those who minister daily are exposed to those who have been overcome by Satan and need help so need cleansing.

My wife and I volunteer at the Healing Rooms in Yakima. This is an offshoot of the work of John G. Lake started over seventy years ago to help those who need healing and deliverance. After every session we pray a cleansing prayer. Afterwards we feel refreshed knowing the burden is back where it belongs on the capable shoulders of our dear Lord. We carry the prayer with us because of its power to cleanse. Scripture says to focus not on problems and circumstances, but on Jesus.

Titus 1:15 “Unto the pure all things are pure: but unto them that are defiled and unbelieving is nothing pure: but even their mind and conscience is defiled.”

Philippians 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.”

A Cleansing prayer to carry with you

Dear Lord,

I thank you for granting me the privilege of ministering into _____’s life. I now want to release both _____ and the responsibility for his/her healing to you. Thank you, LORD, for your love for _____ which is far greater than mine could ever be. Where I have become connected to _____ in any way that is outside of your will, I ask you to forgive me and to now unbind the cords drawn between us and cause us to be connected to you in those areas instead. Father, please cut me free, by the sword of your Spirit, from any transference, spiritual, emotional, mental or physical that took place during this time of prayer and nail it to the Cross of Christ. Wash me, LORD, and restore me to your original design, and renew me where my energies have been depleted through ministry. Seal that which has been

accomplished in _____'s life today, and protect it from enemy forces. I give all of the honor, the glory, and the praise to you. Thank you, LORD, Amen.

A final thought: Warfare by its nature is defiling (PTSD, post-traumatic stress disorder). We need cleansing after combat before coming back into the camp to keep from defiling others. What do those who minister bring home following ministry who don't cleanse first? Christian leaders in daily warfare need to realize the importance of cleansing:

Exodus 19 and Numbers 19 deal with the importance of cleansing

Proverbs 16:2 "All the ways of a man are clean in his own eyes; but the LORD weigheth the spirits."

Ezekiel 44:23 "And they shall teach my people the difference between the holy and profane, and cause them to discern between the unclean and the clean."

1 Timothy 5:22 "Lay hands suddenly on no man, neither be partaker of other men's sins: keep thyself pure."

Yes we are under the blood of Jesus Christ, but we can learn a lot from the study of the Old Testament about cleansing. Look at the defilement that goes on in the body of Christ due to over familiarity.

The Switch

People are great at discerning a problem and bringing it to the leader. They want you to fix the situation. But what if you are already overwhelmed by your "TO DO" List. Try this:

Let them discern their responsibility for the solution, Asking them some questions to determine if they are just whining and complaining. Are they willing to become part of the solution? A problem without a solution is a complaint.

Q. What do you think we should do?

Delegation

You won't survive long as a leader if you don't learn to delegate the work coming in through the door. Whether you are working with volunteers or have the luxury of a paid staff, delegation is not easy for some, but it must be done if you truly want to raise up leaders. People want to make a difference in this life. Your job is to show them how. It starts with delegation.

Two problems will get you into trouble every time:

- (1) Telling those you delegate work to its good (the result) when its not to your liking, and
- (2) You taking their assignment home to work on it to fix it.

If you are doing this you are lying. The highest form of disrespect is to not tell someone the truth. Do you want a relationship with a sub-leader to be based on lies or truth? The truth can be hard to hear, but that is not your problem.

eye to eye contact

Some leaders have a hard time looking others in the eye. This is a weakness. A leader must overcome this fault. There is much to learn by looking others straight in the eye. If someone is dishonest or has been talking behind your back they won't be able to look you in the eye. The eyes tell a lot about what is going on. Develop the habit of eye to eye contact. Nothing is more rude when you are talking to someone than looking around while you are engaged in conversation. Be attentive. Be an active listener. The eyes are the window into the soul.

A leader must also learn how to protect his soul from danger because the eyes are the doorway into the soul. Learn to quickly turn your gaze away from evil. Don't be captured and fall defiling many. Evil will try to get you to look into its eye and hold a gaze so it can hook you into sin.

2 Peter 2:14 “Having eyes full of adultery and that cannot cease from sin; beguiling unstable souls: an heart they have exercised with covetous practices; cursed children; which have forsaken the right way, and are gone astray...who loved the wages of unrighteousness.”

Don't think this can't happen to you, leader. Stay always on guard with your eyes.

Influence the action

Leaders should lead from the front. If you want to influence the outcome you have to be out front where the action is happening. Behind your desk is the wrong place to be. Do you want to imagine what is going on or manage what is happening?

Leaders sometimes manage, and managers sometimes lead. But one is not always the other. They often differ in style and effectiveness. Managers are generally better at maintaining the status quo. Leaders are often into dynamic change. The Lord is a leader and is always going forward.

Isaiah 50:7 “...therefore have I set my face like a flint...”

Testimony

As I see it the major difference between a leader and a follower is one has a dynamic testimony and the other does not. You have heard the phrase “Our testimony of faith.” Faith is everything in leadership. What does God say?

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

If you aren't excited about Jesus Christ and His Holy Ghost how can you call your self an effective leader? Some have seminary education, and have been given a leadership post, but can't attract people because they have no testimony of what God has done in their life. It is not you the people should be interested in, but the God you serve.

Share your testimony and see what happens. If you don't have a testimony you need to get alone with God. When he shows up it will change you. Then you will be able to impact others for Christ.

Thank you notes

Are you a grateful person? Can one with no gratitude truly be saved? Many seem to be just cultural Christians judging by their fruit. Shouldn't a true conversion change a person forever? How can we not be grateful after such a divine gift?

As Christ blessed you take fifteen minutes and write thank you notes to two people for acts of kindness done for you or another. Just three sincere lines of appreciation on a note card will do. No letter or epistle need be sent to show gratitude. Try it! It may revolutionize a few lives, then think of God's gift to you.

Are you OK?

Asking this question can change a life. How often we observed someone not doing well yet said nothing. Most are trained by experience to not ask such questions. We don't want to be a busy body. Also it takes time and may lead to unscheduled ministry. That couldn't be God could it?

How can we be in ministry and not ask such questions when we observe someone hurting? Ask God...he'll give you peace to proceed when He's in it. We are in the priesthood of believers. Set a time to disengage and then depart. Know that God can choose to stick around after you leave. Knowing someone noticed, that someone cares is often enough in itself. There is a closing question that will bring things to a powerful close after your exchange. **May I pray for you for a need?**

Call for Fire

This is a combat term. When the infantry encounters an enemy force they can't handle with their own organic firepower, they call for reinforcing fire from supporting arms such as artillery, naval gun fire, or air power. In other words they call for backup. I see quite a few "call for fire" verses in the Bible God has given the people of God. They are promises He will intervene in a situation when we are getting overwhelmed by the enemy.

1 Kings 18:24 "And call ye on the name of your gods, and I will call on the name of the LORD: and the God that answereth by fire, let him be God..."

There are many promises of God. Above in my view is the grand daddy of all fire support scriptures. Another favorite gives me goose bumps:

Psalm 50:14 "And call upon me in the day of trouble; I will deliver thee, and thou shalt glorify me."

Psalm 91 is a favorite of soldiers and Marines. In WWI there was a British Captain who was a Christian. He required his men to memorize Psalm 91 and get together in twos and threes and pray it every day. He never had any one in his rifle company killed. His regiment sustained 50% casualties. His divine protection was legendary. Only a fool wouldn't look to God in combat.

Risk Taking

There are two phases in a soldier's life: preparation for combat and combat. The more realistic the training the more success you'll have in combat. Pastors in my 68 years of life (2007) preach more from a civilian perspective than from a combat perspective. Yet Jesus warns us in no uncertain terms that Satan is out *to kill, steal and destroy*. (John 10:10) This verse sounds like an enemy's mission statement. God further says the devil *goes about like a roaring lion seeking whom he may destroy*. (1 Peter 5:8) Life is a combat zone. We need always practice to remain watchful and be on guard. Our adversary is a wily foe. Many have underestimated the supernatural threat to their shame. In achieving combat objectives men sometimes get wounded or killed. Though spiritual warfare is less visible in a civilian

environment we learn so little from our five natural senses about spiritual matters that the fact we are in supernatural combat is less real to us. What the prophet Hosea warned about (4:6) is just as real today. *“My people perish for lack of knowledge.”* In a secular army risks must be taken to achieve victory. So it is in God’s army. Yet many in the church are asleep. *Romans 13:11 “And that knowing the time, that now it is high time to awake out of sleep: for now is our salvation nearer than when we believed.”*

If there ever was a time to begin risking for the Kingdom of God, that time is now. Age old prophecies are news headlines on a daily basis.

Bind the Strong man

Mark 3:27 “No man can enter into a strong man’s house, and spoil his goods, except he will first bind the strong man; and then he will spoil his house.” (Matthew 12:29)

This verse in two places is critical for success in spiritual warfare. Develop a new habit of thinking once you are born again. Become aware of the spiritual world. If Jesus has become real to you, so should be Satan, angels and demons. The strong man’s house is the Kingdom of Darkness. We must get out and stay out of the strong man’s house. This is where all those with a fallen nature reside thanks to the bloodline of Adam and Eve. The goods in the house are people in bondage to Satan. Do you want to be effective in rescuing those still in darkness? Learn to use the power given to us who are born again in Matthew 16:19 and 18:18 to bind and loose. Otherwise we will experience much failure in our rescue attempts.

Taking Control

One of the greatest hindrances in the body of Christ is the chaos and division caused by a battle to control. This battle for control is a paradox. Few learn the only way to really gain control is to give control over to another more worthy than you, the Lord Jesus Christ. Even after our initial surrender to Him there is another fight to be fought. We need to do what Jesus said to do. Invite the Holy Ghost into our life giving Him control. Living the surrendered life is the way to achieve victory by giving control to God who is the only one who deserves to control. The more the life of Jesus manifests

in your life the more you will be under control. It seems to me that John, chapters 14 and 15 are really all about the paradox of control. Gain control of your life. We wrestle with the world, the flesh and the devil. Few realize they have little or no control. Most don't know their major focus is on circumstances, people, and things not on spiritual realities.

Follow the peace

Up to the point in life where our spiritual eyes are opened through the "born again" experience referred to in John 3 our focus is totally in the physical realm. We are not capable of thinking in a spiritual sense. We may be religious. But our growth is the result of head knowledge not heart knowledge. It is impossible to please God in this state. He is spirit. We must worship him in spirit and in truth.

Only after we are born again are our spiritual eyes opened. We now have a measure of the Holy Spirit. Our spiritual senses are awakened. Our spirit man comes alive. For the first time we can understand peace in a way the world can't. With our experience of Jesus we experience peace in a new way. This peace is real and beyond our natural understanding. We must train ourselves to follow this new peace in our decision-making. Where there is no peace, we shouldn't go forward. Where we have peace we have permission in a spiritual sense to proceed. We can increase our peace by seeking wise counsel and by avoiding false counsel. The wisdom the world operates in can't see as we now see. In the world the blind lead the blind and both fall into Satan's traps. By following this path of peace the Lord leads us through the devil's mine fields. We never have to set off one of the devil's mines.

Proverbs 3:6 "In all thy ways acknowledge Him and He will direct thy paths."

Expect Counter-attacks

Before my spiritual encounter with the Living God who opened my spiritual eyes in a dramatic way I desired to please God and He did watch over me. I followed Him as best I knew how based on my Christian religious training. But I did not have the Holy Ghost activated in my life as I do now. Back then when good things happened I had the habit of thanking God. But I saw the good things that happened as the result of my own disciplined effort or just good fortune rather than a direct intervention of God. Once the scales were removed from my eyes I could look back at some past events and see they were miraculous interventions of God. Now I see miracles, healings, and deliverances that I never experienced in my earlier Christian life. I was the product of a religious upbringing. I had no direct relationship with God. I was a cultural Christian.

When Jesus becomes real to you so does Satan and his demons. You know they are real threats. Now when I achieve a gain in the spiritual world I am alert to the enemy's counter-attack. I prepare myself to resist him with scripture, so I don't lose what I've gained.

Blood line

Job 1:10 "Hast not thou made an hedge about him, and about his house, and about all that he hath on every side?"

Psalms 80:12 "Why hast thou then broken down her hedges, so that all they which pass by the way do pluck her?"

Psalms 89:40 "Thou hast broken down all his hedges thou hast brought his strong holds to ruin."

Ecclesiastes 10:8 He that diggeth a pit shall fall into it; and whoso breaketh an hedge, a serpent shall bite him."

Ezekiel 13:5 "Ye have not gone up into the gaps, neither made up the hedge for the house of Israel to stand in the battle in the day of the LORD."

Ezekiel 22:30 “And I sought for a man among them, that should make up the hedge, and stand in the gap before me for the land, that I should not destroy it; but I found none.”

Psalms 34:7 “The angel of the LORD encampeth round about them that fear him, and delivereth them.”

Exodus 24:8 “And Moses took the blood, and sprinkled it on the people, and said, Behold the blood of the covenant, which the LORD hath made with you concerning all these words.

Hebrews 12:24 “And to Jesus the mediator of the new covenant and to the blood of sprinkling, that speaketh better things than that of Abel.”

Hebrews 9:22 “And almost all things are by the law purged with blood, and without shedding of blood is no remission.”

Can the blood of Christ really protect? My wife and I have put up a blood line of supernatural protection around our property. People who are invited to cross this blood line experience a peacefulness that is noticeable. They often comment about the peace they feel. Its like the stress of the world just washes off them.

In faith we took twelve inch, wood stakes, wrote a meaningful scripture on each, poured oil on each one to signify the Holy Spirit, and walked our property. We asked the LORD to respond to our faith, and declared a wall of protection around our property reaching all the way up to the third heaven. We have a protection that wasn't there before we did this. If we notice a breach in the spiritual hedge, we take action to restore the breach.

7

Results

The Future

Biblical prophecy is future history. Those who don't know what God has told is coming in the future can't prepare properly for what is coming. Much of prophecy is a warning so we can prepare. Don't be caught unprepared when judgment begins.

There are major events happening right now that ancient prophets declared long ago. Yet few Christians live their lives in anticipation of coming events. They are spiritually blind. They do not see when these prophecies are fulfilled before their very eyes.

Accept what God says will happen in faith. Live your lives before Him like you believe what He says will happen, will happen. This is pleasing to Him

Ask

Matthew 7:7-8 "Ask, and it shall be given you; seek, and ye shall find; knock, and it shall be opened unto you..."

Truth is in this scripture. This verse is repeated in two other Gospels. What should we be asking of God? If we as a leader ask questions of our people, we are saying to them that they have value.

Doing something of value is more important to people than money according to the social scientists. People won't help by becoming advocates to effect necessary change, but will resist change if they are not involved in the process of change by being asked questions. Seeking their input.

A leadership expert, Dean Radtke, specializes in equipping pastors to lead. He pointed out in a seminar I attended that there are four basic keys to doing it right as a leader:

(1) **Ask Questions:** When you do you learn more than just the answer.

(2) Listen: Listening is the most under rated skill of leadership. Listen with your heart not just your head.

(3) Provide a Safe Harbor: This is the highest form of respect. People won't be completely truthful about their doubts, concerns, and suggestions if they believe you will be negative.

(4) Encourage Honesty: Comment on how much you appreciate it when a subordinate levels with you.

Job 22:28

There is real power in open declarations. Have you discovered this power? Has it become a way of life for you and your people?

Job 22:28 "Thou shalt also decree a thing, and it shall be established unto thee: and the light shall shine upon thy ways."

What a powerful promise. Test God in this. See what He will do. This single scripture can transform your life.

Fruit over Gifts

When powerful signs (healings, deliverances, miracles, prophecies, etc.) start flowing in a ministry it is exciting. People can get caught up in it. Others will want to join in your effort. Beware! Pride cometh before a fall. *Signs do follow those who believe on Jesus Christ* (Mark 16:17) Other scriptures assure us of this. It is because of the fruit of the Spirit (Galatians 5:22) in combination with the power of his word. He will not remove gifts he has given for the sake of His people. Also there is the glory due His Name. But if the fruit, joy, love, peace....leaves us we are headed for a fall.

hold others Accountable

Much has been said about the importance of Setting Righteous Standards. The point I want to make here is to be prepared when you set a new standard or attempt to restore one being disrespected. When rebels and the foolish in our midst combine they won't want to go along. They are bad at staying the course. Developing a stated standard into an organizational habit is often hard work.

Some have the self-discipline to instill a standard in their life want to please you and know it is right. For others it is a struggle to make the change. You need to evaluate. A good question is: HOW IS IT GOING IN YOUR AREA OF RESPONSIBILITY? You can't hold sub-leaders responsible if you don't know what's going on.

Effectiveness

Without effectiveness we have no staying power. We won't last the distance. We need to organize for effectiveness. What worked yesterday might be less effective today. Look at the present shape or form of Christianity. Can you see it is top heavy, bureaucratic and largely ineffective? What is the defining characteristic of what has become institutionalized? Could it be **a need to control**? The Lord is doing a new thing to increase the effectiveness of the people of God. Much has been said by others about the need for a new wine skin to replace the old. Ponder the verse below:

Revelation 18:4 “And I heard another voice from heaven, saying, Come out of her, my people, that ye be not partakers of her sins, and that ye receive not of her plagues.

Come out of what? Could this be the question of the day? Many of the systems of men are no longer functionally effective.

Conventional wisdom says to be effective when you are building an organization you must go deeper not wider. This is true where there is a need to control.

But what if we decide to trust the Holy Spirit? What if the coming organization of effectiveness is one defined by its lack of control and degree of trust in God?

Instead of holding on to people because you want to protect them, suppose you adopt more of a **“catch and release”** policy as is the law for fisherman in the Yakima River that flows by within a couple of miles of my home. You catch them, tag them for Jesus, and then release them into their destiny. What if the constant in your organization is a group of dedicated fishermen who assist you in catching, tagging, disciplining and releasing, but most come for a short season and then are released back into the sea to pursue their life work.

The modern Christian fellowship has become triangular in shape like most economic enterprises. What if a flat organization is better; where people spread out horizontally as they pursue ministry opportunities and just occasionally return to base for some rest, relaxation and refreshing.

Practiced

Practice makes perfect. There is much truth in this adage. How much practice are people getting. An elder’s job is to teach with much repetition, demonstrate, and release them to practice knowing they will make some mistakes until they get it right. It’s the one who teaches who learns the best. Turn students into teachers.

Can I pray for You?

This question is the best question I know to open up an opportunity for ministry. How often do we ask it? Have you recently been prompted by the Holy Spirit to ask this question and remained quiet? The vast majority of Christians have never led a soul into the saving knowledge of Jesus Christ. How tragic. Look for opportunities to bless others. Ask to pray for others. The hurting, the lost and the dying are all around us.

Thirty Second Commercial

This may seem childish, but it works. We have all experienced tele-marketing. People cold call our home phone trying to sell us something. It is one of the tougher ways to earn a living. When they call I try to be polite and not waste their time if I'm not interested.

If I were to ever support myself in this manner I would write a 30 second commercial to remind myself of my destiny in Christ. I would repeat it to myself to restore my lost dignity after every angry hang up.

John 17:14 "...and the world hated them, because they are not of the world, even as I am not of the world."

We all want love. Yet the vast majority who live, die in the grasp of the Kingdom of Darkness. Praise God, we have been translated out of this kingdom into the Kingdom of Light. But we who are born again, need the occasional reminder that is offered by a 30 second commercial to overcome constant negativity. That's why diligence in reading the word daily is so important; It uplifts. In this life we are prone to discouragement and depression and need a daily washing of the word.

Fasting

What good is fasting? It tells the demons assigned against you by their master that you are serious about your faith. It puts our flesh on notice that we are making a change. When we successfully reach our goal we have a new level of respect for ourselves. We feel much better on the other side of our fast than we did before. Also, it sharpens our thought process giving us increased spiritual awareness. The Bible cautions us not to tell others we are fasting. Our close friends will take notice. We may be treated with a new level of respect as our appearance sharpens.

Revelation Knowledge

A revelation of the truth will change our direction and possibly our life. That is what a real born again experience is about, radical transformation. If I see no change over time in someone who says he is born again I wonder. Personal revelation results in changes in attitudes, habits, friendships, and direction. Unless Satan the thief comes and steals it away! When I get a new revelation I try to write it down. Some will try to talk you out of it. Satan will attempt to steal the memory of it away from you.

Forgiveness

Forgiveness releases God to work in our lives. Forgiveness brings change. Forgiveness results in a new start. Is there anyone you haven't in your heart forgiven? Have you taken up a secondary offense against someone who hurt someone you love? Is there someone you will walk across the street to avoid? Is there someone you can't look in the eye? Have you talked about someone behind their back?

Lack of forgiveness impacts our lives in unseen ways. If we don't deal with it by putting it under the blood during our life our children and grandchildren unknowingly will have to deal with it.

Genesis 15:16 "But in the fourth generation they shall come hither again: for the iniquity of the Amorites is not yet full."

Exodus 20:5 "Thou shalt not bow down thyself to them, nor serve them: for I the LORD thy God am a jealous God, visiting the iniquity of the fathers upon the children unto the third and fourth generation of them that hate me."

If you are skeptical that our lack of repentance will impact our seed, God repeats this four more times. Getting this message is huge.

The Missionary

Every believer should go on at least one short term overseas missions trip. Learn what the mission field looks, smells, feels, and tastes like. Believers are either “goers” or “senders.” Those who have seen what the harvest looks like will have a hunger to go again, or to send and support those who hunger to go.

Helpmates

Eve was formed by God out of the side of Adam to be a help mate. That was Adam’s greatest need. There is no greater gift than a wife who is an encourager, supporter, cheer-leader and chief booster for her husband. Such a man is blessed. He will go far and wide in life to prove his wife’s good judgment. But oh how hard Satan has worked to turn women into the exact opposite of what God created them to be, helpmates.

Proverbs 21:9 “It is better to dwell in a corner of the house-top, than with a brawling woman in a wide house.”

Assumptions of Leadership

Q. Why can two leaders look at identical facts and reach quite different conclusions effecting those under them? For one full year at the Basic School at Quantico, Virginia where all newly commissioned second lieutenants of U.S. Marines are first assigned for their initial instruction, I had the privilege of teaching a course called THE DECISION MAKING PROCESS. In this hour of instruction I carefully laid out the process famous marine officers had used to reach decisions under the pressure of combat using classic illustrations from famous combat situations. Years later I realized the approved syllabus I had inherited had left out a critical component in that process. During the class I failed to talk about the differing underlying assumptions leaders hold because of their life experience.

A man with faith in God will see quite differently than a man who doesn't trust in his God.

Glossary of English-to-Spanish Key Leadership Words and Phrases

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