



Notes for the Caleb Leadership Development Course

MODULAR SET 1 (M1 - 4) 'EMPOWERED TO EQUIP'

Module 1: *"The Urgent Nature of the Leadership Call"*

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Assessment Booklet

Christian Leadership Development Level Three

1 credit per unit x 21 units = 21 Credits

Learner Name: _____

Tutor Name: _____

Course Venue: _____

Learner Declaration

I confirm that all the work contained within this booklet is my own work and has not been completed by anyone else.

Learner Signature _____ Date: _____

Witnessed by _____ Date: _____

Christian Leadership Development OCN Level 3 Course Outline

Caleb Leadership Development Course Overview

EMPOWERED TO EQUIP

Module 1: The Urgent Nature of the Leadership

Taking the stand that everything falls and stands on the quality of its leaders, Biblical answers are sought as to why the Church desperately needs healed, mentored, equipped and released leaders, capable of spiritual reproduction and empowerment.

Module 2: Discovering your unique Identity and your place in the Body of Christ

There is a vital need for leaders to discover who God has made them. This module helps leaders discover, accept and improve upon their unique temperament blend, manifestation gifts and motivational gifts. Very practical, inspiring confidence and passion.

Module 3: The essential qualities and unique style that make dynamic and successful leaders

We take an in-depth look at the essential qualities and heart that mark people out as good leaders and which cause others to follow them. The sessions are practical and devoted to helping leaders discover, explore and develop their unique leadership style.

Module 4: How to build a 'dream team' that functions within its corporate Prophetic Foundation

We begin by illustrating the vital need for team leadership by focusing upon some Biblical examples. We then help participants discover their particular role in a team. This newly acquired knowledge is then linked to the concept of the team's prophetic foundation.

TRANSFORMATIONAL CHURCHES

Module 5: The Essence of Jesus' Church and how it Serves the Kingdom

We begin with a detailed look at what constitutes the 'ecclesia', the Church - the assembly of God's people called to serve the Kingdom. The role of leaders as custodians of God's eternal purpose to win for Himself a Bride, a Body; a Family, a House and an Army are examined.

Module 6: 'Global Perspectives & The Restoration of Apostolic Ministry ~ How it Affects us as Kingdom Leaders'

We define the term 'new apostolic reformation' in the context of church history and the fall and rise of Jesus' Church. A link between the Kingdom and the apostolic is made before defining the ministry of apostles, apostolic mission and a growing new apostolic church.

Module 7: Developing and Honing Your Leadership Skills

Taking the stand that we can all develop better leadership skills, this session explores what these vital skills are. We unpack the leadership skills that are required to harness the power of team dynamics and explain how to practically develop these skills.

Module 8: The Essential Need for Kingdom Leadership Soul Mentoring

The concept of developing a well-rounded soul is considered and how God is intent on bringing deliverance and healing from the inner, lie-based strongholds created by wounds from our past. The skills involved in ministering to and mentoring people are then examined

THE ANOINTED WORK OF KINGDOM MINISTRY

Module 9: Protecting and managing your personal boundaries

Personal boundary problems can cause untold misery for many people – especially for pastoral leaders. We use diagnostic tools to ascertain whether we may suffer from such problems. Practical teaching is then given, combined with the offer for ministry.

Module 10: The Heart Dynamics and Practicalities involved in Relational Leadership

The day opens with an overview of the paradigm shifts and challenges that our 21st century world presents to the Church with regard to loving relationships. The heart dynamics of relational leadership are explored as well as the practical dynamics of leading small groups.

Module 11: God's organic methods of causing people to grow

We examine what constitutes spiritual growth and what it is not. We then dip into what is meant by the term 'organic Christianity' and how to lead organically. The final session explores how we can effectively reach our communities with authentic, organic methods.

Module 12: How to engage yourself and others in authentic Prophetic Activity

A Biblical definition of what a prophetic people might be is explored and how Christians can be released into prophetic activity. A whole range of ways that God speaks to us is examined and is followed up with a very practical workshop exploring our prophetic ability in a safe way.

A STRATEGY FOR SUSTAINABILITY

Module 13: Preparing for the Battle/Maintaining the Victory

We expose the nature and character of our enemy and how he seeks to exploit a leader's weaknesses to bring about our downfall. The powerful weapons that God has given us to remain victorious – including the power of prayer and the Word, are then examined.

Module 14: The True Nature of Kingdom Worship

The heart of worship is examined in the light of the fact that the whole of creation was designed to bring God glory. The different and creative ways we worship God that complement how we are 'wired', are focused upon; a liberating, practical & creative module.

Module 15: Prioritising and managing time

Poor time and organisational management cause untold stress and incompetence. These sessions involve practical and stimulating interactive workshops aimed at teaching leaders how they can plan for success and gives some practical tools for effective time management.

Module 16: Biblical Prosperity and Pathways to Financial Freedom

Biblical prosperity is defined as a holistic concept that covers the whole of man and the whole of life. As such it begins with the spirit, then progress to the soul before being reflected in the body. The final session explores creative ways in which financial freedom may be obtained.

CREATING AN APOSTOLIC PEOPLE

Module 17: Becoming a '3M' leader

This is a vital module for creating well rounded leaders who become and take others through the three stages of becoming first a Member of; then a Minister to and finally a Missionary through the Body of Christ. Correlation is made between these stages and OT types of Christ.

Module 18: The Transforming Power of Vision

Following several definitions of the concept of Christian vision, focus is then made upon how to receive, form and implement a vision. Why some visions never get realised is explored before we work through the process of developing our own specific vision.

Modules 19 and 20: Exploring the 5-fold ministry gifts of Ephesians 4:11

Each of these two modules examines a different aspect of the 5-fold ministries of Apostle; Prophet; Evangelist; Teacher and Pastor. We examine the injunction of this scripture that tests the success of these ministry gifts by how well they equip Christians to function in each of the five areas. They are more practical and interactive than the other modules and are designed to help each person discover how they can function in all five areas.

Module 21: Strategizing for managing life changes

The aim of this module is to prepare both the students and the people they serve to make the transitions that may become necessary to embrace the new revelations that the Lord may have brought through pursuing the course, in an appropriate and wise manner.

Caleb Leadership Development Course

Course Bibliography

Unit/Module		Recommended Reading
No.	Title	
1	<i>Urgent Nature of the Leadership Call</i>	• “Be The Leader You Were meant To Be” By Leroy Eims • “10 Pillars of Christian Leadership” By Dr John Chacha • “The Making of a Leader” By Frank Damazio • “Unfinished Business: Returning the Ministry To The People of God” By Greg Ogden
2	<i>Discovering Your Unique Identity</i>	• “Spirit-Controlled Temperament” By Tim LaHaye • “Temperament and the Christian Faith” By O. Hallesby • “Discover Your God Given Gifts” By Don and Katie Fortune • “Do You Know Your Prophetic Foundation?” By Rodney Francis.
3	<i>Qualities and Styles of Leadership</i>	• “The 21 Irrefutable Laws of Leadership” By John Maxwell • “The 21 Indisputable Qualities of Leadership” By John Maxwell • “Developing the Leader Within You” By John Maxwell • “Dialogue With God” and “ Communion With God” By Mark Virkler
4	<i>How to Build a Dream Team</i>	• “Courageous Leadership” By Bill Hybels • “Dream Team Training Building Up The Body : Guide By David Longenecker • “Dream Team Training Building Up The Body : Workbook By Longenecker
5	<i>Jesus’ Church & how it Serves the Kingdom</i>	• “Organic Church” By Neil Cole • “Reimagining Church” By Frank Viola • “Jesus’ Gospel, Jesus’ Way” By Bruce Collins • “The Second Reformation” By William A. Beckham • “Primary Purpose” By Ted Haggard • “From Eternity to Here” By Frank Viola
6	<i>Global Perspectives & New Apostolic Reformation</i>	• “Churchquake!” By C. Peter Wagner • “Apostles, Prophets and the Coming Moves of God” By Bill Hamon • “Gift of Apostle” By David Canistraci • “Organic Church” By Neil Cole • “Reimagining Church” By Frank Viola • “Dominion!” By C Peter Wagner
7	<i>Developing & Honing Skills</i>	• “Courageous Leadership” By Bill Hybels • Internet article: “10 Ways to Develop Your Leadership Skills”: http://www.jmm.org.au/articles/8573.htm • “The Coach Model for Christian Leaders” By Keith Webb
8	<i>Need for Leadership Soul Mentoring</i>	• “Counselling and Deliverance” By Rodney Francis • “Healing Life’s Hurts Through Theophostic Prayer” By Edward Smith • Truth coach study DVDs and Guides By Dr David Riddell found on www.truthcoaches.com/shop/trace-face-replace-additional-study-guides/ • “Soul Revolution” by John Burke • “The Effects of Trauma and How to Deal With It” By Jim Banks • “Deadly Emotions” By Don Colbert • “Breaking Generational Curses” By Marilyn Hickey • “Pulling Down Strongholds” By Derek Prince
9	<i>Protecting Personal Boundaries</i>	• “Boundaries” By Henry Cloud and John Townsend
10	<i>Heart Dynamics of Relational Leadership</i>	• “The Second Reformation” By William A. Beckham • “Where Do We Go From Here” By Ralph Neighbour • “The Cell Church” By Larry Stockstill • “Organic Leadership” By Neil Cole

		• “Sacred Cows Make Gourmet Burgers” By William Easum • “Dancing With Dinosaurs” By William Easum • “Natural Church Development” By Christian Schwarz • “The Secret – What Great Leaders Know and Do” By Miller and Blanchard
11	God's Organic Growth Methods	• “Organic Leadership” By Neil Cole • “Celebration of Discipline” By Richard Foster • “The Essentials of Discipleship” By Francis Cosgrove
12	Engaging in Authentic Prophetic Activity	• “You May All Prophecy” By Steve Thompson • “The Prophetic Ministry” By Ulf Ekman • “Developing Prophetic Ministry” By Rodney Francis
13	Preparing for the Battle; Maintaining Victory	• “The Bait of Satan” By John Bevere • “The Three Battlegrounds” By Francis Frangipane • “Maintaining Balance When the Winds of Doctrine Change” By Dick Iverson • “Celebration of Discipline” By Richard Foster • “Spirit Wars -Winning the Invisible Battle Against Sin/the Enemy” By K Vollotton • “Preacher, keep yourself from idols” By Derek Tidball
14	True Nature of Kingdom Worship	• “The Lost Glory” By David Markee • “Sacred Pathways” By Gary Thomas • “Not I But Christ” By Stephen Olford • “Real Worship” By Warren Wiersbe
15	Prioritising & Managing Time	• “Christian Time Management” By Kenneth Erickson
16	Biblical Prosperity & Financial Freedom	• “The Midas Touch – a Balanced Approach to Biblical Prosperity” By Ken. Hagin • “God’s Plan for Your Money” By Derek Prince • Internet article: “True Prosperity” By Gloria Copeland can be found here: http://www.kcm.org/real-help/article/true-prosperity • Internet article: “Reclaiming the Dominion Mandate” can be found here: http://www.joymag.co.za/errol-article.php?newsID=194 • “Rich Dad, Poor Dad” By Robert Kiyosaki
17	Becoming a ‘3M’ Leader	• “The Feasts of Israel” By Kevin Connor • “The Tabernacle of Moses” By Kevin Connor • “The Feasts of the Lord” By Kevin Howard and Marvin Rosenthal
18	Transforming power of Vision	• “The Principles and Power of Vision” By Dr Myles Munroe • “Courageous Leadership” By Bill Hybels • “Be The Leader You Were meant To Be” By Leroy Eims • “Defining Moment – Casting a Vision That Sticks” An audio journal by Bill Hybels and Others obtained on this website: http://www.willowcreek.org.uk/resource.php?r=750 • “Put Your Dream To The Test” by John Maxwell
19	5-fold gifts ~ Apostles; Evangelists; Prophets	• See Module 14 above • “Hands of Jesus: Five Fold Ascension Ministries” By Philip Mohabir • “The Missional Church: Equipping Your Church to Reach a Changing World” By Alan Roxburgh and Fred Romanuk
20	5-fold gifts ~ Pastors and Teachers	• “Hands of Jesus: Five Fold Ascension Ministries” By Philip Mohabir • “The Missional Church: Equipping Your Church to Reach a Changing World” By Alan Roxburgh and Fred Romanuk • “The Secret – What Great Leaders Know & Do” By Mark Miller & Ken Blanchard • “Unfinished Business: Returning the Ministry To The People of God” By Greg Ogden • “5Q” By Alan Hirsch
21	Managing Life Changes	• “Change-Friendly Leadership By Rodger Dean Duncan

Name: _____

***Open College Network Level 3 Course on Christian Leadership Development
Developed and presented by Caleb Ministries***

Assessment Evidence for
Unit 1: The Nature of Church Leadership
OCN Unit Code: DD2/3/NQ/003
1st O.C.N. COMPULSORY UNIT
Credit Value: 1 credit

NB:

(1) IF POSSIBLE, PLEASE TYPE YOUR ANSWERS AND EITHER SEND THEM FOR MARKING ELECTRONICALLY OR HAND THEM IN AS A PRINTED HARD COPY.

(2) ALWAYS PRINT OFF A MARKED COPY AND ADD IT TO YOUR FILE.

(3) DO NOT ASSUME THAT THE SMALL SPACES INDICATE THAT ONLY A SMALL AMOUNT OF WORDS ARE REQUIRED.

(4) AS A GENERAL GUIDELINE, EACH SET OF ASSESSMENT EVIDENCE SHOULD BE AROUND A TOTAL OF 750 – 1000 WORDS PER MODULE.

LEARNING OUTCOMES	ASSESSMENT CRITERIA
The learner will:	The learner can:
1. Understand why the church needs trained leaders.	1.1. Analyse the need for trained leaders within the church.
2. Understand the Biblical concept of discipleship.	2.1. Analyse the Biblical concept of discipleship.
3. Know how to Biblically develop spiritual sons and daughters.	3.1. Describe the Biblical process of developing spiritual sons and daughters.
4. Be able to empower people within the context of a small discipleship group.	4.1. Gather and lead a small discipleship group. 4.2. Use leadership skills to empower people within a small discipleship group.

Assessment Criteria: U1/1:1
<i>Giving Biblical examples, analyse why the church desperately needs trained leaders if we are to fulfil our calling to be salt and light to a lost world.</i>

Assessment Criteria: U1/2:1

Explain what is meant by Biblical discipleship and why you think this is a vital activity for Christian leaders to model and encourage.

Assessment Criteria: U1/3:1

Describe the Biblical process of developing spiritual sons and daughters.

Assessment Criteria: U1/4:1 and 4:2

Gather and lead a small discipleship group. Identify and address the needs that each individual may have that prevents them from being empowered. Describe the leadership skills you used. How did your discipleship empower them?

Caleb Leadership Development Course

Module/Unit 1: The Urgent Nature of the Leadership Call

SESSION 1 (1st hour): Introduction to the Course and the Nature of the Leadership Call

Some key points for OCN Students to bear in mind

- ✓ *Using the OCN Learner's Information Guide*
- ✓ *Using the OCN assessment criteria tracking sheets*
- ✓ *See OCN Learning Objectives (LOs) and Assessment Criteria (ACs) for Unit 1*

See Pre-course Video

1) Why the Church desperately needs healed, transformed, equipped, recognised and released leaders.

- a) To teach the whole counsel of God and envision people: Prophetic leadership unites people, encourages the flow of the spirit and brings people to wholeness through passion and commitment. **See Acts 20:27 and Proverbs 29:18.**
- b) To shepherd God's people: Good leaders are needed to challenge with compassion and bring protection and healing to the members of the church family. **See Acts 20:28-29.**
- c) To equip Christians: Responsible leaders equip people under their influence so that the whole body of Christ begins to function and spread His life everywhere. **See Ephesians 4:11-12.**
- d) To disciple, empower and release people: Leaders empower, commission and release what Bill Hamon calls a 'Saints Movement'. This is a labour intensive activity because it takes place in small groups. Ultimately, it involves many trained leaders. **See Matthew 28:18-20.**
- e) To create conducive environments: True leaders create environments that will attract, contain and facilitate the development of spiritual life in people. **See Matthew 9:17.**
- f) To facilitate apostolic outreach: Apostolic people engage in outreach which aims at planting new fruitful churches for God's glory. **See Ephesians 2:19-21**

Course Objectives and Expectations

- To stretch every person's thinking and understanding of the Kingdom through teaching and practice that is revelatory and transformational.
- To bring every person to a place of freedom from past, inner strongholds and thus enable them to re-shape their attitudes towards themselves and others and thereby start living powerfully and free.
- To enable every leader to discover their skill set, identity, purpose and potential in God and empower them to use it within their church or missional contexts.
 - To create anointed leaders who are capable of empowering the Body of Christ within their spheres of influence.
 - If desired to obtain a UK qualification in Christian Leadership from the Open College Network to Level 3.

2) Jesus, our prime leadership example, made disciples, who became equipping leaders of disciples, who planted churches of equipped people and became an invincible movement.

- a. See how Jesus, our ultimate example, trained leaders in the Textbox below.

b. Discipling people starts at a grass roots level in dynamic, interactive, purpose-driven discipleship groups. This grass-roots activity is at the very heart of good leadership.

Jesus – the Ultimate Example of Leadership Training

- He led by example: *John 13:15* – “For I have given you an example, that you should do as I have done to you.”
- He was servant hearted: *Matthew 20:25, 26* – “Whoever would be great among you must be your servant, and whoever would be first among you must be your slave.”
- His method was to apprentice disciples to Himself: On many occasions he taught them privately, explaining kingdom principles. *Matthew 11:1* – “When Jesus had finished instructing his twelve disciples, he went on from there to teach and preach in the cities.”
- He sent out those he had trained: *Luke 9:1* – “He called the twelve together and gave them power and authority over all demons and to cure diseases, and he sent them out to preach the kingdom of God and to heal.”

c. Such facilitating leaders have in mind a vision for people to become equipped to become like Jesus in a variety of areas. For example: faith, hope; love, endurance; courage; righteousness; forgiveness; avoiding sin; godly character; prophetic insight; being a witness; understanding Biblical knowledge; a level of competency in their God ordained function etc. That is, one who starts to exhibit the fruits and gifts of the Holy Spirit.

d. They realise that each disciple is an individual and so there is no ‘one-size-fits-all’ approach.

e. Nevertheless, they realise that many of the above characteristics apply to all of them and so create opportunities to explore these areas through dialogue; activities; assignments;

heart sharing, etc

f. Since Jesus told His disciples to make disciples, all leaders can aspire to make disciples.

For OCN Students: This assignment is to be completed as soon as can be arranged

- Select 2-4 people and arrange to meet up together at least once or twice with a view to spending at least an hour each time in some aspect of discipleship that you perceive they need.
- Keep a journal/diary of what you did, what happened and what you learned. Make a note of the date(s) and time(s) spent doing this.
- Present it as part of your assignment.

Group Interactive time: Guideline discussion questions

1. *If you are comfortable sharing in this way, share which of the 6 leadership areas described in points 1a-f on page 8 that you feel you may excel in and which of them you think that you may need help to develop in.*
2. *How feasible do you think it is for the whole church to be individually disciplined? What can leaders do to make this work?*
3. *Consider the challenge of starting to meet regularly with another one or two people with a view to intentionally discipling one another. We would recommend the Caleb Multiply Discipleship booklet to aid this activity. Email Caleb for a copy.*

SESSION 2 (2nd hour): Growing Kingdom sons and daughters – the power of spiritual parenting and reproduction

1) Introduction

- a. Most people eventually become a son or a daughter, a brother or a sister and a father or a mother. It should be the same spiritually.
- b. Reproduction involves a father and a mother – a prophetic picture of the Church as a mother can be seen in Galatians 4:26.
 - Referring to 'Free Jerusalem', the Church is to be a nurturing, discipling, empowering, relational society;
 - God is Father, but he appoints leaders to be spiritual fathers/mothers who carry His mature, loving Father's heart.
- c. Everything that is alive always reproduces what it essentially is. Accordingly, you reproduce what you are. What do you think you have produced/are producing?
- d. In the natural, we are all born to parents as either sons or daughters. Some develop as sons or daughters, while others develop as slaves of all sorts of negative factors. As in the natural, so it is in the spiritual.
- e. Are we becoming and therefore reproducing spiritually mature, passionately free sons and daughters or slaves to inner strongholds, mediocrity, conformity, spiritual pride, selfishness, fleshly reactions, childishness, self-image etc?
- f. Leadership is all about helping to grow and develop spiritual sons and daughters.
- g. There are many examples in the Bible of the 'parent/child' or 'servant pairs' model of mentoring and empowering. See examples in the **Textbox** below.

2) The heart of leaders who are spiritual fathers (non-gender specific) or mothers

- a. One of the main ways that God provides leadership in His kingdom is through fathering.
- b. Healing of the land comes about when fathers and sons re-connect with each other in holy relationships. See **Slide 2**
- c. Fathering involves loving unconditionally - no hidden agenda.
- d. Fathers exhort, comfort, implore and sometimes chasten when necessary (Heb. 12:7-11), but always meekly after much encouragement.
- e. A father is around through thick and thin; does not forsake you when you fail or leave you when disagreements arise.
- f. A father not only goes with you into battle, he leads the way (Joshua 1:5-9).

Examples of the Parent/Child Leadership Model

Moses and Joshua: Moses had Joshua with him throughout his powerful encounters with God. Joshua learned much as he shadowed Moses and it was Joshua who achieved the conquest and settlement of the Promised Land after succeeding Moses as leader.

Elijah and Elisha: Elijah's powerful miraculous ministry deeply affected his generation. However, his apprentice received a double portion of the anointing which rested on his master.

Jesus and Peter, James and John: Often Jesus took these three disciples into close instruction and mentorship. Peter's miraculous raising of Dorcas in Acts 9 so clearly reflects Jesus' raising of Jairus' daughter, highlighting the power of mentorship.

Paul and Timothy: Paul speaks of Timothy as his true son in the faith; one in whom he had complete confidence and trust. He could say that he had no-one as like-minded as Timothy.

- g. Fathering cannot really take place within an institutional, corporate setting - they don't represent a higher link in the hierarchy. Fathers operate best within organic, relationally spiritual families. See Paul's fatherly heart in **Slide 3**
- h. As such, they are secure men and women; deep, warm, wisely open and transparent.
- i. They look to the interests of their sons and daughters before their own and they mentor for reproduction.
- j. They're prepared for conflict, mess and for going the extra mile. As examples they say, "Follow my example, as I follow the example of Christ." (1 Corinthians 11:1).
- k. There is an urgent need for such father leaders in today's churches.
 - See **Slide 4** for Mark DeJesus' 10 things that spiritual fathers provide.
 - Check out and read the full article in your own time on <http://markdejesus.com/10-blessings-spiritual-fathers-provide/>

3) The heart of sons and daughters

- a. See **Slide 5** for Mark DeJesus' 5 signs that the people you are fathering/mothering are true spiritual sons and daughters.
 - Check out and read the full article in your own time on <http://markdejesus.com/5-signs-spiritual-sons-daughters>

4) How to grow Spiritual Sons/Daughters

- a. Such a process happens most effectively within the context of a small intentional discipleship group.
- b. Firstly, consider receiving ministry for any insecurity in yourself that wants to use, control, limit, restrict, mildly and politely ignore or aggressively dominate potential leader-sons/daughters.
- c. Aim to become a good example of a maturing son or daughter yourself – which may include confession of your own faults and asking for prayer.
- d. Devote quality time to build a relationship with your sons/daughters in many different contexts.
- e. Learn how to share your *heart* and head.
- f. Inspire them with the vision that the Lord has revealed to you.
- g. Pray for them, encourage and give permission for them to pursue creativity and diversity in ministry.
- h. Help them realise their potential, their personal vision, ministry skills and godly character. Do this within the context of an established relationship of discipleship- openness, trust, love and honest speaking.
- i. Make it clear that you want them to grow, to develop their own ministry, to become better than yourself. (Phil 2:3)
- j. Ensure that you rejoice and strongly encourage them when they begin to show evidence of such growth and maturity.
- k. Consider some practical opportunities to develop others. See **Textbox**.

Some Practical Examples of How We Can Mentor Potential Leaders

- Preaching: Travelling together as a team is a powerful way of modelling biblical leadership. Sharing the message together and ministering alongside one another helps to develop a real sense of partnership and often brings the best out of everyone involved.
- Ministry: Praying for people as a ministry team helps to develop confidence and ability in individuals, helping to avoid some of the pitfalls. It can accelerate understanding of “how to”.
- Study: Studying together and learning how to handle the word, how to receive revelation and how to impart understanding is all part of developing the aspiring leader. It can help to keep us on track and avoid error.
- Sending: Releasing those who are ready into a functioning ministry is such a joy. Jesus left us such a great example. The goal of all training is to send and release others to go and plant new churches, raise other leaders and serve their communities.

5) Evaluating ourselves – are you a spiritual son/daughter or a slave? (In your own time, evaluate yourself using Chart 1)

Group Interactive time: Guideline discussion questions

1. *Can you identify spiritual fathers/mothers in your church? Describe some of their characteristics to support your view.*
2. *Do you have a meaningful, mentoring relationship with any of them?*

Chart 1 Contrasting Spiritual Sons (*applies to daughters*) with Spiritual Slaves in the Church

As you read through these statements, honestly appraise yourself; your attitude; your heart. Note weak areas.

A Spiritual Son	A Spiritual Slave
Love their fathers unconditionally. Refuse to expose their father's weakness.	Like/ dislike their masters conditionally; Hamitic delight in the exposure of the father's weakness.
Holds the father's success as his own. He speaks of 'we, us, our'.	Tends to own things for himself and identifies things from his own perspective first. He speaks of 'me, mine and yours'.
Sons have 'puppy feet' - not afraid to show their immaturity. They ask questions and want to be taught.	Try to appear mature and together - without your input. They never ask vulnerable questions and always have answers and opinions
Find it difficult to leave the homestead when conditions become unfavourable.	Will easily leave if the conditions become unfavourable.
Mentored for a bright future.	Dictated to because no future change is desired.
Welcome confrontation and change and responds well to discipline, though painful	Offended by counsel and correction (in his heart he's insecure and thinks he knows best!)
Exhibits a loyal heart towards (and defends) the father and the household.	Observe protocol while conditions remain favourable. Will complain, murmur and criticize when they think no one is listening.
Will work voluntarily in a cheerful, self-sacrificial manner.	Will only stay and work if paid some form of remuneration.
Learn and do by observing the father's example.	Simply sit and do nothing or do what they are told if it is considered within their ability.
Do not focus on loyalty - but on the joy of working together.	Focus on loyalty, duty and keeps an account of what he does. Is 'career oriented', tending to be competitive and make comparisons between what he does and what others do.
Become matured in time.	Stay largely unchanged at the same level.
Become responsible and resourceful.	Concerned with 'rights'. Remain always dependent upon instructions.
The redundancy of the father (in terms of dependency) and reproduction through the son, is mutually desired.	Locked into an agreed contractual position. Take-over is strongly resisted by aggression, insecurity & lack of true identity by both parties.
Potential is nurtured by the father.	Their potential remains dormant - even denied.
The 'wild at heart' spirit in sons is nurtured, encouraged, facilitated and channeled.	They become 'tame' and 'domesticated' – caged up and over compliant.
Sons own the heart and vision of the father.	Vision doesn't exist or is guarded secretly. The slave is required to submit mindlessly and subserviently as required by the master.
They have a contributor's mentality.	Display a consumer's mentality.
Given the freedom to challenge and ask sensitive questions.	Controlled by a spirit of superiority or insecurity and silenced.
Discipline is done in love for the purpose of co-operation and understanding that leads to maturity.	Despotic and aggressive interactions are used to enforce conformity. Such coercion is achieved by fear of consequences.
The reproductive potency of sons, produce and develop their own sons.	The eunuch spirit of slaves perpetuates sterility.
Isolated families become extended families.	House never changes in real terms.

1) Introduction

- a. Ephesians 4:11-12 exhorts senior leadership to equip the Christians in their church so that the believers themselves go and do the ministry.
 - i. The Greek word *katartismos* translated 'equip' in Ephesians 4:11 -12 has a number of meanings. See **Slide 6**
 - ii. When leaders engage in such discipleship that addresses all 3 of these dimensions, the church gets healed, established and empowered to function.
 - See **Slide 7** for a suggestion of how this can be done.
- b. This equates to empowerment and is a leader's central function and responsibility.
- c. According to Greg Ogden, an errant comma in the translation of these verses in the KJV in 1611 seems to have caused leaders to totally miss their call for the past few centuries. This was corrected in 1982 when the NKJV was written. See **Slide 8**
 - i. A 'dependency' model of church developed. Senior leaders perceived their role as 'omni-competent' ministers (*that is, that a pastor should be able to carry out every aspect of ministry*). This perpetuated an infantile church.
 - ii. When leaders realise that these verses exhort us to adopt an empowering role, an 'equipping' model of church arises that begins to grow exponentially.
 - See the contrasting outcomes in **Slide 9**
- d. The question is, are we willing to pay the price of embracing this call and create an empowering environment that empowers others?

2) Why do we need to become empowered to empower?

- a. To fulfil the ultimate purpose of equipping Christians. See **Slide 10**
- b. Through the ages, Jesus passed His life down to those willing to humble themselves before Him and empty themselves as His delegated, meek servant-leaders.
 - Without such a meek heart, that embraces the brokenness of the cross, we can never be empowered with his life.
- c. We copy Christ's example. He died to empower us and gained absolute empowering authority as a result. See **Slides 11 and 12**.
- d. His life can only flow from a heart of agape love and manifests itself when there rises from within us a desire to lay down our lives for our fellow believers (1 John 3:16).
- e. Unless we become empowered with His life, we cannot empower others. And yet...
- f. We realise our own empowerment by empowering others. See **Textbox**
- g. It is the leader's great privilege and responsibility to ensure (through delegation), that each member of the Body becomes so set free, by the ***power of spiritual impartation so as to enable him/her to empower others.***
- h. It is imperative that leaders create the atmosphere and normative ethos of a conducive environment that breeds empowerment. See **Slide 13**.

Paul's heart for Empowerment

"For I long to see you, that I may impart to you some spiritual gift to strengthen you."
(Romans 1:11)

See also 1 Timothy 4:14, 2 Timothy 1:6,
1 Thessalonians 2:7-8

Whole Group Questions and Comments Time
