

Church Leader

TRAINING

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CHURCH LEADER TRAINING

1. God's Way
2. Greek and Hebrew Model
3. Three-legged Stool
4. Basic Church Structure
5. The Meeting
6. Multiplication at every level
7. The Role of Leadership
8. Passing on the baton

Matthew 13 v 1-23

Matthew 13: v11 (NIV)

He replied, "Because the knowledge of the secrets of the kingdom of heaven has been given to you, but not to them.

Chapter 1: God's Way

“Don't judge each day by the harvest you reap, but by the seeds you plant” - Robert Louis Stevenson

Where the vision isn't clear, the cost is always too much.

Church from house to house - Acts 2:42 - 47

Robert Coleman: 'One must decide where he wants his ministry to count: in the momentary applause of popular recognition or in the reproduction of his life in a few chosen men, who will carry on his work after he has gone.'

It is easy to run a great meeting but we need to reproduce ourselves - fathering and sonship (2 Timothy 2:2)

FIVE THINGS MAN WANTS TO KNOW ABOUT HIMSELF:

- 1 Who am I?
- 2 Where did I come from?
Heritage & background
God uses your past to prepare you for your future
- 3 Why was I born?
Purpose and destiny
4. What can I do?
Capacity, abilities
5. Where am I going?
"If you don't know where you're going, any road will get you there"

WHERE YOU GO IS WHERE YOU'LL TAKE THE PEOPLE... WHO ARE YOU LEADING?

Where will you be in 10 years' time?
How old will you be in 10 years' time?
Will you be alive?
Will you be married in the next 10 years?
Who will be our national leader?
Will you be a parent?

Will you be retired?
Where will you be living?
What will your occupation be?
How much will you weigh?
How many people would you have led to the Lord?
How many people would you have disciplined?
How much money would you have interested in the kingdom?
What will your church look like?
How many new churches would you have planted?
Does God want your local church to grow?
Are you disciplining someone now?
Are you walking faithfully in the area of your finances?
Are you walking faithfully in the area of your family?
Can you state the vision of your local church?
What is your destiny?

DESTINY STARTS WITH COMMITMENT
COMMITMENT IS ACHIEVED THROUGH DENIAL
YOUR DESTINY WAITS YOUR DECISION...

Small groups are not a "let's-grow-the-church-quickly" scheme. They are about equipping, releasing, multiplication and the reproduction of the character of God in people's lives.

The 3 "w's" of God

1 THE WILL OF GOD

John 4:31. - 34

God has a will He wants to exercise on the face of the Earth. We need to align ourselves with His will.

John 6:38

Do you know what the will of God is?

Ephesians 1:1

Ephesians 5:17

It is foolishness not to know God's will

Mark 3:33

Seek His face not his hand.

You can experience the hand of God (provision) and not encounter

His face (intimacy) but when you see His face you get His hand too.
Intimacy and seeking His face brings maturity.
Seek His will for your small groups/cells.

2 THE WORK OF GOD

God wants to work supernaturally in and through us. God wants to work WITH us confirming His word with signs following. We need to be walking close to the Lord to know His will and then respond by doing his work.

John 9:

Dead works - works that God has not called us to walk in

You are called to be a priest - 1 peter 2:9

The priesthood has 3 functions:

- a) Seek the Father / Walk in intimacy
- b) Give to the people
- c) Rulership

When the priesthood goes wrong,

1. Intimacy with the Father is the first to go.

2. Nothing to give to the people

2 Corinthians 9:8

The work costs - it cost Jesus everything.

3 THE WAY OF GOD

John 14:6

Sometimes we fail because we know God's will and we want to do His work, but we do it **our way**.

Matthew 7:21

1 John 2:6

Don't confuse your past church experience with God's way.

Exodus 17:6 & Numbers 20:8

David, "a man after God's heart," - he continually **inquired of the lord**

Ark of the covenant - Uzzah died because of the WAY the ark was being carried.

Michal was disgusted with David as he danced before the Lord - she was struck with barrenness. Be careful you don't criticise God's way!

1. Corinthians 10:3

Moses did not comprehend the awesome provision of the Rock in the Wilderness.

Chapter 2:

Greek and Hebrew model

Catch the heartbeat, not the structure

One person can make all the difference

"I looked for a man among them" - Ezekiel 22:30

In 1858, a Boston Sunday School teacher named Kimball began visiting one of his students at the shoe shop where he worked as a clerk. Eventually he led him to Christ. That student's name was D.L. Moody.

Twenty-one years later, Moody now an evangelist, visited London and a great spiritual awakening took place. F.B. Meyer, a local pastor, went to hear Moody and his life was transformed. Later Meyer went to America to preach and in one of his meetings a student named J Wilbur Chapman got saved. Chapman became active in the YMCA, where he met a disciple a former baseball player called Billy Sunday.

Billy Sunday became a great revivalist and, in one of his crusades in Charlotte, a group of businessmen came to Christ. A year later, they decided that their city needed another crusade, so they invited Mordecai Hamm to be their speaker. After 3 weeks Hamm left town discouraged because he'd only had one convert - a boy called Billy Graham!

ONE SUNDAY SCHOOL TEACHER STARTED IT ALL! ONE PERSON - JUST ONE - CAN MAKE THE DIFFERENCE. YOU CAN BE THAT ONE!

We need to see the manifold wisdom of God made known through the church. The church, Ekklesia, means "the called out ones". (Ephesians 3v8)

How is that going to be possible? The church must move out of the dead religion and return to simple, authentic, powerful Christianity.

The church needs to be place of life; a place where our children become passionate about the King and his Kingdom. To experience this is going to take a paradigm shift from the way we have thought about church to the way God sees church. That paradigm shift brings us into a whole new realm. It's about the Kingdom, not about me!

KINGDOM HEART - COME LORD - HAVE YOUR WAY. BABYLONIAN HEART - ONLY INTERESTED IN OUR OWN COMFORT

Theology breeds methodology

The theology that you have about the Word and God will impact the way you do things. We need to walk the middle of the road between two ditches - legalism and lasciviousness (indulging the flesh). Jesus taught about life and radical relationship with His father. We need to get back to simple obedience to His word.

Hebrew Mentality

THE FATHER-HEART OF GOD

A. PILLAR AND SUPPORT OF THE TRUTH

In earlier times, because of anti-semitism throughout Europe, theologians began to understand and teach the Bible from a Greek mentality rather than Hebrew thought.

The whole of the Bible is written from a Hebrew world view. This outlook starts and ends with family, whereas the Greek mentality is oriented towards a structured society and thought that often supersedes relationships. Much of our western lifestyle is based on this way of thinking.

Our Heavenly Father's heart is expressed in family and relationships. God's heart is not just that we believe for a church of a thousand people, but it is His heart that none might perish, e.g. the parable of the Lost Coin and the Lost Sheep. With Hebrew mentality we don't shoot our wounded; we believe for healing and restoration. The Hebrew shepherd leaves the 99 sheep and goes back for the one lost sheep.

The world judges a successful church by the number of people. God looks at the relationship in the church - are the families in order, children submitting to parents, marriages being ordered under God; are the ministries and people in right relationship? Are they moving forward to His plan and purpose?

1 Timothy 3:14-16 "I am writing these things to you, hoping to come to you before very long, but in case I am delayed. **I write so that you may know how one ought to conduct himself in the household of God, which is the church of the living God, the pillar and the support of the truth.** And by common confession, great is the mystery of godliness: He who was revealed in the flesh was vindicated in the Spirit, beheld by angels, proclaimed among the nations, believed on in the world, taken up in the glory."

A STUDY IN CONTRASTS: THE "SPIRIT OF AN ORPHAN" AND THE "SPIRIT OF SONSHIP"

	SPIRIT OF AN ORPHAN	SPIRIT OF SONSHIP
IMAGE OF GOD	See God as Master	See God as a loving God
DEPENDENCY	Independant! Self-reliant	Interdependent! Acknowledges need
THEOLOGY	Live by the Love of Law	Live by the Law of Love
SECURITY	Insecure / Lack of peace	Rest and peace
NEED FOR APPROVAL	Strive for the praise, approval, and acceptance of man	Totally accepted in God's love and justified by grace

	SPIRIT OF AN ORPHAN	SPIRIT OF SONSHIP
MOTIVE FOR SERVICE	A need for personal achievement as you seek to impress God and others, or no motivation to serve at all	Service that is motivated by a deep gratitude for being unconditionally loved and accepted by God.
MOTIVE BEHIND CHRISTIAN DISCIPLINES	Duty and earnings God's, favour or no motivation at all	Pleasure and delight
SOURCE OF COMFORT	Seek comfort in counterfeit affections: addictions, compulsions, escapism, busyness, hyper-religious activity	Seek times of quietness and solitude to rest in the Father's presence and love
MOTIVE FOR PURITY	"Must" be holy to have God's favour, thus increasing a sense of shame and guilt	"Want to" be holy; do not want anything to hinder intimate relationship with god
SELF-IMAGE	Self-rejection from comparing yourself with others	Positive and affirmed because you know you are valued by God
PEER RELATIONSHIPS	Jealousy toward other's success and position	Humility and unity as you value others and are able to rejoice in their blessings and success
HANDLING OTHERS' FAULTS	Accusation and exposure in order to make yourself look good my making others look bad	Love covers as you seek to restore others in a spirit of love and gentleness
VIEW OF AUTHORITY	See authority as a source of pain; distrustful toward them and lack of heart attitude of submission	Respectful, honouring; you see them as ministers of God for good in your life
VIEW OF ADMONITION	Difficulty receiving admonition; you must be so you easily get your feelings hurt and close your spirit to discipline	See the receiving of admonition as a blessing and need in your life so that your faults and weaknesses are exposed and put to death
EXPRESSION OF LOVE	Guarded and conditional, based upon other's performance as you seek to get yours needs met	Open, patient, and affectionate as you lay your life your life and agendas down in order to meet the needs of others
SENSE OF GODS PRESENCE	Conditional and distant	Close and intimate
CONDITION	Bondage	Liberty
POSITION	Feel like a Servant/Slave	Feel like a Son/Daughter
VISION	Spiritual ambition; the earnest desire for some spiritual achievement and distinction and the willingness to strive for it; a desire to be seen and counted among the mature	To daily experience the Father's unconditional love and acceptance and then be sent as a representative of His love to family and friends
FUTURE	Fight for what you can get!	Sonship releases your inheritance!

B. A STUDY IN CONTRACTS: HEBREW AND GREEK THOUGHT

HEBREW	GREEK
Hebrew thought starts with FATHER AND FAMILY	Greek has to do with courts, handling things in a LEGAL WAY
Hebrew deals with verbs - Speaks of ACTION	Greek deals with nouns - CONCEPTS
Hebrew deals with REALITY	Greek deals with PHILOSOPHY
Hebrew deals with the CONCRETE	Greek deals with the ABSTRACT
Hebrew deals with the EXPERIENTIAL	Greek deals with THEORY
Hebrew deals with the FAMILY AS A UNIT	Greek deals with CITY AND GOVERNMENT
Hebrew deals with PROSPERITY	Greek deals with DUALISM, matter is bad and the real things are spiritual. Money is therefore a curse.

C. CONCLUSION:

1. THE CHURCH IS NOT: A BUILDING
A MEETING
A DOCTRINE
A RELIGION

2. THE CHURCH IS A COMMUNITY OF BELIEVERS CENTRED AROUND COMMITTED COVENANT RELATIONSHIPS:

GOD TO MAN,
MAN TO GOD,
MAN TO MAN.

**A STUDY IN CONTRASTS:
THE NEW TESTAMENT CHURCH AND TODAY'S CHURCH**

ETHOS	NEW TESTAMENT CHURCH	TODAYS CHURCH
LOCATION	Moved from house to house; Met for combined celebrations	Meetings in church buildings
SIZE OF GROUPS	Small, intimate groups combining for celebrations	Large, impersonal groups
ACTIVITIES	Daily fellowship	Weekly worship services
SUPPORT SYSTEM	Building one another up	Problem? See the pastor
RELATIONSHIPS	Intimate: helping one another	Remote: little transparency
DISCIPLING	Mouth-to-ear modelling; personal values shaped.	Classes, notebooks: little modelling; values not shaped
PRIMARY TASK OF LEADERS	Every believer equipped to do the work of the ministry	Directing the "programme-based design"
PRAYER LIFE	Hours daily: heavy emphasis	Individual choice: limited
PASTOR'S DUTY	Model the life of a believer	Preach good sermons
EXPECTATIONS OF MEMBERS	Ministering to others; total servanthood and stewardship	Attendance, tithing, working in the 'programmes'
PERSPECTIVE	Cell Groups the focal point	Congregation the focal point
KEY WORDS	"Go and make disciples"	"Come grow with us"
TEACHINGS	Apply the scriptures to needs and relationships	Subscribe to the distinctive beliefs of the church
SPIRITUAL GIFTS	Regularly exercised by all believers to build others up in the small group gathers	Either downplayed or often used as a "crowd pleaser" in public services
COMMITMENT	To increase the Kingdom; unity, body life	To enlarge the institution; uniformity
EVALUATION TEST	"How to serve"	"What you know"
SOURCE FOR SECURING STAFF	Servant workers developed within (Sonship); tested before being set apart	Trained, professional clergy

Chapter 3:

Three-Legged Stool

We need to be raising up and releasing sons and daughters with internal government, passion, and purpose.

Statements:

Few great things have ever been accomplished within the confines of the accepted norm.

Pioneering is always outside the boundaries. We need to be flexible and obedient to God today.

Three-Legged Stool:

This represents the church. Church is a mystery just like the Trinity. Father, Son and Holy Spirit; three yet one; a mystery. There is a oneness of mind in the Trinity.

There are three components to church and they are all vital for a healthy church.

Church stands on three legs. If any of the legs are shorter or longer than the others, the stool will not be able to stand.

It is critical on three legs. If any of the legs are shorter or longer than the others, the stool will not be able to stand.

It is critical that we build all three components.

THE THREE LEGS OF THE CHURCH

(1). CHURCH FROM HOUSE TO HOUSE

Acts 2:24-27

There was unity and commitment to one another (interdependence). Today the world teaches us the opposite; it teaches independence.

Meeting from house-to-house is fellowshiping, being together and enjoying one another.

Meeting from house-to-house is not a bolt-on extra but a vital part of the local church; a life source...it is church!

It is really hard, almost impossible, to shepherd and equip large numbers. It has to happen in small groups. This is how Sonship develops.

Small groups can be a breeding ground for error if the leaders are not equipped properly. The leaders need to be walking in submission and Sonship.

(2) CHURCH IN CELEBRATION

This is when we all join together with a common vision and excitement to celebrate God's goodness.

Meeting in celebration is very important as it allows leaders time to minister to the body and bring the corporate vision into the whole. The celebration is about coming together; the aroma to God is the unity between believers. It's not just about the singing and the message.

We need to develop an ethos of transparency and deep relationships between the people and a passionate desire for His presence.

(3) CHURCH IN COMMUNITY

We need to develop a strategy to reach out to the community. Church in the community is a demonstration of authentic Christianity. We want to meet the needs of the people and in this show them the love of Jesus.

**ALL THREE LEGS OF THE STOOL NEED TO BE STRONG AND GROWING.
BALANCE IS KEY.**

Natural Church Development

We believe in natural Church growth, not programme-based church growth. Raising up and releasing sons and daughters with internal government, passion and purpose.

EIGHT PRINCIPLES OF NATURAL GROWTH:

1. EMPOWERING LEADERSHIP

Churches that are empowering and equipping their leaders will grow. Leadership is key. We need to equip leaders and then release and then release them to fulfil their destiny.

2. GIFT-ORIENTATED MINISTRY

Make sure people are not round pegs in square holes. When you release people ensure their character matches their gifting; remember character comes before gifting.

3. PASSIONATE SPIRITUALITY

These are people who are committed and sold out to God's call on their lives. This comes out of a place of intimacy with the Father. Remember it's not how you start but how you finish.

4. FUNCTIONAL STRUCTURES

Structures are often in place for years, and over time they become a religious bondage rather than an aid to assist growth. We need to constantly change and adapt structures to fit in with the new things God is doing.

5. INSPIRATIONAL WORSHIP CELEBRATIONS

When the church comes together there is a passion and the presence of God is desired and honoured - people are left inspired and changed.

6. HOLISTIC SMALL GROUPS

This brings growth! Small groups that aren't just bible studies, but groups that "do life" together. Multiplication at every level is key.

7. NEED-ORIENTATED EVANGELISM

Find the need and meet it. We need to give the right answers to the difficult question. Just be a blessing, meet the need, no strings attached. Love people, so that they can see "God is good and the church is okay".

"Each one reach one"; that will change the world.

8. LOVING RELATIONSHIPS

Community at the heart of the church, with relationships that are good. People loving and serving one another in a spirit of unity and excellence.

Chapter 4:

Basic church structure

Stages of growth

Little children , young man and fathers.

The Structure

BUILDING FROM A BIBLICAL MODEL

Jethro Principle - Exodus 18

Jethro was a leader with authority. He confronted Moses (verse 13) - Moses worked from morning from morning to night - Jethro challenged Moses because he was trying to do it all. We cannot do it along - fulfilling God's purpose requires more than one man.

- We are to equip the people
- We are to select able men
- We are to apply the principle 10's, 50's, 100's and thousands
- These men will bear the burden with you
- Moses listened to Jethro and chose the men.
- No matter how gifted or called the leader is, working in team ministry is vital
- Stay within your **Metron** (measure of rule)
- A cell leader will lead his "household" (oikos) - Romans 15:1-2

1 Corinthians 14:26 talks about Church from house-to-house.

- Most leaders have never been taught to edify
- The structure is broken down as follows:

10	Cell Leader
50	Area Shepherd
100	Zone Pastor
1000	District Pastor
Eldership Team over nation	

Three groups of people are listed in 1 John 2 - little children, young men and fathers.

These three groupings refer to spiritual maturity. It is important that each group is represented in the cell for balance.

- **Little children** are the new Christians - getting rid of old mindsets through equipping, training, mentoring, fathering. Hurting people needing restoration and healing.
- **Young men** - raising and releasing of sons in the house; pressing in and overcoming.
- **Fathers** are the life source of the Cell. They set the tone - they reproduce who they are.

There is no bottleneck in this structure - God is calling all of us to make a difference - Ezekiel 22:30 says "I looked for a man..."

Stages of growth

(1) BABYHOOD - NEPIOS

Nepios - not-age related or stature in the world - God judges by the heart not by the outward appearance - they need protecting, feeding, changing and washing.

(2) TODDLER - PAIDION

There is a realisation of their own will. Everything belongs to them! The Word is barely known but they think they know everything. Fathers move them on from this stage. Many stay at this point because lack of equipping and training - Nations will not be changed by **Paidion**.

(3) ADOLESCENCE - TEKNON

They begin to embrace the new - things start to make sense - they want to try everything - this stage could be dangerous but exciting.

(4) MATURE SONS - HUIOS

Releasing of men and woman who know how to stand - they can equip others also.

(5) FATHERS - PATER

Take their people (family) on to maturity. Responsible for leadership, mentoring, and ethos.

All of these will be found in the cell - each generation needs the next. Expectations are different from one to the other - many churches bring people into leadership before they are ready.

Chapter 5:

The Church Meeting

We have different gifts according to the grace given to us

The Cell Meeting

Different people catch the heart of the vision at different times:

(1) INNOVATORS 5%

The Pioneers - often what they see doesn't make sense at the time - it doesn't sound like it will work.

(2) EARLY ADOPTERS 15%

They flesh it out - they grab hold of the vision quickly and run with it

(3) EARLY MAJORITY 35%

They are the thinkers - they take a little longer to run with the vision - they need to be won over - once they grasp it they run with it

(4) LATE MAJORITY 35%

They fight against change - they tend to be negative and also need to be won over.

(5) LAGGARDS 10%

They dig their heels in over everything - they don't and won't understand change.

Innovators are vital - they are necessary to pioneer and facilitate change - people may need to be hear an idea six times in different ways before they grasp it.

We have different gifts - **Romans 12: 6 - 13**

" We have different gifts, according to the grace given to us. If a man's gift is prophesying, let him use it in proportion to his faith. If it is serving, let him serve, if it is teaching, let him teach, if it is encouraging, let him encourage, if it is leadership, let him govern diligently. Love must be sincere. Hate what is evil, cling to what is good. Be devoted to one another in brotherly love. Honour one another above yourselves. Never be lacking in zeal, but keep your spiritual fervour, serving the Lord. Be joyful in hope, patient in affliction, faithful in prayer. Share with God's people who are in need. Practice hospital."

- In the cell our giftings are to come out - practice hospitality - this is import in every cell
- The cell leader must prepare properly - the more spontaneous the cell appears, the more preparation has gone into it
- Pray for every member by name
- Gradually hand over responsibility as the cell develops
- Try to get away from just having a meeting

SHARE THE VISION

It is to reach out and multiply. Acknowledge that the Holy Spirit is present in the meeting. Pray for those we meet on a daily or regular basis. It prepares us to receive the lost. Guard each other's dignity.

Handy tips

- + Avoid going on too late
- + Build relationships of trust
- + Use the element of surprise
- + Enjoy church life

Chapter 6:

Multiplication at every level

(Only when mature - leaders are developed)

Duplication is the primary function of a cell leader.

The life expectancy of a cell before multiplication is about 12 months.

Do's and Dont's:

Avoid the use of terms "split" or "division" - negative

Make use of "multiplication" or "growth" - positive

When leading a cell, don't set the multiplication date too early
Make it about a year (twelve months) and prepare for it!

When you do multiply, have a party! Lay hands on both the members and new leaders being released in order to commission them - it's a celebration!

Cell multiplication is strategic; it needs to be planned with the Area Shepherds, Zone Pastors and Eldership.

The importance of an intern:

- Without an intern, your cell will not multiply
- Watch out for an intern from day one
- Approach the Area Shepherds who in turn will approach the Zone Pastors and the Eldership with your suggested intern.

Basic principles when training an Intern:

- It is very important that you take them on as a son/daughter. This will require time and input into their lives.
- Make sure that you spend both prayer and social time with them.
- They must attend a cell leader training course.
- The cell leaders are to practically train the intern. A course such as this is not sufficient training for them.
- On a scale, it should be a least 80% encouragement and 20% correction.
- Keep the intern back after a cell meeting in order to give them feedback.

- Gradually give them responsibility such as tea and coffee and then onto things such as the icebreaker, etc.
- About three months before you multiply, allow them to lead a meeting whilst you sit back as one of the members. Watch them in order to give them feedback after the meeting.
- Finally, just before you multiply, allow the intern to lead for one or two weeks on their own. This gives the intern an opportunity to adjust to leading a cell as well as allowing the cell members to adjust to their leadership style.

How to develop new leaders:

- Develop new courses and an equipping track within your church.
- Train via mouth to ear method i.e. "I do and you watch, you do and I watch. Now, you go and do. "This is exactly the way that Jesus operated.
- Watch for, and develop gifting of those in the cell group - it takes skill as well as spirituality to lead a cell group!
- Watch for character issues - God wants to grow you to a place where people see God in you.
- The intern will duplicate who they are - character, fault, etc. Watch out for these!
- How deep is their relationship with God? Is there growth in their relationship with God? Are they displaying Kingdom values?
- Is there a duplication of ethos?

Administration:

- This is very important in order for the Zone Pastors to monitor the process of leaders.
- Make sure you have a good feedback mechanism in place.
- The Eldership is looking to multiply at every level and this is a sure way to assist with that!
- Remember - each one, reach one!

Planning and Vision:

- NB: plan, prepare and strategise for your group!
- Make sure you fast and pray so that God can show you how to grow the group.
- It is very important that you impart the vision so that the members can catch the vision. It is vital that members catch the vision in order for growth to take place.

FINALLY, WHAT IS THE PRIMARY FUNCTION OF A LEADER?

TO DUPLICATE YOURSELF!

WHAT INFLUENCES MULTIPLICATION?

Factors that DON'T affect multiplication

1. THE LEADER'S GENDER
2. THE LEADER'S PERSONALITY TYPE
3. THE LEADER'S SPIRITUAL GIFTING

Factors that DO affect multiplication

1. THE LEADER'S DEVOTIONAL TIME
2. THE LEADER'S INTERCESSION FOR THEIR MEMBERS
3. THE LEADER'S PREPARATION TIME
4. SETING GOALS
5. KNOWING YOUR MULTIPLICATION DATE
6. TRAINING
7. HOW OFTEN THE LEADER CONTACTS NEW PEOPLE
8. EXHORTATION IN GROUPS TO INVITE FRIENDS
9. NUMBER OF VISITORS
10. OUTSIDE MEETINGS
11. RAISING UP INTERNS
12. LEVEL OF PASTORAL CARE

Summary of Key Factors for Multiplication

1. Factors essential to multiplying groups are leadership, devotions, leadership outreach, group outreach and team building.
2. Praying for team members and setting goals are primary in the first time multiplication of a cell group
3. Leadership training and social meetings are necessary to continuous multiplication

Chapter 7:

The Role of Leadership

Where there is a more than one Vision there is Division

Measure of Rule

- Greek word for 'measure of rule' is "*metron*"
- 2 Corinthians 10:12 - we must not compare ourselves to others
- When moving in any leadership capacity, we have a measure of rule. For example, the father is the head of a home and has a measure of rule - the home; Mothers and children have a measure of rule within a home and employees within their workplace
- The church has different levels of measure of rule
- It is vital that we teach 'sons and daughters' to work and move in their measure of rule
- People often overstep their measure of rule with their mouths/tongues
- It is important to remember that we walk under a borrowed anointing. This flows from the Eldership and we walk in submission to them in their measure of rule which is given by God
- As an intern, you are in submission to your cell leader.
- As a cell group leader, you only have authority to appoint an intern in conjunction with the Area Shepherds, Zone Pastors and the Eldership
- Remember - God has made you unique in your leading, gifting, and ability. We are not to clone ourselves!

What are the differing measures that we process within our areas of responsibility?

1. THE INTERN:

They are called to serve the cell group leader and to pray and fast for both the leaders and the group.

Help with the preparation for the cell. Make it your own in submission to cell group leaders!

Build relationships of trust.

Remember- everything rises and falls on leadership and leadership rises and falls on communication. Without this, there is no relationship!

2. THE GROUP LEADER

They are Shepherds over about 10-15 people

The group is not just a bible study group; it is where we do life together, e.g. go camping!

They are there to be both the shepherd as well as the bishop of our souls.

See 1 Peter 2:25

Shepherd - to love and encourage the group

Bishop - to be the guardian and cared of our souls through loving, godly correction.

A cell group leader must be both of the above.

E.g. a family with no boundaries is a family in chaos.

Remember to prepare property! "Failing to prepare is to prepare to fail"

Responsible for the development of vision and ethos of the group - DNA and flavour!

You are a facilitator, not a teacher. You are to bring edification, motivation be encouragement.

Responsible for the breaking of bread and love feasts

Arrange social activities where the group can do life together!

You are responsible for the input and strategy of prayer for towns, cities, etc

Responsible for walking in accountability to the leaders above you. Be proactive in building relationship with them

What is the primary function of a cell group leader?

To duplicate yourself!

3. AREA SHEPHERDS:

They will have already led and multiplied a cell group

They have a strong character and are faithful and equipped to lead leaders - they have been through the fire!

They walk in Sonship, having a heart for the house of God, and living it's ethos!

They are responsible for 2 - 5 groups and the leaders of the groups are their primary responsibility

They also visit the groups and give input into areas such as new interns, etc.

What is their primary purpose? **To duplicate themselves!**

4. ZONE PASTORS

They answer to the Eldership and possibly sit on the Eldership team

They are called to walk in in submission to the Eldership team

They nurture, encourage, equip, train and release

They are responsible for the administrative running of the zone

They do things in excellence!

What is their primary function? **To duplicate themselves!**

Chapter 8:

Passing on the Baton

Success without a successor is a failure

18 principles for continued growth and multiplication

1. Continuous training and equipping of new leaders. Church that don't equip and release the next generation of leaders will find effectively passing on the baton almost impossible.
2. A leader with a heart for the church thinks seriously about the future of the congregation he pastors - "Failing to plan is planning to fail". This principle is no truer than in passing on the baton of leadership in the local church. Any handover, which is done without much thought and prayer, is fraught with dangers and challenges (Proverbs 16:9, Psalm 37:23, Proverbs 20:24).
3. Transitions and changes always create vulnerable times - anxiety and restlessness stir the people. Motives come into question and the enemy often has a door into the midst of the congregation (Acts 20:28, Zechariah 13:7).
4. Transitions and changes help us focus on what never changes. Even though leaders, buildings, vision, etc change, God never changes (Malachi 3:6).
5. Godly change is always affirmed by a new power of the Holy Spirit - transition being with it a new supernatural move of God (Joshua 1:1-9).
6. Responsibility for transition should only be shouldered by experienced leaders. A senior leader should NEVER make a transition until the leaders who stand with him are in total unity and bear witness that the change is from God. Make time to talk, individually and collectively. They need to bear witness that God is sovereignly orchestrating the change.
7. Transitions and changes are successful when NEW leaders are highly respected. The raising up and releasing of sons is still the MOST effective method of transition. The hire-and-fire method has by far the most dangers. Never let the congregation know of plans to move on until the new leader is in place and respected by the people. If this happens it often leads to a spirit of criticism and they begin to criticise everything the new man does.
8. Transitions and changes are times to focus the people on Christ who owns the church - the church is His property. He raises up and pulls down. He anoints. He leads and replaces leaders (Mathew 16:16-18).
9. Follow the biblical pattern for leadership replacement - Examine the five primary models demonstrating how God appoints successors:
 - Elijah & Elisha (1Kings 19:16)
 - David & Solomon (1 Chronicles 28:5,10)
 - Aaron & Eleazar (Numbers 20:24-29)
 - Paul & Timothy (Philippians 2:19, Acts 16:1-3, 17:14-15, 18:5, 20:4, 1 Corinthians 4:17, 1 Timothy 1:2,4:14, 2 Timothy 1:2, 3:15)
 - Moses & Joshua (Exodus 17:9-11, 24:13-14, 32:17, Numbers 11:28, 27:16-23)

In each one of these examples, the successor and the leader shared a godly relationship, proven and tested over an extended period of time (Fathering and Sonship). God chose the successor, but the predecessor trains and places him in leadership. GOD CLEARLY GUIDES THE

PROCESS. A leader should receive the name of his successor from the Lord, not from a board, his wife, family members or by the church voting. This is never biblical.

10. Be aware of the Divine order that God gave Moses - (Numbers 27:18-23)

- Moses needed to decrease and Joshua increase - Many pastors have a hard time backing out of leadership.
- First, he was to “Take Joshua son of a Nun, a man in whom is the spirit, and lay your hand on him” (Numbers 27:18).
- Secondly, he had to “Set him before the other leaders” (v19)
- Thirdly, he had to “Set him before the congregation” (v19)
- Then came the commissioning or giving charge (Deuteronomy 34:9)

When transitions do not take place publicly, leaders leave room for doubt and murmuring among the congregation. Awkward, unscriptural transitions cause grief to God’s people.

- Finally Moses was to release Leadership Authority to Joshua - release means - ... Stop making decisions!!

11. Release while strong - Moses was a good place and strong when he began the transition (Deuteronomy 34:7). Do not wait too long to release your leadership. Many wait until the church is in decline and their own authority is in jeopardy. That is too late!

12. Young men needed older men - young men do not necessarily have the wisdom needed to lead. That is why a transition born out of Sonship is so much more effective.

13. Leadership is an art, management is a science - Leadership sees the destination. Management oversees the journey. Leadership starts projects, but management finishes them. Choose the correct type of leader for the specific task.

14. Public Inspection - The new leader needs to be around long enough before release, for this life to be inspected by the congregation (Numbers 27:19). This process encourages the people to commit to the new emerging leader and his vision.

15. Honour given - Joshua received honour from his predecessor and the leaders of the congregation (Numbers 27:20).

16. The new leader is to walk in the “proven principles” - Joshua walked in the proven principles of his predecessor (Joshua 1:7,13, 2 Timothy 1:3, 1 Thessalonians 5:21).

17. Relationships must be harmonious - pass the baton during seasons of relational unity.

18. Timing is vital - wait for God’s timing. Patience is essential for success. Resist premature actions and reactions.

REMEMBER... “SUCCESS WITHOUT A SUCCESSOR IS FAILURE”

Summary of key factors for multiplication

- 1. FACTORS ESSENTIAL TO MULTIPLYING GROUPS ARE LEADERSHIP, DEVOTIONS, LEADERSHIP OUTREACH, GROUP OUTREACH AND TEAM BUILDING.**
- 2. PRAYING FOR TEAM MEMBERS AND SETTING GOALS ARE PRIMARY IN THE FIRST TIME MULTIPLICATION OF A CELL GROUP.**
- 3. LEADERSHIP TRAINING AND SOCIAL MEETINGS ARE NECESSARY FOR CONTINUOUS MULTIPLICATION.**

“Don’t judge each day by the harvest you reap, but by the seeds you plant” - Robert Louis Stevenson

“A mature father will never sit in the shade of the trees he has planted”

