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School of Leaders – 3

Leadership Through The Government of 12

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Lesson 1

What Does It Mean To Be A Leader?

1. Objective

For you to understand the meaning of leadership and its functions within the work of God.

2. Goals

By the end of this session the student should be able to:

- Define leadership in one word, as well as other definitions
- Explain the characteristics of effective leadership
- Identify the functions of leadership within the word of God

3. Definition of leadership

There are around 300 different definitions of leadership, but the most apt is the one that describes leadership as influence. Influence is the skill to gain followers. Since it is a skill, it can be learned.

“If someone thinks he/she is leading and has no followers, he is only going for a walk”

4. Characteristics of leadership

During this course the qualities, principles and other characteristics inherent in leadership will be dealt within different subjects. Some important ones in relation to the given definition will be mentioned here.

A. Service – Mark 9:35

Ministry comes from the Greek word “juperetes” which means: a subordinate power, anyone who serves with his hands, whoever helps another on a job, a helper.

- B. Vision – “A dream is a creative idea from God, revealed to the mind of man for him to carry out”

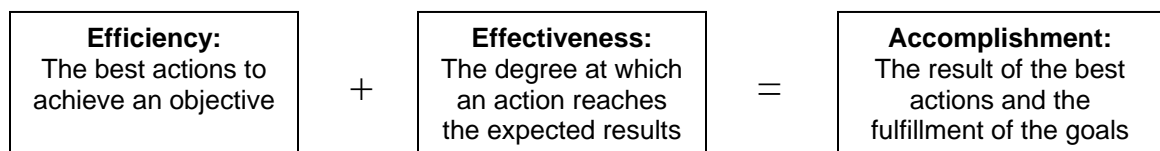
Pair up a vision with a leader who wants to implement that dream, and the movement will commence. People do not follow the dream itself. They follow the leader who has the dream and has the ability to communicate it effectively (Pro. 28:18; Joel 2:28).

- C. Bold faith – Hebrews 11:7

Hebrews 11 is the gallery of men and women that exercised their faith. We walk by faith and not by sight. The just shall live by faith. “Vision is the gift of faith in action” (Phil Pringle).

5. Functions of leadership

- A. It seeks effectiveness:



Since leadership is not a position, it is vital that it is effective in what it proposes: that the goals are achieved by adequate actions. That is effectiveness. We need effective, pragmatic ministries that will impact lives and the society around us.

- B. It lends direction:

Since he / she is someone who guides others, the leader shows the way to act and to live, guiding them in the steps to be followed.

- C. It always acts:

Thus showing its service, its faith and its example. A leader knows what to do and does it...

Summary

1. It is important that you grasp the biblical foundation of influence. For example, Jesus spoke of this in Matthew 5:13-16. Take the time to look up and study other relevant passages in the Bible.
2. Review the biblical value of Servant hood and Faith as essential characteristics of Christian leadership.
3. Who are today’s well known leaders of influence and seek to understand the essential skills they walk in as leaders.

Lesson 2

The Calling Of A Leader

1. Objective

Each G12 leader needs to know the importance of the call of God upon his or her life and the impact of this calling on their ministry.

2. Goals

By the end of this session the student should be able to:

- Explain each one of the five-fold ministry gifts.
- How to recognize the call of God upon their life and its biblical basis.
- Describe the characteristics of a particular calling using a biblical example.

3. Biblical Foundation

- A. *“The gifts and the calling of God are irrevocable” (Romans 11:29).*
- B. *“...who has saved us and called us with a holy calling, not according to our works, but according to His own purpose and grace which was given to us in Christ Jesus before time began” (2 Timothy 1:9).*
- C. *“I press toward the goal for the prize of the upward call of God in Christ Jesus” (Phil. 3:14).*
- D. *“Therefore we also pray always for you that our God would count you worthy of this calling, and fulfill all the good pleasure of His goodness and the work of faith with power” (2 Thes. 1:11).*
- E. *“Therefore, holy brethren, partakers of the heavenly calling, consider the Apostle and High Priest of our confession, Christ Jesus” (Hebrews 3:1).*

4. What is the calling?

It is a divine act in which God commissions us for a particular work and / or function within the Body of Christ and His Kingdom.

The Apostle Paul lists the five-fold ministry gifts in Ephesians 4:11.

- Apostle – An individual who is “sent” and anointed for a specific ministry.
- Prophet – An office of one who hears and reveals the mind and will of God through the gifts of the Holy Spirit.
- Evangelist – An anointing to evangelize, share and preach to the lost.
- Pastor – The heart and anointing to shepherd and care for God’s people.
- Teacher - One in whom the gifts abide to teach and unveil God’s word to His people.

5. How to recognize the call

- A. The conviction of the Holy Spirit – Romans 8:16
- B. The confirmation of the word of God – Luke 4:16-21
- C. One’s natural talents and gifts working in conjunction with the Lord’s leading – Romans 12:6-8.
- D. Submission to leadership who will in time recognize and discern the call – Ro. 13:1-2.
- E. Based on the need within the Body of Christ – *“I sought for a man to stand in the gap”* (Ez. 22:30).

6. Possible attitudes you can take considering the call

- A. Coldness: Totally apathetic to God’s will and call on your life.
- B. Warmth: You’re interested in leadership but take it lightly and half-heartedly.
- C. Hot: You understand the call and develop it according to the will of God.

“You have to have a burning desire in your heart. If you do not have a burning desire, then wait and ask God to impart His desire to your heart. God does not like the luke-warm, for He specializes only in the red hot; if you have that red hot burning desire, then you are going to have results” (Dr. David Yonggi Cho).

Conclusion

Now that you know how to recognize the call and it’s importance in your life, take the right attitude, and begin to prepare yourself and develop your ministry.

Lesson 3

The Personality Of The Leader

1. Objective

That each student would understand the concept of personality and the features or behaviors that characterize the personality of a Christian leader.

2. Goals

By the end of this session the student should be able to:

- Explain the difference between Temperament, Character, and Personality.
- Explain the relationship between Personality and Fruit of the Holy Spirit.
- Explain the features that should characterize the Christian Leader.

3. Biblical Foundation

- A. 1 Timothy 3:1-10 – “...*blameless, temperate, sober-minded, of good behavior*”
- B. Titus 1:5-7 – “...*not self-willed, not quick-tempered, not violent, hospitable, self-controlled*”.
- C. 2 Timothy 2:15 – “*Be diligent to present yourself approved to God*”

4. Definition and understanding of personality

- A. **Personality:** A particular blend of attributes, qualities, features, and behaviors that characterize the individuality of a person and by which, along with their physical attributes, this person is known as a unique individual.
- B. **Temperament:** Which is the outflow of one’s character, personality and disposition.
- C. **Character:** The basic personality characteristics of an individual specifically related to values and attitudes on the moral level.

5. Features that distinguish the personality of the leader

- A. **Enthusiasm:** No pessimist ever became a great leader. The pessimist sees a difficulty in every opportunity. On the other hand, the optimist sees an opportunity in every difficulty. The optimist laughs to forget, the pessimist forgets to laugh. A good leader knows the value of a contagious smile
- B. **Integrity:** The leader has to be worthy of the confidence of his followers, he /or she is a person their word.
- C. **Discipline:** The person who is of leadership quality will work while others waste time, will study while others sleep, will pray while others play.
- D. **Confidence (Security):** If the leader does not believe in himself/herself, no-one will believe in them.
- E. **Decision-making:** Indecision in emergency destroys the leader's capacity to lead.
- F. **Courage:** Courage is being able to stay in a dangerous situation for a further five minutes.
- G. **Loyalty:** Expressed through constancy, resolution and faithfulness.
- H. **Generosity:** Demonstrated by the leader who can forget their needs in the interest of others.
- I. **Desire to achieve:** Someone has said that enthusiasm, like the gasoline in jet can make someone aim for achievements never realized before.
- J. **Authority:** Excellent leadership is sensitive as to when and how much authority to employ.
- K. **Creativity:** Creative thinking is simply the ability to think in a novel manner.
- L. **Delegation:** The leader allows the people under him to take responsibility for a determined task.
- M. **Resolution:** In order to lead others, the person needs to know what is required and how to achieve it. If there is difficulty in making decision, the disciples will lose faith and confidence and will begin to question his capabilities. When the leader is certain of the will of God, and knows that his course of action is the correct one, they can make the decision immediately regardless of the circumstances.
- N. **Faith and prayer:** Faith equals faithfulness. Faithfulness is the O.T. word for faith.

6. The leader's personality and the fruit of the Holy Spirit – Gal. 5:22-23

The above features are related one way or another to the Fruit of the Holy Spirit. Identify and document those features next the specific characteristic of the Holy Spirit.

- A. Love
- B. Joy

- C. Peace
- D. Longsuffering
- E. Kindness
- F. Goodness
- G. Faithfulness
- H. Gentleness
- I. Self-control

Conclusion:

The leader should know one's strengths and weaknesses as measured by the character and personality of the Lord Jesus and the fruit of His spirit in our lives. Through prayer and fasting one learns and grows into the nature and temperament of the Lord Jesus.

Lesson 4

The Cost of Leadership

1. Objective

That the student understands the price it costs to be a great leader, and consequently, to have a great ministry.

2. Goals

By the end of this session the student should be able to:

- Explain how the leader pays the price.
- Explain the biblical foundation of paying a price for ministry.

3. Biblical Foundation

- A. Mark 10:21-22 – *“Take up the cross and follow Me”*
- B. Pastoral Epistles – Paul’s recommendations to ministry
- C. 2 Corinthians – The life of the Apostle Paul

4. The price of leadership

- A. **Criticism:** If one cannot accept criticism, this means that basically he / she is immature emotionally. The fact that you are very visible makes you even more vulnerable to criticism.
- B. **Fatigue:** The wise leader will find balance and will look for a hobby, a slower pace to reduce the tension. Adequate care of one’s health, rest and balance will help guard the longevity of the leader.
- C. **Time to think:** The solution is not to work harder but to work smarter.
- D. **Loneliness:** One of the reasons that loneliness is so difficult is that the leader emotionally needs people. Sometimes you are not allowed to interact in a personal way. As a leader you are often separated, and this is a great price to pay.
- E. **Identification:** To identify with the people, the leader has to pay the price of taking time to know them: to share one’s emotions, victories and defeats.

- F. **Unpleasant decisions:** A leader is obliged to make decisions that affect the basic structure of their ministry. Christian organizations have problems on this point because the leaders naturally are reluctant to wound people.
- G. **Utilization of time:** You have to budget your time as carefully as you budget you money.
- H. **Rejection:** There is always a certain possibility that somebody will be slandered for their faith or Christian perspective of things. Jesus went down this path: *“He came to His own, and His own received Him not”* (John 1:11).

Conclusion

- 2 Corinthians provides a particularly good example of Paul’s sufferings as an Apostle of Jesus Christ – he repeatedly mentions how he has had to pay the price for the ministry. He shows us how hardship characterized his ministry (2 Cor. 4:8-11, 11:24).
- In the Pastoral Epistles, Paul gives advice concerning the cost of ministry. Find these passages and show them to your pupils and continually remind them of this (2 Tim 1:15; 3:10-12; 4:16-18).
- A healthy study would be to discover the various biblical characters and how they were confronted with each of the points mentioned in the lesson. Describe what situations they faced and how they overcame them (i.e., Joseph, Moses, Joshua, David, Daniel, Peter, Mark, the Apostles).

The last days of the original Apostles

Peter – crucified in Rome

Andrew – crucified in Eddessa

John (Thaddeus - crucified in Eddessa

John – banished to the Island of Patmos

Philip – crucified in Heiropolis

Bartholomew – beaten, slain in India

Thomas – speared to death in southern India

James the Less – stoned in Jerusalem

Matthew – slain in Ethiopia

James the Great – slain by Herod

Lesson 5

Excellence In Leadership

1. Objective

For each student to grasp the essential principles that are characterized by Excellence.

2. Goals

By the end of this session the student should be able to:

- Define the concepts of *Principle* and *Excellence*.
- Explain what the principles are that will lead to excellence.
- Propose three more principles (that have not been mentioned) and establish them in their ministry.

3. Biblical Foundation - Pastoral Epistles – Paul's example of excellence in ministry

4. Definition of terms

- A. **Principle:** A standard, norm, or fundamental idea that rules thought and/or conduct.
- B. **Excellence:** Superior quality or goodness that makes a thing worthy of exceptional appreciation and esteem in its type of thing.
- C. **Excellent:** That which stands out in goodness, merit, or value among other things of the same type that are good.

5. Principles of excellent leadership

- A. **Looking to the future:** Excellence requires that you help men and women become responsible in the future by motivating them and giving them responsibilities to fulfill in the present.
- B. **A Problem solver:** A leader ably handles problematic situations and people with tact. This requires that you take the necessary action to confront and resolve conflict and tension. The

problems of the people are kept manageably small so as not to become large. Therefore, a leader acts quickly and directly when the slightest tension first appears between individuals.

- C. **Learn from your error:** Thomas Edison is believed to have said "*Don't call it a mistake, call it an education*". Frequently success depends upon the leader not making the same mistake twice.
- D. **Be flexible:** The ability to make changes where necessary.
- E. **Commitment:** Ensure your people make a commitment to God and to you.

Conclusion:

It is not so much about what leaders thinks about what they are trying to do, but what the people under them understand what they are doing.

Task:

Is your leadership excellent? Grade it from 1 to 5 according to what was explained in the lesson.

- Looking to the future _____
- Managing difficult situations _____
- Learning from mistakes _____
- Being flexible _____
- Commitment to my people _____
- Commitment of my disciples to me _____

Write down which principles you will use to ensure that you attain excellent leadership skills.

Lesson 6

Dangers Of Leadership

1. Objective

That the student understands each one of the possible dangers of leadership.

2. Goals

By the end of this session the student should be able to:

- Explain why each one of the points explained represents a danger for the leader.
- That the student will biblically support each danger of leadership.

3. Dangers of leadership:

- A. **Pride** – *“do not think of yourself more highly than you ought to”* (Romans 12:3).
- B. **Murmuring** – *“Then Miriam and Aaron spoke against Moses...”* (Numbers 12:16).
- C. **Rebellion** – *“Korah, Dathan and Abiram rose up before Moses... and said to them* (Numbers 16:1-50)
- D. **False revelations** – *“Some will depart from the faith giving heed to deceiving spirits”* (1 Timothy 4:1-3).
- E. **Discouragement** – *“Have I not commanded you? Be strong and of good courage”* (Joshua 1:9).
- F. **Negligence** – *“He who guards his mouth preserves his life”* (Proverbs 13:4).
- G. **Envy** – *“Let nothing be done through selfish ambition...”* (Philippians 2:3).
- H. **Coveting** – *“When I saw the spoils... I coveted them”* (Joshua 7:21).
- I. **Opposite sex** – *“Do not be unequally yoked...”* (2 Corinthians 6:14).
- J. **Seeking the praise of men** – *“Whatever you do, do it heartily, as to the Lord”* (Col. 3:23).
- K. **Fear** – *“God has not given us a spirit of fear”* (2 Timothy 1:7).

Conclusion:

Each student should go over each of the previous potential dangers and be able to explain:

1. To what does it refer?
2. Why it signifies a danger for the leader.
3. A deepened biblical foundation
4. How to face the danger and overcome it.

Ministry activation:

A time of prayer and seeking God should accompany this lesson so as to allow each student to renounce and/or repent of any potential danger to gain an access into their lives.

Lesson 7

Growing Healthy Cell Groups

1. Objective

That the student understands the importance of encouraging, leading, and assisting their cell leaders in leading healthy, growing, and vibrant cell groups filled with the power, presence and love of the Lord Jesus.

2. Goals

- Understand the importance a G12 leader growing healthy cell leaders.
- Understand the essential elements and parts of a healthy cell meeting
- Be able to impart the encouragement and support necessary to build cell leaders into G12 leaders.

3. Prepare for the Cell Meeting

Are your leaders doing their homework and planning before the meeting day:

- A. Prepared to teach the lesson.
- B. Prayed up and ready to minister.
- C. Prepared for the worship time.
- D. Expecting God to move in the meeting.
- E. Spending time fasting and praying at least during the day of the cell meeting.
- F. Meeting with their core group (assistants) ahead of time for prayer and planning of what each will do in the meeting. Plan for the next meeting as well: where will it be held and who will attend to the different responsibilities (food, lesson, childcare, etc.)
- G. Have a clean house and a big smile when people arrive.
- H. In particular, make visitors feel welcomed and included as they arrive. The gift of hospitality should be stirred up among the group members at this time.

4. Lead the Cell Meeting

Cell groups work because they are more than just meetings - they provide relational environment in which ministry naturally operates and where people experience the presence of God. The key to a successful meeting is not structure, but LIFE. Acts 2:42, 45, 46-47

A. Welcome - "You to me" (10 minutes) 1 Cor 11:33-34

Begin with fellowship and food - help people relax and feel comfortable. Welcome new visitors,

B. Worship - "Us to God" (10 minutes) Eph 5:19-20 NIV

Is the presence of God sensed in the group through worship and praise? Two to four songs that edify and exalt the Lord should be appropriate. Make sure everyone has a song sheet and that CDs or tapes are used if there is no live instruments.

C. Word - "God to us" (20 minutes) - Col 3:16

- Is the leader prepared to teach and share?
- Is the word of God shared under the anointing of the Holy Spirit?
- Are the group members given the opportunity to participate?
- Is there the impartation of truth that would encourage and give life to the group?

D. Work - "God through us" (20 minutes) - Acts 1:8

We want our cell members to have their needs met, and we also want them to be empowered to extend the Kingdom of God outside the cell meeting. During the works part of the meeting, we strive to keep balance between ministering to our group and focusing on the Great Commission to reach the lost with the Gospel.

1. IN-Works - ministry to the group members. Get the cell members to minister to each other and to encourage one another.
2. OUT-Works - focus on outreach – the Prayer for Three and the vision for outreach

Good cell group dynamics to remember:

1. All members share equally in the meeting. Anyone can share.
2. Sharing should follow the general rules of brevity, appropriateness and courtesy. No one is to dominate the discussion. All should feel free to speak openly and honestly.
3. The interaction in the group should be kept in line with what Christ is doing in our midst, and we need to refrain from storytelling that is not relevant to the subject being discussed.
4. When speaking, members should address the group and not just the leader.
5. All members are responsible for the care of the children in the group and are to help avoid unnecessary interruptions.
6. Matters shared in the cell group are to be kept in strict confidence.
7. We should be consistently reaching out to our family, neighbors, and friends.

5. Build your cell group between meetings

Cell group ministry does not end with the meeting. In fact what you do between the meetings will ultimately determine whether your group grows and remains healthy. What you do between cell meetings can ensure the fruitfulness of your cell group - in new believers as well as new leaders.

A. PRAY for your cell members - Romans 1:9

Are your leaders praying for their cell members, those they are consolidating and following up with?

B. Contact your cell members personally - Prov 27:23

- A shepherd stays in close contact with his sheep. John 10:3-4, 11, 14-15
- Are your leaders contacting their members on a regular basis (at least once a week).

C. Follow-up on visitors and new believers - Matt 28:19-20

- The church is actively fulfilling the Great Commission when people show up at a church service or at a cell meeting as visitors, or when they make a decision for Christ. We are called to make disciples, and that involves following up on people.
- Follow-up on new believers should occur within 48 hours. The goal during the first visit with a new believer is to:
 - to verify salvation
 - to arrange for the person to attend an Encounter
 - help new believer get connected to a cell group

Lesson 8

Building Groups Of 12

1. Objective

The purpose of this lesson is to give the student an overall understanding of the steps necessary in the formation and development of their group of 12.

2. Goals

- That each student will understand the steps in building a group of 12.
- That each student can identify the status and health of the 12 in the building process.
- That faith goals will be established and communicated in the building of 12.

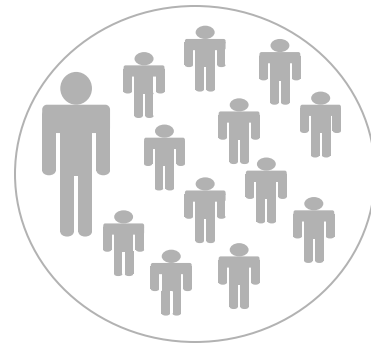
3. Developing a group of 12

- Leading an Open Cell** – as a cell grows through winning and consolidating, cell members will eventually go through the School of Leaders and get ready to be sent and multiply the cell.
- Prayer** - Jesus spent all night in prayer and then choose His 12. Even so we go to the Lord first in prayer seeking His council and leadership as to who within our cell will be our future leaders of 12.
- Establish relationship** – A leader begins spending time with potential leaders getting to know them, their heart, vision, and needs, all the while listening to the Holy Spirit.
- Evaluate** – Ask yourself, is the cell member faithful and fruitful? As they go through the School of Leaders their character and heart will be shown.
- Disciple** – more time is spent in the discipleship phase where greater responsibility is given to the cell member who assists in the leading of the cell and is fruitful in winning and consolidating of new believers.
- Sending** – after completion of the School of Leaders – 2, and the calling and character of the cell member is maturing, there will be the opportunity to send a leader to start their own cell. Its at this point where they become one of your 12 and begin a fruitful cell group using the Ladder of Success.

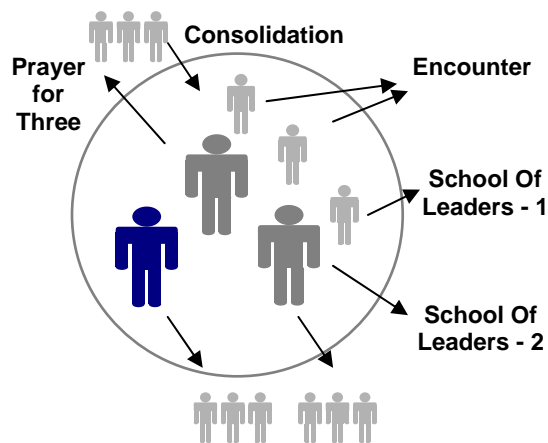
Stage 1: The Basic Cell Structure

This is a typical cell where you the leader are ministering to each and winning, consolidating, and discipling through the Ladder of Success.

Your job at this point is to lovingly care, pray, teach and minister to each cell member, as well as cast the vision of the local church and the ministry of the Lord Jesus Christ.



Stage 2: Ladder Of Success

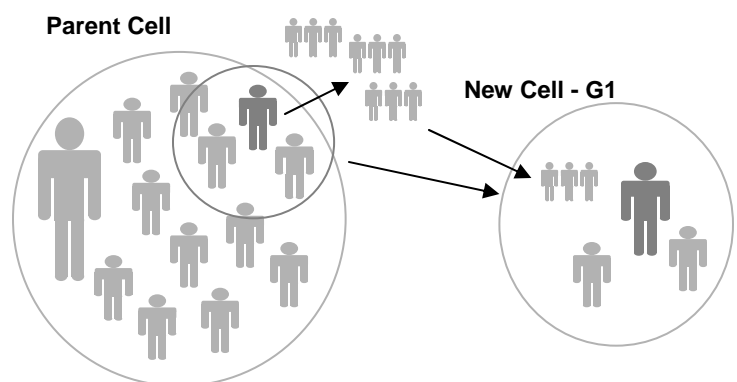


This example shows how the various members are won, consolidated and disciplined through the Encounters and School of Leaders. The cell leader continues the Ladder of Success process over a period of time ensuring that each member is cared for and grows in Christ.

The ultimate goal is to have an individual equipped through the School of Leaders-2 and thus prepare him / her to launch their own cell.

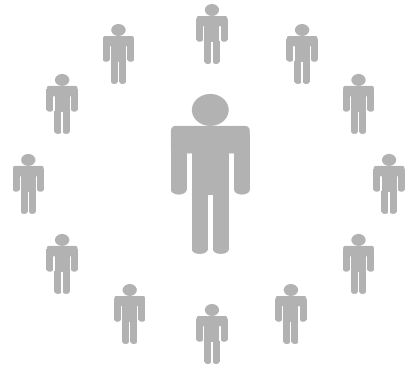
Stage 3: Sending New Cells

The day will come when one of your cell members completes the School of Leaders – 2 and then, with the help of two other cell members, will assist in cell's consolidation of new believers, as well as begin the Prayer for Three, with the goal of launching a new cell within the next several months. The new cell leader will thus become one of the Parent Cell Leader's 12.



Stage 4. Building a group of 12 – School of Leaders - 3

- A. **Vision** - The leader is to have a vision of building his / her 12. As one continues leading a cell they will continue to repeat the above steps until 12 cells are developed.
- B. **Maintaining relationship** – It is important to continue ongoing mentoring, training, and relationship with each of your leaders to ensure the group's health and spiritual condition.
- C. **Transition time** – After you have 12 cells leaders raised up you have the option to continue leading an open cell, or simply mentor the 12 leaders you have raised up.
- D. **Establishing goals** – Just as you established goals for your individual cells, you will also assist your 12 in the setting and achieving of their goals. Your goals will consist of:
- Individual cell goals – the Prayer of Three Outreach, Consolidating and Encounters.
 - Groups goals – as a team working together toward a common vision.
 - Goals for winning of souls – through individual and groups efforts.
 - Goals for consolidation – working together as a team in the follow up.
 - Goals for the School of Leaders – assisting your leaders in ensuring that each member progresses and will someday soon be sent to lead a cell.



Stage 5. Building the 144

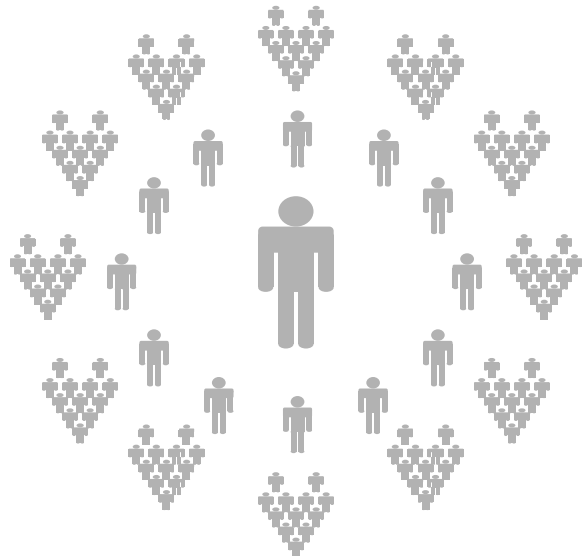
The growth continues as you assist your 12 in the building of their 12, with the goal of 144 cells.

Second generation growth

Number of cells	144
Average cell members	6
Total members	864

Third generation growth

Number of cells	1782
Average cell members	6
Total members	10,368



Lesson 9

The Choosing Of The 12

1. Objective

That each leader will understand and grasp the essential characteristics and criteria from which his or her will base the choosing of their Twelve.

2. Goals

- The student should be able to explain the essential character and qualities from which to choose their leadership team of Twelve.
- That the leader be able to impart the profile of a 12 leader to their future leaders.

3. Profile of the candidate of the 12

- A. Based on their faithfulness – Mark 1:16-18
- B. He choose those who desire to serve the Lord – John 1:35-42
- C. He chose teachable ones – John 1:48-50
- D. He proved them – Matt. 16:13; John 6:6

4. They live under God's blessing

- A. See to it that your candidates walk in the faith it takes to be receive God's promises and thus able to release those blessings to others (Dt. 28:1ff).
- B. To be under a blessing your 12 must have a intimate fellowship with God through His word and prayer.

5. They are people of faith

- A. The candidate of the 12 must hear the voice of God, and observe to do it (Ps. 19:11).
- B. They will then be an example of faith and trust in God to others as well.
- C. They will an example of overcoming and resisting of the enemies tactics and plans.

6. The Twelve are to be full of virtue

- A. Moses was to select, *“able men, such as fear God, men of truth, hating covetousness”* (Ex. 18:21).
- B. Virtue or excellence is an attribute of God expressed through the believer, and is a by-product of a life of faith.
- C. The opposite of virtue or excellence, is mediocrity. The candidate of the Twelve reject conformity and always tries to do his / her best with excellence.

7. The must be knowledgeable of the truth

- A. There are two extremes in the body of Christ. *“Those who spend their entire lives filling their minds with theological knowledge but never reproduce it in others, and those who want to spread the knowledge of the truth, but ignore it in their own lives”* (Cesar Castellanos).
- B. The leader of 12 will ensure that his / her 12 will sacrifice whatever time is necessary to spend time with God’s word.

8. They will fear God and exercise self-control

- A. One of the characteristics of someone who fears God is that they practice reverence that leads him to control his spirit.
- B. He takes all his desires to the cross, and dies to self everyday.
- C. When we develop our 12, we should guide them through disciplines that will help them maintain self-control. They should be willing to join you in times of fasting and prayer and a life of holiness before God.

9. They abhor covetousness

- A. Idolatry consists of placing one’s trust in anything outside of God. (examples of Achan at Ai).
- B. The leader must discern who in his / her group may have a spirit of greed and supervise them until that person is free of that demonic influence.

Conclusion

The Heavenly Father imparted to the Lord Jesus the revelation of who the original 12 apostles were to be. They were called and selected to be part of a team which would take over the world through the Kingdom of God. Even so we today receive from the Father those who will be future leaders on which to continue building God’s kingdom

Lesson 10

Raising Up The 12

1. Objective

That each leader will obtain the vision of imparting and mentoring your leaders to the end that they grow in their personal lives, as well as into dynamic leaders of 12 themselves.

2. Goals

- The student should be able to explain the essential tasks and responsibilities required to continue imparting and raising up future leaders.
- That the leader will be able to impart to their leaders the necessary mentoring qualities they will receive from you so that they can pass them onto their cell members.

3. Pray for your 12!

Praying for your 12 cannot be over emphasized. Jesus spent much time in selecting His 12 (Luke 6:12), guarding His 12 (John 22:31), praying for their unity, holiness, protection, joy and continuance of His love (John 17). Your 12 will grow and be fruitful in direct proportion to your intercession and fasting on their behalf.

4. Value them as a person

- A. **The leader places great value on his leaders.** He reaches out to them, believes in them, recognizes their triumphs and seeks to know them personally.
- B. **The leader appreciates who his leaders are over what they do.** When your leaders have a deep confidence that you are looking out for their best interest, they will rise up and grow into a loving, trusting relationship prepared to be molded for fruitfulness (Pro. 18:24).

5. Mentoring them into leaders

- A. **Concentrate on them** – It is not enough for the leader to go to the meetings, he must concentrate on fully forming each individual and looking after one's needs. This demands an investment of time and continual prayer.
- B. **Strong leaders make strong ministries** – Our task demands dedication, discipline, devotion, and above all, staying firm while aiming at your objectives (1 Cor. 9:26-27).

- C. **Teach them to grow** – People grow as they are guided and motivated towards a goal (Phil. 3:8-12)
- D. **Form exemplary leaders** – The leader is given charge to polish the vessel until the individual becomes a precious diamond who shines on his own and is ready to polish others.
- E. **Teach spiritual discipline** – It is imperative that the leader have the disciplines to continue to grow in Christ and thus impart this growth to his / her 12.
- F. **Challenge them with a high growth model** – If a leader's life and goals are at a level of *five* on a 1-to-10 scale, he will not attract others who have learned to live and achieve goals at a *nine*.
- G. **Maintain control of the vision** – It is not enough to just have an idea of the vision, it is important and necessary to be consumed by it until it becomes a way of life for the entire team.
- H. **Strive to reproduce yourself in others** – A leader has reached a high level of leadership when he has reproduced himself in others and is developing other leaders.

6. Build the team!

- A. **Watch over the group's unity** – Sin is the typical root of disunity. A leader will guard and diligently work to maintain a spirit of holiness which will lead to unity – Eph. 4:3-6.
- B. **Know the needs of the group and learn to invest in them** – When you invest in people and help meet their personal needs, you will reap a harvest of souls and leaders for the future.
- C. **Give priority to the needs of the team** – It is not enough to know the needs of those who compose your support team, but show your interest by providing solutions, especially spiritual ones.
- D. **Success is determined by the team** – Success through this vision is obtained when the leader involves everyone as a whole body in achieving his goals.
- E. **One's development is reflected in growth** – The progress of each team member equates to the success of the whole group. Reaching personal goals builds and promotes the teams goals.
- F. **Guide them to success** – Team success requires guidance to win through collaboration, and to avoid jealous competition. The success of the group becomes a personal goals.
- G. **Create an atmosphere that brings others into leadership** – it is not enough to establish teaching guidelines, but the learning environment must be inviting and motivating towards leadership.
- H. **Have fun!**

Conclusion:

"The capacity of leadership is measured by the way the leader strategically reproduces his vision in others" Cesar Castellanos

Appendix A

G12 Planner

1. Identify each cell members progress on the Ladder of Success

Name	Encounter	SOL – 1	SOL – 2	Re-Encounter	SOL – 3

2. Identify those members within your cell(s) who will be sent to start a new cell within the next six months to a year.

Name	New Cell Start Date

3. Plan to set aside time to meet with your future potential leaders and begin:

- θ Praying with them regarding future expansion and goals.
- θ Ensure understanding of their personal walk, growth and vision.
- θ Casting vision of future growth.
- θ Discern if they are ready and prepared in character and their walk in the Lord.
- θ Ensure they are prepared through the School of Leaders – 2 and a Re-Encounter.

4. Plan on the details of the new cell expansion

- θ Where will the cell meeting be located?
- θ What day of the week will the cell meet?
- θ Who will be on the start up team?
- θ When will the leader begin the “Prayer For Three”?
- θ What Outreach / In-reach strategy will the leader use to build the cell?
- θ When will you have the ongoing P12 leadership with this new leader?

5. Assist each new leader establish their own goals and vision of faith.

- θ Through the Prayer of Three how many souls will be brought into your cell next year?
- θ How many cell members will be attending your cell in the next 6 months to a year?
- θ How many members do you believe will attend the Encounters and School of Leaders?
- θ When will the new leader begin believing for their 12 to begin being developed?

6. Use the attached “Principle of 12” planner sheet to identify goals and team members.

Appendix B

Practical Advice

For Preaching

1. The outline of preaching

The three fundamental kinds of outlines are:

- A. Text - the exegesis of a particular passages of scripture in outline format
- B. Theme - where a specific theme or topic is reviewed within a book of the whole of scripture
- C. Exposition – where a specific verse is expounded upon to teach and impact the listener.

2. The basic structure of a sermon can be outlined as follows:

- A. Title
- B. Objective
- C. Introduction
- D. Text
- E. Main Divisions
- F. Conclusion

3. Preach, don't talk!¹

- A. **Preaching is not “sharing”.** It is not “talking”, and it’s not “speaking”. Preaching is supernatural communication. God has chosen preaching to communicate the Gospel (1 Cor. 1:18-21).
- B. **Preaching comes from your spirit, not your mind.** It is “breathed”. Our mind serves our spirit, supplying memory, knowledge and vocabulary, but we don’t allow it to control what we’re saying.
- C. **Preaching involves drama.** There is a certain level of acting and exaggeration of actions and words needed to communicate with effectiveness. This is not an encouragement to be artificial, rather an imperative to make sure the point is well understood.
- D. **Repetition is also necessary for effective communication.** *“If you have an important point to make, don’t try to be subtle or clever. Use a pile driver. Hit the point once. Then come back and hit it again. Then hit it a third time – a tremendous whack”* (Winston Churchill).

¹ Pringle, Phil You The Leader Pax Trading Ministries Pty Ltd, 1998 pg. 247ff.

- E. **Confidence in preaching is imperative.** I've never seen the power of God move through a timid attitude. Confidence comes from:
1. Knowing that what we are speaking is God inspired.
 2. Knowing our stuff. We're prepared – we've studied.
 3. Being unafraid and uncaring of reaction or criticism
 4. Completely accepting who we are. We are not attempting to be anyone else.
 5. Being filled with the Holy Spirit.
- F. **The person lacking confidence in public proclamation is self-conscious.** They stumble with the most basic of speaking skills.
- G. **We structure our sentences in confident, measured speech.** We understand that clarity: simplicity and brevity grasp the attention of our listeners.
- H. **We speak within the speed limit!** Take time to breath between sentences.
- I. **Stop continually shouting!** We exhaust people with noise and clamor. They've turned off and we've only been speaking for five minutes.
- J. **We order our thoughts according to the mental architecture of our listeners.** The point of preaching a message is that it be understood.
- K. **We don't mob our listeners with every thought crossing our mind.** We remain disciplined in thought and undistracted from our target.
- L. **We always have in mind what we are attempting to say.** Don't attempt to deliver more than one message per sermon. KISS = keep it short and sweet.
- M. **We impart feeling of what we're preaching.** Leadership is not just about facts and data ... Leadership is about the communication of fire.
- N. **We don't rely on emotional expressions to describe what we're saying.** We think in terms and speak with words that leave the listener with emotion.
- O. **The great communicator uses silence as much as noise.**
- P. **We modulate and vary our tone.** Monotone is monotonous.

Appendix C

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