

HOMECCELL

LEADER'S GUIDE



MEND THE NETS, THE CATCH WILL BE GREAT



A WORD FROM PASTOR AT BOSHOFF

Jesus said: "I WILL BUILD MY CHURCH and the gates of hell shall not prevail against it." (Matt. 16:18) The Apostle Paul tells us that "Christ also loved the church and gave Himself for her... that He might present her to Himself a glorious church... that she should be holy and without blemish." **(Eph. 5: 25-27)** This is what Jesus is busy doing in His church today!

He launched His church on the Day of Pentecost and ever since then He has been building His church world-wide! According to the Centre for World Missions, research has proven that there has been a constantly decreasing number of non-Christians per Bible-believing Christians across the centuries. In other words:

At the moment the church is growing faster than ever before! Why is this? There are many possible reasons.

Initially it was the Reformation that turned the tide! This was followed by the great Pentecostal movement and then by the spontaneous, world-wide Charismatic Renewal. This has resulted in certain countries in South America seeing even more people being converted than being born.

Jesus is building His church! Communism has not stopped the growth of His church. Islam hasn't and never will. God's Word gives us the assurance, "So shall My Word be that goes out of My mouth. It shall not return unto Me void but it shall accomplish that which I please and it shall prosper in the thing whereto I sent it." **(Isa. 55:11)** If God says He will build His church, then that is what He will do! Nothing will stop Him!

We are privileged to be part of His great, victorious church!

In recent years another phenomenon has been emerging in the church of Jesus Christ all over the world: **THE CELL-BASED CHURCH.**

When functioning properly and structured, these churches have grown to become the greatest and biggest churches that have ever been on the earth.

They are also accomplishing several other things that the traditional, programme-based churches have battled with for years. This can be summed up in three words: **COMMUNITY, MINISTRY** and **EVANGELISM**.

COMMUNITY is exemplified in the relationship which existed between Jesus and His disciples and in the lives and the relationships of the early church members as they met daily from house to house. Community is family! It implies transparency, openness, caring, relationships, intimacy, mutual edification and therefore family!

This has been a missing ingredient in the life of many local churches, but Jesus is once again building this absolute necessity into His church!

MINISTRY is the church in action. Due to an over-emphasis on the difference between the clergy and the laity and later on the five-fold ministry, there has been a tendency to operate through trained specialists. The truth of the matter is that God's plan for His church is that the "five-fold training team" made up of apostles, prophets, evangelists, pastors and teachers are responsible for training and equipping the entire body of Christ "for the work of the ministry". **(Eph. 4:11-12)**

In other words, the ministry is now starting to include EVERYONE! The truth that EVERYONE is in the ministry is beginning to break through. This is taking place in the HOMECCELL or CELL-BASED CHURCHES! In these homecells, people are beginning to minister to each other and the great need for people both to minister and to be ministered to is being satisfied.

As a result of this increased ministry, another important aspect of New Testament church life is beginning to blossom, namely:

EVANGELISM. The cell-based churches are impacting their communities evangelistically, as never before. They are beginning to take up the responsibility to penetrate their unchurched community. Through the homecells they are beginning to experience incredible success. This success is resulting in a new wave of enthusiasm and growth. Jesus is building His church!

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LET'S BEGIN...

CHAPTER I

THE CRC VISION, MISSION, MANDATE AND PHILOSOPHY

“Where there is no vision, the people perish.”
(Prov. 29:18)

Without vision, people lose their vitality. They can't focus, can't reach their goals and can't follow their dreams.

“Then the LORD answered me and said: ‘Write the vision and make it plain on tablets, that he may run who reads it. For the vision is yet for an appointed time; but at the end it will speak, and it will not lie. Though it tarries, wait for it; because it will surely come, it will not tarry.’”
(Hab. 2:2-3)

WHAT IS VISION?

Vision is a clear mental picture of our preferable future.

Our vision is what we are becoming.

Vision is the key element God uses to mobilise the church.

Vision unites us in God's corporate purpose.

Vision is the fuel that leaders run on.

Vision is a fire that ignites sacrifice and passion in its followers.

Vision is the sustaining energy that keeps the church going.

Quality of vision determines quality of fruit.

Vision makes people more effective because:

- Their mission is deliberate: They know their redemptive purpose.
- Their message is decisive: They know what they must communicate.
- Their motive is direct: To please God alone and to do His will.
- Their manner is different: They are focused, their walk and talk are different.
- Their principles are deep: Committed for life; not tossed and changed.
- Their method is daring: They are risk takers. They do what others fear to attempt.
- Their minds are discerning: They perceive things ahead of time.
- They constantly grow and enlarge themselves.

THE CRC MANDATE

WIN THE LOST AT ANY COST

THE CRC VISION

BUILDING ONE CHURCH IN MANY LOCATIONS NATIONALLY AND INTERNATIONALLY

THE CRC MISSION

MEND THE NETS, THE CATCH WILL BE GREAT

To train and release every member for ministry, caring for, evangelising and discipling our community.

God gave Ps. At Boshoff a clear mandate to "Win the lost at any cost". CRC is about people; reaching them and teaching them. People matter to God and therefore matter to us. Getting your lost friends and family saved is God's main purpose for saving you.

"For the Son of Man has come to seek and save that which was lost." **(Luke 19:10)**

THE DNA AND MINISTRY PHILOSOPHY OF CRC

Our philosophy as a church is built on the following principles:

- Spirit of revival
- Purpose-driven
- Soul winning
- Life-changing, word-based teaching
- Embracing and utilising technology
- Focused prayer
- Dynamic worship
- Multi-cultural
- Inter-generational
- Homecell-orientated
- Involvement of each member
- Community upliftment
- Unity

CRC IS A CELL-BASED CHURCH. We have chosen to live our philosophy out in and through small groups, also called HOMECELLS.

Unlike a programme-based church, a cell-based church places its emphasis on "equipping people to do the work of the ministry". **(Eph. 4:11-12)**

Just as a human body consists of cells, a cell-based church consists of cells. Just like families are the basic building blocks of any community, homecells are the basic building blocks on which the whole church is built. The life, growth and support of the church takes place in the homecells. Cell-based churches are more efficient as every member in a cell-based church is engaged in the tasks required to make the church function, unlike in a programme-based church where only 10% to 15% of the membership are engaged.

Cell-based churches are based on the biblical concept of community; the essence of community being a sense of belonging. People look after one another and they share the ministry of reaching the unsaved as a task of the community. The people in a cell-based church focus on the importance of prayer. The people in a cell-based church penetrate deeply into the structure of a city, reaching out to people in a more personal way. They share a vision for reaching the entire city and not just a part of it. A cell-based church seeks to insert a homecell into every neighbourhood. Their evangelism includes the powerful witness of Christ working within His body.

SOME SIGNIFICANT DIFFERENCES BETWEEN A CELL-BASED CHURCH AND A PROGRAMME-BASED CHURCH

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CELL-BASED CHURCH	PROGRAMME-BASED CHURCH
Emphasis on homecell life and homecell ministry	Emphasis on programmes and ministry courses
Ministry given to each member in the homecell	Emphasis on programmes and ministry courses
Members cared for by members in homecells	Ministry through five-fold ministry through programmes and courses
Evangelism done through all the homecells	Members cared for by a few Pastors
Growth comes through the homecells and Celebration Services	Evangelism done by an evangelism team of evangelists
Homecells become a lifestyle and a way of life	Growth only comes through Sunday services and evangelism programmes
Discipleship done within the homecells by members through relationships	Hardly any opportunities to “live out” your faith
Equipping of members done through demonstrating a Christ-like lifestyle	Discipleship done through courses: Knowledge without experience
Members' values change through experiences	Equipping of members done through courses Members' values change through impartation of knowledge, little personal experiences

CRC has adopted the philosophy of the cell-based church as our blueprint to impact our various communities and ensure healthy church growth.

As a church we believe:

CELL + CELEBRATION = CHURCH!

CHAPTER 2

WHEN GOD HAS A PLAN, HE FINDS A MAN

In any local church context, the vision and direction of the church will always come from the Senior Pastor, through the church leadership, to the people.

PS. AT BSHOFF IS CALLED AS THE VISIONARY LEADER OF CRC

When God has a plan, He finds a man. In CRC, God has chosen Pastor At Boshoff as the visionary leader. God has also called and gifted Ps. At to rally people from all walks of life to fulfil the vision of God for CRC.

"And David went out to meet them, and answered and said to them, "If you have come peaceably to me to help me, my heart will be united with you; but if to betray me to my enemies, since there is no wrong in my hands, may the God of our fathers look and bring judgment. 'Then the Spirit came upon Amasai, chief of the captains, and he said: "We are yours, O David; we are on your side, O son of Jesse! Peace, peace to you, and peace to your helpers! For your God helps you.' So David received them, and made them captains of the troop."

(1 Chron. 12:17-18)

"All these men of war, who could keep ranks, came to Hebron with a loyal heart, to make David king over all Israel; and all the rest of Israel were of one mind to make David king."

(1 Chron. 12:38)

God is looking for leaders whose hearts are loyal. Your loyalty and submission toward Pastor At and the vision of CRC is best shown in the contribution you make in helping him build the church.

"Then he divided the three hundred men into three companies and he put a trumpet into every man's hand, with empty pitchers, and torches inside the pitchers. And he said to them, "Look at me and do likewise; watch, and when I come to the edge of the camp you shall do as I do: 'When I blow the trumpet, I and all who are with me, then you also blow the trumpets on every side of the whole camp, and say, The sword of the LORD and of Gideon!"

(Judg. 7: 16-18)

God is looking for leaders "who will keep rank". Leaders that will say: "The sword of the LORD and of Ps. At Boshoff."

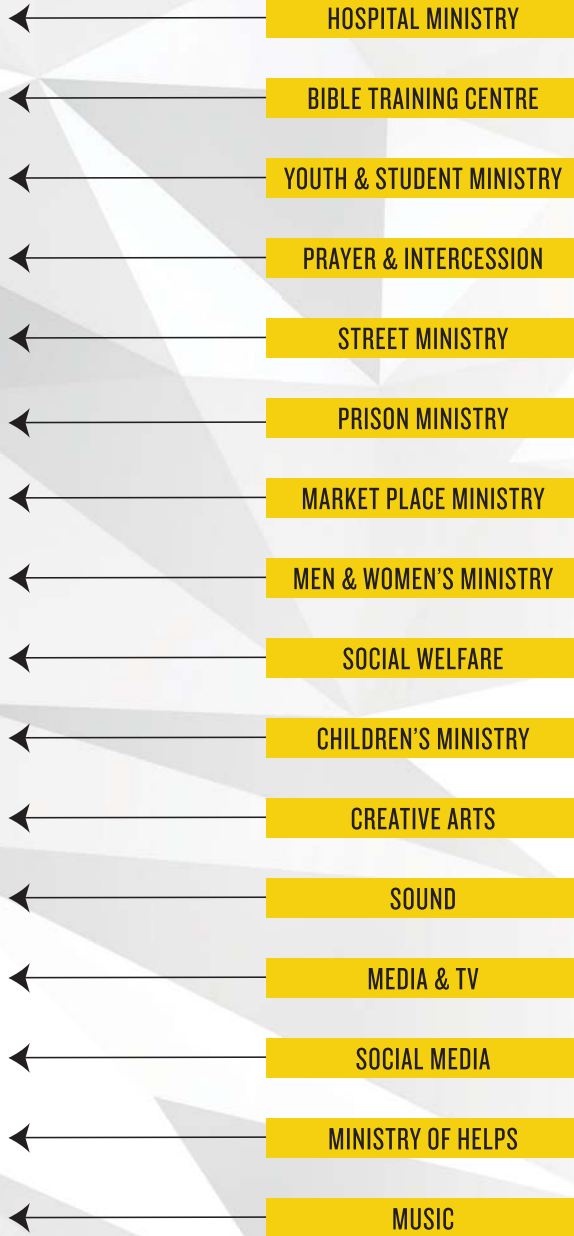
As we remain focused on our mandate from God and as we keep rank with our leader we will see this vision fulfilled.

GOD IS A GOD OF STRUCTURE

God chose Moses first and then He chose others. If you do not share the heart of the leader, you cannot work effectively in the vision of the house.

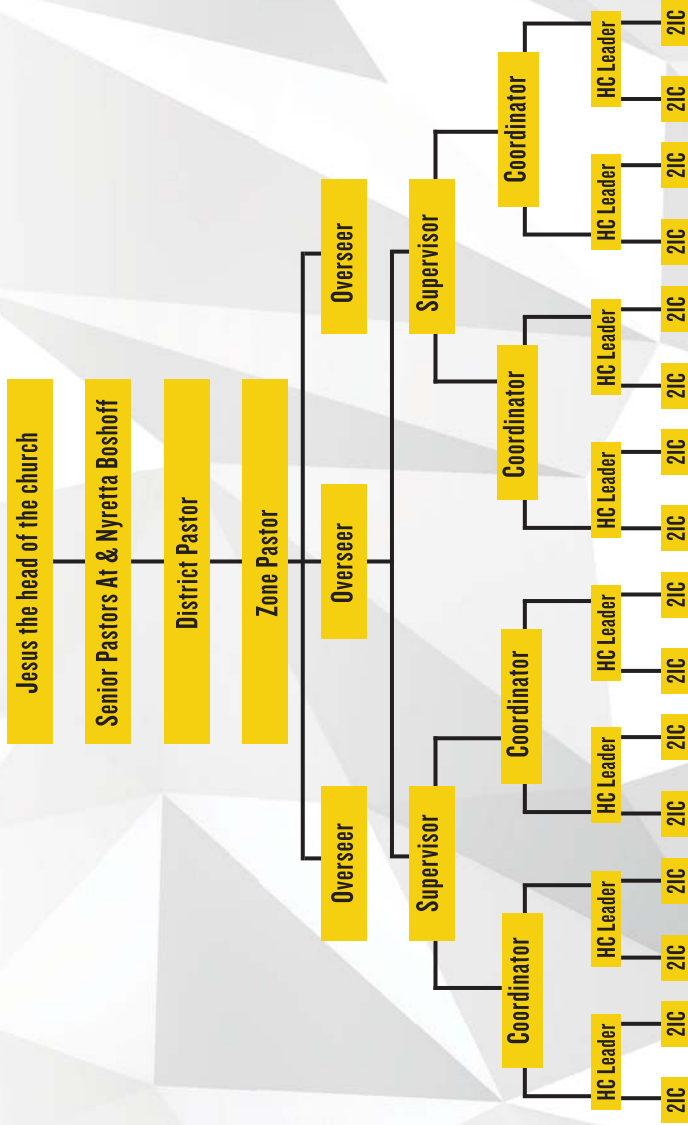
"Moreover you shall select from all the people able men, such as fear God, men of truth, hating covetousness; and place such over them to be rulers of thousands, rulers of hundreds, rulers of fifties, and rulers of tens. And let them judge the people at all times. Then it will be that every great matter they shall bring to you, but every small matter they themselves shall judge. So it will be easier for you, for they will bear the burden with you. If you do this thing, and God so commands you, then you will be able to endure, and all this people will also go to their place in peace." **(Ex. 18:21-23)**

CRC IS A CELL-BASED CHURCH
CRC HOMECELL, PASTORAL AND SUPPORTIVE MINISTRY STRUCTURE



THE CRC LEADERSHIP STRUCTURE

God has given CRC a unique leadership structure



THE OVERSEER

FOCUS

- A. Caring for spiritual welfare of leadership and the sub-structure.
- B. Management of sub-structure.

KEY RESPONSIBILITIES

- A. Care for leaders in sub-structure:**
 - i. Home visitations: Spiritual well-being of leaders.
 - ii. Assist with leadership development.
- B. Specialised counselling:**
 - i. Substance abuse.
 - ii. Marriages.
 - iii. Dealing with offences etc.
- C. Cell equipment:**
 - i. Spiritual growth/well-being of members.
 - ii. Sharing basic teachings in the homecell e.g. tithing.

REPORT TO ZONE PASTOR

- A. Communicate regularly with Pastor concerning the well-being of the sub-structure.
- B. Submit weekly feedback to Pastor.

THE SUPERVISOR

FOCUS

- A. Effective functioning of the homecells.
- B. Effective discipling of homecell members.

KEY RESPONSIBILITIES

- A. Effective functioning of homecells:**
 - i. Monitor the functioning of the homecells and assist with focused homecell equipment (ensure standard of excellence in the homecell meeting is maintained).

- ii. Practical homecell ministry (Prayer, care, evangelism, equipping).
- iii. Address specific equipping needs in homecell e.g. basic doctrines etc.
- iv. Facilitate the WORD part (Teaching in homecell meeting.)

B. Discipling of members:

- i. Assist Zone Pastor with follow up/counselling of non-committed members.
- ii. Make arrangements for baptism of homecell members in sub-structure.
- iii. Encourage each member to complete the Journey of an Incoming Member discipleship track (JIM track) and monitor the progress thereof.
- iv. Refer member with extreme challenges to relevant department or Overseer for specialised counselling.

REPORT TO ZONE PASTOR

- A. Communicate regularly with Pastor concerning the well-being of the sub-structure.
- B. Submit weekly feedback form to Zone Pastor.

THE COORDINATOR

FOCUS

Assists in the growth and multiplication of their two homecells.

KEY RESPONSIBILITIES

- A. Evangelism strategy for each of the two homecells:**
 - i. Follow-up on First Time Visitors and New Converts, inviting them to the homecell and New Members Orientation (NMO).
 - ii. Do WORKS part in homecell and mobilise homecell members to reach out and invite new people.

- iii. Introduce potential/new members to homecell.
- iv. Channel potential members into membership.
- v. Conduct quarterly homecell harvest events.

B. Cell growth and multiplication:

- i. Assist Homecell Leader with goal setting.
- ii. Monitor homecell growth monthly.
- iii. Facilitate homecell multiplication process.

REPORT TO ZONE PASTOR

- A. Communicate regularly with Pastor concerning the growth of the homecells.
- B. Submit weekly feedback form to Zone Pastor.

THE HOMECCELL LEADER

FOCUS

Caring for homecell members.

KEY RESPONSIBILITIES

A. Caring in the homecell:

- i. Shepherd the flock:
 - a. Hands-on ministry: Check up on the well-being of members and contact every member weekly.
 - b. Do home visitations on a weekly basis.
 - c. Arrange social activities.
- ii. Encourage homecell members to a higher level of commitment:
 - a. Monitor weekly homecell and church attendance.
 - b. Facilitate sponsor-sponsee and buddy system in the homecell.
 - c. Do follow-up/visitation of non-committed members.
- iii. Channel counselling needs to Overseer.

B. Cell ministry activities:

- i. Facilitate weekly homecell meeting.
- ii. Facilitate prayer activities.

C. Cell growth and multiplication:

- i. Set goals: Growth and multiplication.
- ii. Ensure target and prayer lists are in place.
- iii. Assist with on-job training of potential leaders and 2ICs.

REPORT TO ZONE PASTOR

Complete weekly homecell report form.

THE 2IC OR HOMECCELL LEADER INTERN

FOCUS

Assist the Homecell Leader.

KEY RESPONSIBILITIES

- A. Caring in the homecell:
 - i. Visit one homecell member per week.
 - ii. Rally support when one of the members go through a challenge.
 - iii. Monitor homecell and church attendance.
- B. Cell ministry activities:
 - i. Assist with setting up venue.
 - ii. Take responsibility for one of 4 Ws as delegated by the Homecell Leader.
 - iii. Ensure members are informed of where and when the homecell will take place.

ACCOUNTABILITY TO THE HOMECCELL LEADER

- A. Feedback on visitations made to members.
- B. Feedback on any urgent/critical matters concerning members.

SUPPORT TO THE ZONE COORDINATOR

Assist with the communication, planning and arranging of harvest events.

CHAPTER 3

THE COMMUNITY

WHAT IS COMMUNITY?

If we are to use the word community meaningfully, we must restrict it to a group of individuals who have learned how to communicate honestly with each other. Their relationships go deeper than their masks of composure and they have developed some significant commitment to “rejoice together, mourn together” and to “delight in each other” and “make others’ conditions our own”. (John Winthrop)

COMMUNITY IN THE KINGDOM OF GOD

The concept of community is not a new one. It has been around for centuries and has been widely used. Community in its true biblical sense is being restored back to the church.

That leads us to take a closer look at community.

- Community is found to be most successful in groups no bigger than 15 persons.
- Community leads each and every one into interpersonal commitments and a sense of belonging.
- Community is found when lives are shared.
- Community allows goals and commitments to develop between all of its members.
- Community is when people are prepared to be vulnerable and transparent with each other.

In the Trinity is where we find that community.

- There can be no controlling nor manipulation as is man's tendency.
- Jesus and His disciples had a community.

It was common for them to try and manipulate Jesus to gain prominence over one another, striving for significant positions.

- Jesus saw through every one of their manipulations and kept on loving them. They soon realised that they also had to look past those things that drew them away from caring for one another, to those that made them see the potential within one another.

MAN CREATED FOR COMMUNITY

Community is characterised by unbroken relationships. (E.g. the Garden of Eden was not paradise because of its beauty, but because it was a place of unbroken relationship.)

- It involves giving and receiving.
- It is essential to realise that community is based on man's free will.
- God knew the risk He was taking when He created Adam with freedom of choice (free will).
- This freedom allowed Adam to enter into community and fellowship with the Trinity. Therefore, community will always remain voluntary.

DESTROYER OF COMMUNITY

Community and relationship was brought to nothing when Satan managed to destroy it and he turned man against man and brother against brother.

Community was replaced by loneliness and fragmentation.

CONCLUSION

Non-scriptural traditions have always been the enemy of the church. Therefore, hindrances to the development of the community must also be rejected.

A cell-based church is the only way that true community can be experienced by all.

It is not a purist's dream to suggest that the church should structure itself around this truth. Rather, it is a return to a lifestyle which has not been practised in centuries of unbiblical traditions.

The homecell is not just an aspect of church life, it is church life. Remember:

CELL + CELEBRATION = CHURCH

OIKOS

To understand the cell-based church, we must consider the term *OIKOS* – a biblical term that describes the basic building block of society. This term appears throughout the Bible and is translated as HOUSE or HOUSEHOLD. *Oikos* refers to unique relationships.

Each of us will have between **8-15** *oikos* relationships. Your *oikos* will consist of the people with whom you spend at least one hour of your time with on a weekly basis.

Naturally your *oikos* will consist of:

- Family members
- Friends
- Colleagues
- Neighbours
- People involved in your recreational activities (E.g. gym, golf, fishing, theatre etc.)

JESUS SETTING THE EXAMPLE OF OIKOS

“Then He appointed twelve, that they might be with Him and that He might send them out to preach...” (Mark 3:14)

Jesus chose the 12 disciples to be with Him. During the last three years of His life on earth, He spent the majority of His time with His *oikos*.

Jesus did not only understand the importance of *oikos* for fellowship, but He also understood the importance of *oikos* in reaching out to people.

He constantly did His work by invading pagan *oikos* groups. He knew there was no other way of reaching these people except through their *oikoses*. (Luke 7:36-38 & 19:2-5)

He was so effective in penetrating these *oikoses* that He was commonly known and referred to as “a friend of tax collectors and sinners...” (Matt. 11:19)

THE EARLY CHURCH AND OIKOS

“So continuing daily with one accord in the temple, and breaking bread from house to house, they ate their food with gladness and simplicity of heart...” (Acts 2:46)

The early church understood the importance of *oikos* as an effective means of creating fellowship. Acts 5:42 & 8:3, are all indications of the church being involved with *oikoses* meeting in houses, enjoying community.

The early church also adopted Jesus' strategy of reaching out to people by invading their *oikoses*. In Acts 10 we see how Cornelius and his whole household came to faith in Jesus. (Also see Acts 16:25-34)

**THE BASIC BUILDING
BLOCK OF SOCIETY**

OIKOS TODAY

As mentioned earlier, all of us are part of an *oikos*.

A vitally important ingredient for building a strong Christian life is to become part of a new *oikos*. Your homecell will be that new *oikos*. This is where you will develop meaningful relationships. It's also at the homecell where you will be challenged to invade old *oikoses* with the purpose of winning friends, family members, colleagues and neighbours into the Kingdom of God.

FINDING A MAN / WOMAN OF PEACE

"After these things the Lord appointed seventy others also, and sent them two by two before His face into every city and place where He Himself was about to go. Then He said to them, 'The harvest truly is great, but the labourers are few; therefore pray the Lord of the harvest to send out labourers into His harvest. Go your way; behold, I send you out as lambs among wolves. Carry neither money bag, knapsack, nor sandals; and greet no one along the road. But whatever house you enter, first say, 'Peace to this house.' And if a son of peace is there, your peace will rest on it; if not, it will return to you. And remain in the same house, eating and drinking such things as they give, for the labourer is worthy of his wages. Do not go from house to house. Whatever city you enter, and they receive you, eat such things as are set before you. And heal the sick there, and say to them, 'The kingdom of God has come near to you.'" (Luke 10:1-9)



CHAPTER 4

THE HOMECCELL

The homecell is the basic building block of the church. . . . So much so that the HOMECCELL is the CHURCH and the CHURCH is the HOMECCELL. The homecells meet on a weekly basis from house to house and at the Celebration Services on a Sunday (**Acts 2:42**), remember:

CELL + CELEBRATION = CHURCH

Just like in the human body where the cell is the smallest structure capable of maintaining life and reproducing, so the life in the church is found in its homecells.

Each homecell is made up of three or more persons with a maximum of 15 who gather in homes on a weekly basis to enjoy the true Christian community (*oikos*).

We strongly advise leaders not to grow their cell to more than 15 members. If the homecell grows beyond a specific number, there will be too many communication lines, making it difficult for every member to make a meaningful contribution. Here's an easy formula to calculate the number of communication lines in your homecell:

$$CM \times CM - CM = CL$$

(CM – Cell member; CL – Communication lines)

E.g. If you have 12 members in your homecell, there will be 132 communication lines:

$$12 \times 12 - 12 = 132$$

At the weekly get together, the appointed leader encourages the members to flow in the gifts of the Holy Spirit, thereby building up one another in the love of Christ. Very soon the homecell members become more open towards one another and an atmosphere of trust, love and commitment draws the group together as a close family unit.

Homecell members contact or visit each other spontaneously and as a result, thoughts and feelings of loneliness or non-acceptance are soon discarded.

Various topics are discussed as required by the prevailing circumstances. Everyone is cared for, prayed for and assisted practically and materially wherever necessary.

A printed guideline from the church leadership is provided to the Homecell Leader and the 2IC to help guide the homecell members within the God-given vision for the church and community.

As the members advance towards Christian maturity and seek opportunities to be used by God, they are encouraged and trained to become involved in ministry. As learners, they are assisted by the Homecell Leader or 2IC who teach by demonstration. In this way, no one is expected to apply knowledge without practical experience.

WHAT IS VISION?

A homecell is not just a social group or gathering with a Christian agenda. A homecell is a focused group with specific purposes.

Here are the four purposes of a homecell:

A. PRAYER

Prayer is a vital part of the lifestyle of a homecell and its members.

Without an active prayer life the homecell will never make an impact in their community.

B. CARE

The homecell is the primary place where caring in a cell-based church takes place. It's the homecell members' responsibility to care for each other.

C. DISCIPLESHIP

The foundation of discipleship is changing a person's values. Values are changed through life-changing relationships and relevant experiences in and through the homecell. Members are also encouraged to complete the JIM track.

D. EVANGELISM

The primary purpose of any homecell should be to **"WIN THE LOST AT ANY COST!"** Members are equipped and encouraged to reach out to family members, friends, neighbours and colleagues.

Here are some practical things to consider when setting your homecell's goals:

- A. Spend time with the Lord in prayer and ask Him to reveal His plan and purpose for your homecell.
- B. Draw up a written plan with goals and objectives for your homecell to achieve.
- C. Goals and objectives for a homecell must include the following:
 - i. The date when the homecell is going to multiply.
 - ii. A plan on how the homecell is going to reach out to the lost.
 - iii. Dates and times when homecell members will attend and complete the JIM track.
 - iv. Appointment of 2ICs.
 - v. Sponsor-sponsee relationships.
- D. Your vision statement must be clear, concise and understood by the homecell members.
- E. Get members to accept and take ownership of the vision.
- F. During the WORKS part of each homecell-meeting, discuss the vision and the progress made towards achieving the homecell's goals.

PASSIONATELY SHARE THE VISION!

WE ENCOURAGE HOMECCELL LEADERS TO HOST A HOMECCELL HARVEST EVENT ONCE EVERY SIX MONTHS. THESE EVENTS CAN TAKE THE FORM OF:

1. A BRING AND BRAAI
2. A PIZZA NIGHT
3. ATTENDING A SPORTS EVENT
4. A BOARD GAME NIGHT
5. A HIKE OR DAY WALK
6. A PICNIC
7. A BIRTHDAY PARTY

THE IMPORTANCE OF VISION AND GOAL SETTING FOR A HOMECCELL

God warns us through **Prov. 29:18** that "where there is no vision the people perish." If a homecell does not have a vision with objectives and goals, it will become stagnant and totally ineffective. A homecell with a vision is vibrant, effective and successful because the members know where they are going and how they are going to get there. Your vision is like a compass which steers your homecell. The vision of your homecell must be totally in line and supportive of the vision of the church. A Homecell Leader has been given the responsibility to care for and nurture his little flock on behalf of the Senior Pastor and his team who will stand accountable before God for the spiritual well-being of the entire flock.

LEADING A HOMECCELL

“...let us consider how we may spur one another on toward love and good deeds. Let us not give up meeting together, as some are in the habit of doing, but let us encourage one another...” (Heb. 10:24-25)

A homecell is the ideal place for encouraging each other towards love and good deeds. Where there is community (*oikos*) and an outreach mentality, there will be ample opportunity for people to develop themselves.

The underlying objective of the homecell is to ensure participation by all – encouraging one another – not just some. Do not allow anyone to hide during the meeting, but gently help them to feel at home. There should be no exceptions.

The Homecell Leader plays a vital role in the success of any homecell. They need to be a FACILITATOR and not a teacher or dictator. It's their responsibility to create the correct atmosphere for people to relax in and share openly.

It is crucial that the leader is well prepared for the homecell meeting. Using the outline supplied by the church, each aspect of the meeting needs to be prayerfully considered. A lack of preparation by the leader is inexcusable.

Questions that can assist while facilitating:

1. What stands out to you in this passage of scripture?
2. What seems to be the main point?
3. Can you illustrate this truth from an experience?
4. What is God saying to you right now?

THE STAGES OF A HOMECCELL MEETING

The homecell meeting can be divided into four different stages. These stages are usually referred to as the 4 Ws:

Welcome
Worship
Word
Works

STAGE 1 – WELCOME

During this initial stage, light refreshments are served as the people arrive to create an informal, non-threatening environment. When the people have relaxed and are seated, the leader asks some questions, giving each one an opportunity to speak.

The questions put forward by the leader could be something like: “Since we last met, what is the most important thing that has happened to you?”

This type of question will stimulate conversation and the discussion of real issues and it is important that everyone participates.

During this stage, the members reach a common focus and this sets the atmosphere for the next stage – **WORSHIP**.

AIM:	Interaction (man to man)
ACTIVITIES:	Refreshments and questions
ATMOSPHERE:	Non-threatening
DURATION:	Approx. 20 minutes

STAGE 2 – WORSHIP

This is an extremely important part of the meeting, as the focus now moves away from the people and onto the Lord. The body that has come together now recognises the Head.

At this time, the leader's preparation for the meeting becomes evident. When this stage has been well planned and the leader is in touch with the Holy Spirit, the people will sense the presence and the power of the Lord. If there are no musicians in the group, the Homecell Leader can make use of various forms of technology (CDs, DVDs etc.) or someone with a strong voice can lead the homecell in a time of worship.

It is important to provide the best atmosphere possible for the people to worship. This will bring a common focus and direction and allow the gifts of the Holy Spirit to operate.

Some practical things to consider when preparing for and leading worship:

1. Pray
2. Choose songs that flow
3. Lead with confidence
4. Lead by example
5. Allow the gifts of the Holy Spirit to flow

AIM: Interaction (man to God)
ACTIVITIES: Praise and worship
ATMOSPHERE: Reverence and thanksgiving
DURATION: Approx. 20 minutes

STAGE 3 – WORD

The focus now shifts to THE NEEDS of those present. Although scripture will be used here, the Bible is a tool and is not to become the focal point.

The manifestation of the spiritual gifts are vital during this time. Prayer will also form a large part of this stage of the meeting. (Minister to the needs of people). As the people are encouraged and built up, ensure that all are participating.

AIM: Interaction (God to man through man)
ACTIVITIES: Spiritual gifts and encouragement
ATMOSPHERE: Dependence on the Holy Spirit and servanthood
DURATION: Approx. 40 minutes

STAGE 4 – WORKS

The focus now is Christ's commission to us. We are all called to "WIN THE LOST AT ANY COST". During this stage, the vision of the church and its ministry to unbelievers is emphasised.

As the people are encouraged to reach beyond themselves, the result is a sense of purpose and destiny.

During this stage of the homecell you should revisit the target list and discuss effective ways of reaching out to the community.

Follow the Seven Step Strategy to reach out to people on the target list.

AIM: Interaction (Believer to unbeliever)
ACTIVITIES: Outreach using spiritual gifts
ATMOSPHERE: Obedience to the Holy Spirit and servanthood
DURATION: Approx. 10 minutes

THE LIFE CYCLE OF A HOMECCELL

A homecell usually goes through a life cycle of five stages from birth to multiplication.

These stages are:

- Exploration stage
- Transition stage
- Action stage
- Ministry stage
- Multiplication stage

STAGE 1 – EXPLORATION STAGE

A. Time period: 1st and 2nd month

B. Focus: On the group – members focus on the idea of a homecell

C. Attitude: Honeymoon

First impressions are often based on past relationships with other people. It can take two or three sessions before homecell members overcome these false conclusions about each other.

D. Strategy:

- i. Use the first meeting to get acquainted.
- ii. Use the second meeting to strengthen relationships.
- iii. Do not start icebreakers until every one has arrived.
- iv. Icebreakers should allow for history, affirmations, etc.
- v. Focus on being friendly and on common interests.
- vi. Share testimonies.
- vii. Share benefits derived from homecell participation.

STAGE 2 – TRANSITION STAGE

A. Time period: 2nd to 4th month

B. Focus: On self – members focus on what the homecell can do for them

C. Attitude: Conflict

After four or five sessions together, conflicts will surface in homecell discussions. A sandpaper effect will take place. People then begin to trust each other enough to air their differences and work through them. Don't be afraid! Gently guide the homecell, letting the participants share deeply. The members WILL resolve these differences. The result is DRAMATIC! For the first time, the group's identity will be established and commitment to the homecell will occur.

D. Strategy:

- i. Assign responsibilities to core members.
- ii. Discuss challenges and resolve them as a homecell.
- iii. Homecell Leader talks less and allows members to participate spontaneously.
- iv. Evaluate members for homecell leadership.
- v. Mention that the goal of the homecell is to multiply.

STAGE 3 – ACTION STAGE

A. Time period: 4th to 6th month

B. Focus: On Christ – members lay down personal needs and focus on Christ

C. Attitude: Bonding

Members grow in their relationships. This is not only a period of enrichment, but also a danger point. Because the homecell has formed

meaningful relationships, it may decide it wants to close itself off to remain undisturbed. If this is permitted, the homecell will turn into an ugly, selfish monster.

D. Strategy:

- i. Ensure members complete the JIM track.
- ii. Set up a target list and challenge members to reach out to their Type A unbeliever friends.
- iii. Strengthen sponsor-sponsee relationships.
- iv. Bring homecell out for ministry e.g. hospital or home visitations, interest groups, Sunday ministry, prayer events, homecell harvest events etc.
- v. Use every opportunity to communicate that the purpose of the homecell is to multiply.

STAGE 4 – MINISTRY STAGE

A. Time period: 6th to 8th month

B. Focus: On the lost - Christ turns the attention of the homecell outwards

C. Attitude: Outreach

It is during this stage where the homecell will really pick up momentum. By now homecell members should understand that “the PURPOSE of my life is to WIN SOULS”. Keep the homecell focused on their purpose of reaching out to their *oikos*.

D. Strategy:

- i. Encourage members to make interaction with unbelievers a way of life.
- ii. Focus weekly on the progress made with the people on the target list.
- iii. Encourage members to invite target people to church and homecell.
- iv. Share results and testimonies of outreach activities during homecell

meetings to encourage members to remain focused.

- v. Appoint 2ICs and start mentoring them.
- vi. Remind the homecell of the multiplication date and get them excited about multiplying the homecell.

STAGE 5 – MULTIPLICATION STAGE

A. Time period: 8th to 9th month

B. Focus: On multiplication – the homecell now experiences multiplication.

C. Attitude: Celebration

This four week period takes place approximately eight months after the starting date of the homecell. The 2ICs have been trained and are ready to start their own homecells. This should be the happiest time during the lifecycle of the homecell. The homecell set specific goals and has now experienced the joy of accomplishing their goals.

D. Strategy:

- i. Make this time as exciting as possible.
- ii. Take time to thank homecell members for their support and contribution.
- iii. Secure homecell members in their relationship with their new Homecell Leader by encouraging 2ICs to personally visit each member of their new homecell.
- iv. Arrange a homecell multiplication party.

COMMON CHALLENGES ENCOUNTERED IN HOMECELL

CHALLENGE	CHARACTERISTICS	BASIC FLAW
<p>The SELF-CENTRED group</p>	<p>A spirit of self-centredness. Self-enrichment. No commitment to the group. When my needs are met I will leave. Only reason for attending is to have my needs met.</p> <p>PURPOSE OF THIS GROUP: Bible study Personal crisis Special interest</p>	<p>Lack of servanthood</p>
<p>The PERSONAL ENRICHMENT group</p>	<p>People endeavour to become totally transparent, believing this is the way to a higher level of spirituality and self-awareness. Is a close group. Become alienated from all except themselves</p>	<p>Maturity is not reached in the vacuum of a closed group. The alienation of this group will result in stagnation and death. Living things don't last long in a vacuum.</p>
<p>Group for "STRENGTHENING THE WITNESS"</p> <p>These are Christians who have a sincere desire to witness as part of their lifestyle and have formed a group to encourage each other in the witnessing battles.</p>	<ul style="list-style-type: none"> • Spend time healing battle wounds. • Much prayer for each other. • Prays for the lost. 	<ul style="list-style-type: none"> • They are closed to reality and witness alone rather than two by two. • It's limited in its goal of winning the lost by not exposing themselves to the witness of God's people building one another up.

CHALLENGE

CHARACTERISTICS

BASIC FLAW

The FOOTBALL TEAM group

These are teams of people who go on hospital, prison or team outreach.

Come together to plan strategy in much the same way as a football team would decide on tactics. Set target groups e.g. handing out tracts at a sporting event or beach evangelism during holidays

This form of evangelism does present a message, but does not offer a community of love. We have more than a message to bring. We also have a lifestyle for people to embrace. The body of Christ exhibits itself once again as being separated from the world around it.

The TRUE BIBLE STUDY group

The leader follows an outline or section of scripture or a topic is covered. The group discusses the material and a commentary may be used as an aid

The group pools its mutual ignorance. Someone with a teaching gift would end up giving a lecture.

The PSEUDO BIBLE STUDY group

Begins with a scripture reading. Almost the entire evening is spent sharing and not in Bible study.

This is not Bible study, but a fellowship group. However, this group operates close to the ideal.

The SATISFACTION group

Normal process of Christian growth. Difference in outlook between a new Christian and a more mature Christian.

Unable to accept brand-new Christians.

The KOINONITIS group

Over emphasis on fellowship. Two types:
- Fellowship inflammation
- Saturation

Don't grow. Importance is the saved, not the unsaved. Size of group about 15. Don't easily accept newcomers.

CHAPTER 5

PRACTICAL SUGGESTIONS ON HOW TO BUILD A HEALTHY HOMECCELL

DEFINING A HEALTHY HOMECCELL

Here are some characteristics of a healthy homecell:

Members pursue a living and growing relationship with God.

There is strong leadership and the leaders lead by example.

Members are sold out to the leadership and the vision of the church.

The homecell has clear goals and objectives and takes responsibility to achieve them.

The members truly care for each other.

Members are committed to grow spiritually.

Members steward their gifts, talents and resources to build the house of God.

Members have a genuine compassion for the lost and unsaved.

The Holy Spirit has free reign to move in and through members.

HOW TO...DEVELOP RELATIONSHIPS BETWEEN HOMECCELL MEMBERS

A homecell has a formal weekly gathering, but its life is really embedded in the daily relationships and mutual sharing of life which is made possible by its existence.

Here are some practical suggestions:

1. Get to know members personally.
2. Connect members with common interests.
3. Use the WELCOME stage (icebreaker) for members to share their history.
4. Set up a buddy system.
5. Implement the sponsor-sponsee relationships.
6. Ask specific members to visit one another.
7. Arrange social meetings apart from the homecell meeting.
8. Use social media to connect members.
9. Get homecell to sit together in church.

HOW TO... CARE FOR HOMECCELL MEMBERS

“But I trust in the Lord Jesus to send Timothy to you shortly, that I also may be encouraged when I know your state. For I have no one like-minded, who will sincerely care for your state.” **(Phil. 2:19- 20)**

“Let each of you look out not only for his own interests, but also for the interests of others.” **(Phil. 2:4)**

Here are some practical suggestions:

1. Pray for your members.
2. Encourage and ensure members attend the Sunday Celebration Services and sit together in church.
3. Encourage and ensure members attend homecell meetings and pray for members' needs during the homecell meeting.
4. Set up a buddy system and encourage members to regularly visit each other.
5. Cultivate meaningful relationships.
6. Specialised counselling.
7. Social interaction.

WHEN TO GIVE SPECIAL ATTENTION

A. When a member celebrates their birthday or anniversary:

- i. Everybody's birthday and/or anniversary is important to them.
- ii. Make a list of birthdates and anniversary dates of all your homecell members.
- iii. Phone or visit a member on their birthday or anniversary.

B. When you receive a death call:

- i. Immediately ensure that your Overseer and Zone Pastor are informed.
- ii. Contact your 2IC to inform homecell members to pray.
- iii. Support member and their family physically, spiritually and emotionally.

C. When a marital crisis arises:

- i. Pray for the couple.
- ii. Encourage and support the couple.
- iii. Never take sides.
- iv. Don't condemn or criticise them.
- v. Immediately refer them to the Marriage Department or Zone Pastor for counselling.

D. When a member falls into sin:

- i. We do not shoot our wounded, but seek to restore them.
- ii. Pray for the member.
- iii. Commit to walk this member through their challenge.
- iv. Never judge or condemn the member.
- v. If it is a serious sin, involve your Overseer and Zone Pastor to support with counselling.

HOW TO... DISCIPLE AND EQUIP HOMECCELL MEMBERS

"Go therefore and make disciples of all the nations, baptising them in the name of the Father and of the Son and of the Holy Spirit, teaching them to observe all things that I have commanded you..." (**Matt. 28:19-20a**)

"And He Himself gave some to be apostles, some prophets, some evangelists, and some pastors and teachers, for the equipping of the saints for the work of ministry, for the edifying of the body of Christ..." (**Eph. 4:11-12**)

A vital part of the **CRC MISSION** is: "To train and release every member for ministry, caring for, evangelising and discipling our community."

Discipleship is not merely the acquiring and accumulation of knowledge. Values are shaped through meaningful experiences. Involvement will therefore be a critical ingredient in discipleship.

UNINVOLVED PEOPLE WILL NEVER REACH SPIRITUAL MATURITY

Here are some practical suggestions:

1. Encourage and ensure members attend the Sunday Celebration Services and sit together in church.
2. Encourage and ensure members attend homecell meetings.
3. Ensure members attend all JIM track training sessions and keep a record of each homecell member's progress on the JIM track.
4. Establish sponsor-ponsee relationships for every new member.
5. Identify and equip 2ICs in the homecell.
6. Ensure members are involved.

HOW TO... GROW YOUR HOMECCELL

“By this My Father is glorified, that you bear much fruit; so you will be My disciples.”
(John 15:8)

“You did not choose Me, but I chose you and appointed you that you should go and bear fruit, and that your fruit should remain, that whatever you ask the Father in My name He may give you.” **(John 15:16)**

As children of God we have a covenant of increase and multiplication with God. God promised His children that they will be successful in whatever they put their hand to. Growing your homecell should therefore not be difficult. Homecell growth will be the natural result of building a healthy homecell.

75-79% of homecells grow because of a friend inviting a friend

Here are some practical suggestions:

1. Pray.
2. Set a vision and growth goals for your homecell.
3. Have a clear strategy for growth:
 - a. Ensure all members attend the John 3:16 Training.
 - b. Set up a homecell target list consisting of all the Type A unbelievers identified during the John 3:16 Training.
 - c. Get homecell to pray over the target list people on a weekly basis.
 - d. Challenge members to invite the target list people to the church and homecell.
 - e. Keep members accountable in their efforts to reach out to the target list people. (Using the 7-Step Strategy)
 - f. Use a homecell harvest event as a tool to reach out to the target list people.

- g. When the target list people attend church or homecell, treat them as VIPs.
 - h. Get the whole homecell to focus on getting the target list people to connect and commit to the homecell.
4. Set a multiplication date for your homecell.

HOW TO... TRAIN YOUR 2IC

“And the things that you have heard from me among many witnesses, commit these to faithful men who will be able to teach others also.”
(2 Tim. 2:2)

One of a Homecell Leader's most critical responsibilities is to raise, train and release new leaders. A church or homecell is only as strong as its leaders.

Here are some practical suggestions:

1. Identify potential leaders as soon as possible.
2. Your 2ICs watch you.
3. You explain what you did and why you did it.
4. You observe as your 2ICs do the same thing.
5. You objectively explain the weaknesses you have observed.
6. You provide input to help balance out the weaknesses.
7. You delegate the task to the 2ICs.
8. You withdraw in order that your 2ICs may develop.
9. You closely monitor as your 2ICs disciple new 2ICs.

HOW TO... PREPARE YOUR HOMECELL FOR MULTIPLICATION

It is the goal for every homecell to multiply.

Here are some practical suggestions:

1. Talk about the goal of multiplication from the start of the homecell.
2. Make sure that the homecell understands the multiplication process of your homecell from the start.
3. Focus on developing 2ICs as soon as possible.
4. Try not to separate core groups who have personal relationships and history.
5. Before the multiplication, introduce the idea to the homecell by dividing them into groups for certain parts of the meeting in different rooms.
6. Arrange a party on multiplication night.

THE MULTIPLICATION PROCESS

- A. Arrange with your 2ICs and Zone Supervisor for a multiplication date.
- B. On the multiplication date, involve the homecell in arranging a multiplication party.
- C. Decide on how the group is going to be multiplied. (How the members will be shared between the two homecells).
- D. On the multiplication evening:
 - i. Arrange a short praise and worship session.
 - ii. Allocate the members into their new homecells.
 - iii. The Homecell Leader and Supervisor lay hands on the new Homecell Leaders and send them out with God's blessing.
- E. Ensure that there is an excitement and understanding of the necessity to multiply.

Multiplication of homecells must always be a vibrant event.

- F. Give special invitation cards to each member of the new homecell who is leaving with specific details of where the next week's meeting will take place.

HOW TO... PLANT A NEW HOMECELL

This is when a member in an existing homecell has brought 2-3 members to the homecell and desires to start their own home cell or when an existing member wants to start a homecell at their work, school or recreational club etc.

Set up a meeting with the homecell member wanting to plant a homecell to discuss their plans to see if they are spiritually ready.

This person must have completed the JIM track and Homecell Leader training. Discuss this scenario with the Pastor/Zone Overseer and obtain their approval.

Discuss these plans with the existing members of the homecell.

Try and convince the member to stay active in the mother homecell and to preferably plan the new homecell on another evening of the week. The purpose of this is so that the homecell can pray with and encourage the new Homecell Leader in whatever way possible.

HOW TO... DEAL WITH A STAGNANT HOMECELL OR A HOMECELL THAT'S NOT GROWING

Growth can be defined relationally, spiritually and numerically. If a homecell is not experiencing growth in all three of these areas for longer than a year, the Homecell Leader needs to consider merging with another homecell until they feel they are ready to try again.

This is never to be seen as a negative, but as a growth experience. It is not to be viewed as a failure, but as an opportunity to try again in the future.

Before making such a decision:

Discuss the problem with the Pastor. Meet the Homecell Leader and the homecell members to inform them of the reasons for merging the homecells. If necessary, give the Homecell Leader additional time (four weeks) to see if the situation changes.

Once the grace period is over and no change has taken place, decide on a date to merge. Give the homecell members the new address and details of where the homecell will be held.

Make sure that the Homecell Leader who is receiving the new homecell members has all their details so that they can be contacted and welcomed into the new homecell before the meeting.



CHAPTER 6

THE HOLY SPIRIT IN THE HOMECCELL

DEFINING A HEALTHY HOMECCELL

There is a pattern in the work of the Holy Spirit in the life of the believer and initially we were sealed by Him. We were simultaneously baptised by Him both into Christ and also into the body of Christ. He is the provider of spiritual gifts to each believer for the common good. He further directs the use of these gifts whenever the group assembles.

The personal use of spiritual gifts in the homecell is the believer's gateway into the supernatural world. Warfare occurs in that realm. Once a homecell has stepped into the supernatural world, it can't ever be the same again. A holy boldness invades a group after it has seen the power of spiritual gifts working in its midst. They become aware that their battle is not against flesh and blood, but against principalities and powers of the air. Every experience of knowing God's mighty power, instead of just reading about it in the scriptures, moves the group deeper into warfare and ministry. Spiritual gifts are to be used, not studied and the Holy Spirit is the source of their use.

In the supernatural world, spiritual gifts serve as the entrance for the believer to discover how God heals, delivers and causes growth in believers.

There is no better place for spiritual gifts to be developed than in homecell. Needs in the lives of believers and the small size of the homecell makes it possible for all present to

exercise gifts for building up one another in the Spirit. Members should be taught to appreciate, desire, exercise and receive the benefits of spiritual gifts. Through using them, they can learn how to become the channels of God's power. This makes the activity of the Holy Spirit very personal to members of the homecell.

Members must experience both the power of gifts flowing through them to edify others and the personal edification received from others who exercise them. There is a great danger present when a homecell is unplugged from the work of the Holy Spirit through the use of spiritual gifts. It has no alternative except to become a religious social club, which soon ossifies and diverts its activity to other tasks. It's crucial that new Christians are equipped to do battle very soon after conversion. Every homecell that has experienced the Holy Spirit's anointing will automatically reach out to others. The healthy body of Christ will be restless until it becomes a part of the army which invades Satan's domain.

The measuring stick for the health of a homecell should not be how much they pray or study the Bible, but how much they minister to each other in the Spirit. With such a spirit, the cell-based churches can grow at a rate which far exceeds what traditional churches can expect. The full armour of God is intended for soldiers, not sitters!

THE HOMECCELL - THE PROPER SETTING FOR USING THE SPIRITUAL GIFTS

When we begin a life together in which all are equipped for ministry, the most effective growth always takes place in an environment where we are called upon to give as well as to receive, to heal as well as to be healed. He gives gifts of healings to His body. Spiritual gifts are related to the body and its needs. We are to build up one another through the divine flow of spiritual gifts. As we do so, growth takes place both in the life of the giver and the life of the receiver. When the homecell meets it should be for edification (building up), not teaching.

The homecell must operate under the authority of scripture previously received e.g. Sunday Celebration message, but the gatherings must be for edification.

HOW ARE SPIRITUAL GIFTS DISCOVERED BY THE BELIEVER?

Spiritual gifts are not stored up, ready for special occasions to be taken out and utilised. Instead, they are like an electric current that must flow from a source to a need. If the believer is not attached to both Christ, the source and another person with a need, there's little likelihood that the gift will be manifested. In the homecell, each need of the member is a valid reason for the gifts to flow.

When spiritual gifts are seen in the content of their use in the homecell for the building up of the body, their manifestation will always be related to the situation. "...eagerly desire spiritual gifts, especially the gift of prophecy."

The eager desire for a gift, in this case the gift of prophecy, is a manifestation of a desire to have what will build up a brother or sister in the group. It speaks of a readiness to be a servant. As with all other gifts, prophecy is a working gift. We are free to express our willingness to be used, but the Spirit decides when and where we are to serve Christ.

Paul paused in the middle of his discussion of spiritual gifts in **1 Corinthians 12** and **14** to emphasise that love is the motive for using the spiritual gifts. (**1 Corin. 13**) If Christians seek the manifestation of gifts for any other reason, they will fall into error. Over and over, the writers of the New Testament focus on the activity of the body as flowing from love.

Living the Christian life apart from the relationships which are built in community is a dangerous thing to do. Knowing the divine pattern provides access to Christ in a special way. He flows through other members to meet your needs and He flows through you to build up other members. When one has experienced this lifestyle, there's no desire to turn back!

GIFTS IN THE HOMECCELL

The body of Christ functions by means of the gifts of the Holy Spirit. (**1 Cor. 12:1**)

THEY ARE LIKE AN ELECTRIC CURRENT THAT MUST FLOW FROM A SOURCE TO A NEED

It is important that every new believer be helped to understand and utilise the spiritual gifts.

A. THE FOUNDATIONAL GIFTS

- i. **GIFT OF SERVICE (Rom. 12:7)**
Serving is using one's life to meet the needs of another person. The word serving literally means "waiting tables".
- ii. **GIFT OF GIVING (Rom. 12:8)**
Giving is using one's own possessions to meet the need of others.

B. THE MINISTRY GIFTS

- i. **GIFT OF FAITH (1 Cor. 12:9)**
Some are given a greater measure of faith to discern heavenly realities before they become part of earth's activities.
- ii. **GIFT OF DISCERNING SPIRITS (1 Cor. 12:10)**
Distinguishing true spirits from false provides the protection of the Holy Spirit for the body. It's a capacity that involves guarding others, protecting them in their naivety from the attacks of the evil one. It may be a demonic attack which is involved, or it may be the discernment of a human spirit who is not under the Lordship of Christ. Mature believers will have this gift.

iii. GIFT OF LEADERSHIP (Rom. 12:8)

Those who are anointed by God to provide direction do so with an unction that is unmistakable. It's a divine flow from Christ, selecting those He has ordained for guiding others. Hopefully, every shepherd will possess a double portion of this gift.

iv. GIFT OF TEACHING (Rom. 12:7)

The gifted one who impacts the revealed will of God and instructions which order the relationships between Christ and His body members.

v. GIFT OF WORD OF WISDOM (1 Cor. 12:8)

Those who share deep truths and those with Spirit-given wisdom combine to provide guidance for young believers. One provides truths, the other provides insights into how they apply to life's situations.

vi. GIFT OF PROPHECY (1 Cor. 12:10)

"Inspired utterance" or "prediction" are translations of the Greek word *propheteia*. Prophecy is to be used for some useful purpose.

C. THE SIGN GIFTS

i. TONGUES (1 Cor. 12:10)

Tongues are divided into two categories: First, the use of tongues with interpretation is a public sign. It can be a sign for unbelievers who are present in the meeting or it can edify the believers. Second, it can be a private prayer language.

ii. **INTERPRETATION OF TONGUES (1 Cor. 12:10)**

Interpretation of tongues is to accompany every instance of the public use of tongues. The public use of all gifts remain constant; to build up the body.

iii. **HEALING AND MIRACLES**

Healings and miracles are God's special moments when He shows His grace and His power to bless us. The primary use of these gifts remains the building up of the body of Christ! They are also used to demonstrate the reality of our Lord's body to unbelievers.

THE PURPOSE OF GIFTS

Spiritual gifts exist for ministry, not for personal enjoyment. Christ intended the gifts to be for empowering and cleansing. From the very moment of conversion, every single believer is to be a channel of grace gifts to the members of the body of Christ. There must be a balanced focus on all the gifts being used in edification.



CHAPTER 7

LEADERSHIP - THE METHOD OF JESUS

"Billy Graham recognises the tremendous potential of this plan when used properly in the church. In response to the question, "If you were a pastor of a large church in a principal city, what would be your plan of action?"

Mr Graham replied: "I think one of the first things I would do would be to get a small group of eight or ten or twelve people around me that would meet a few hours a week and pay the price! It would cost them something in time and effort. I would share with them everything I have, over a period of years. Then I would actually have twelve ministers among the lay people who in turn could take eight or ten or twelve more and teach them. I know one or two churches that are doing that and it is revolutionising the church.

Christ, I think, set the pattern. He spent most of His time with twelve men. He didn't spend it with a great crowd. In fact, every time He had a great crowd it seems to me that there weren't too many results. The great results, it seems to me, came in His personal interview and in the time He spent with His twelve."

(The Master Plan of Evangelism, Robert Coleman, 1964)

DEFINITION OF A LEADER

Leadership is the discipline of deliberately exerting special influence within a group to move it towards goals of permanent benefit that fulfils the group's real needs. Leadership is influence... the ability of one person to influence others.

The definitions below include **THREE BASIC FACTORS** of good leadership:

- i. First, a **LEADER KNOWS WHERE THEY ARE GOING**. They have vision and goals in mind.
- ii. Second, a **LEADER HAS THE ABILITY TO PERSUADE OTHERS TO JOIN THEM**. They are able to communicate their vision to others and motivate them.
- iii. Third, a **LEADER GENERALLY KNOWS WHAT IS BEST FOR OTHERS**. They are sensitive and wise. They do not lead for their own pleasure or glory but for the edification of the people who follow them. Without this work of organising the ministry of the church, the church will flounder and never fulfil God's purposes for it.

The responsibility of the Homecell Leader is to organise the work and give direction to the ministry.

THE LIFE OF A HOMECCELL LEADER

LET'S LOOK AT YOUR HOMECCELL

It should never have more than 15 people in it.

It should begin with three to eight people.

It's a part-time job to care for that many people. If your homecell becomes too large, you will find yourself unable to care for their needs. Therefore it is important for you to be committed to multiplying your homecell as it

will grow too large for you to handle.

YOUR MINISTRY TO PEOPLE

Help each one to discover and use their spiritual gifts.

Guide each person to have a servant heart, touching others with Christ's love.

That's clear-cut, isn't it? You are an enabler, a facilitator. You may or may not be a teacher, a counsellor, or an evangelist, but you must always see these tasks as your primary assignment within the group. As they develop in these two areas, you will touch many areas of their life. Sometimes you will be stretched to the limits of your own spiritual capacities and will seek guidance from your Pastor or Overseer. Their ministry is to meet your needs; prayerfully guiding you to further develop your gifts and enlarge your servant lifestyle.

THE HOMECCELL LEADER FOLLOWS HIS LORD'S EXAMPLE (John 17:6)

This chain of caring extends all the way from the Father, through the Son, to you. It then extends through you to others. Note Jesus did not say, "I have taught your name..." Instead, He used the word revealed. As a good Homecell Leader you will reveal, not teach. Who you are is more important than what you know.

A HOMECCELL LEADER IS A GUIDE (Num. 27:15-17)

The scripture makes it plain there must be two relationships in your life. First: there must be a vertical relationship. You are appointed over the homecell and are responsible to Christ, the Chief Shepherd.

Second, there must be a horizontal relationship with your group. You are responsible for each person.

A HOMECCELL LEADER DOES NOT SEEK SELF-EXALTATION

Being a Homecell Leader is not for the half-committed! It's a lifestyle of servanthood. It involves staying in close contact with your Lord and with your group. A good Homecell Leader never drives the sheep. Instead they lovingly lead them.

A HOMECCELL LEADER NURTURES

Nurturing the group will bring you closer to your Lord than you have ever been before! You will learn to avoid the human tendency to be attracted to the "lovely people" and be condescending to the rest. You will see each person as unique and deeply loved by Christ.

A HOMECCELL GROUP LEADER PROTECTS (Acts 20:28-32)

The word "overseer" in this passage means "to inspect, to look carefully into; a watcher, a guardian". Evaluating all the members of their flock, the Homecell Leader will ask, "What can I do to help this person? What is needed for spiritual growth?" Thus, all members are to be led to greater levels of ministry. Always remember... every single member of Christ's body is a minister and should be guided into ministry which flows from the spiritual gifts given by God's Spirit!

A HOMECCELL LEADER CARES FOR NEEDS

The Homecell Leader will retrieve rather than abandon and restore rather than reject. People with terrible self-images will find a new awareness of who they are in Christ. Conversions will occur in a manner that will surprise you. Healings in the areas of the spirit, emotional and physical realms will occur, affirming that your Head is actively involved in the life of His body. You will experience the

power of Jesus over the demonic, as some are delivered from Satan's bondage.

Your prayer life will increase in score and in power as you continually go to your Lord for wisdom, power and direction.

A HOMECCELL LEADER EQUIPS THE PRIESTS FOR THEIR SERVICE (1 Pet. 2:2-5, 9, 10 & 12)

Homecell Leaders equip priests to enter their royal service and they are always aware that the sheep are not growing unless they are able to perform priestly services. Note the term "being built" in this passage. Effective priests are not born mature. First they are "babies" who need milk. Gradually, they mature from one level to another. The word "being built" can also be translated as "edified". Your ministry as a Homecell Leader is an equipping ministry, a ministry of building up the believers.

Your job description is to prepare God's people for (priestly) works of service. Remember that! When you are evaluating your ministry, the questions you will want to ask are, "Have I equipped the group? Are we as a homecell increasing in ministry? Are we building up one another using the spiritual gifts Christ has put in us? Are we influencing unbelievers around us? Are conversions to Christ continual?"

A HOMECCELL LEADER RELIES ON THE HEAD FOR ALL RESOURCES

As we discover the flow of Christ's powerful life through us, we learn we cannot minister solely through welfare gifts, psychological evaluations and Bible studies for the sake of studying the Bible. Bringing the "good news to the poor" is not accomplished by presenting people with keys to a new car. Bringing "freedom for the prisoners" is not done with

bail money. Causing "recovery of sight for the blind" is not achieved by providing a hospitalisation policy. "Releasing the oppressed" is not achieved through prescribing tranquillisers. When the priests are fully equipped, they will know how to bring a broken life or relationship to Christ. His power alone can release people from bondage of the evil one. Homecell leader, you cannot ever lead others where you have not walked. How is your prayer life? How steadily do you rely on Christ for your own needs? How often do you cast yourself before Him, discovering His provision for your own situation? How many times have you messed up your own life, only to watch in astonishment as His love remained unchanged towards you? From these experiences, you will lead others to travel where you have walked.

THE HOMECCELL LEADER AS A DISCIPLER

DISCIPLING IS A CHAIN OF CARING AND SHARING

Most people grow and change by watching others, not just by reading books.

It is important to have a proper mixture of the levels of spiritual maturity when forming homecells. To be an effective community, there should be "children, young men and fathers".

(1 John 2:12-14)

Note the levels of spiritual maturity in these three groups:

LEVEL ONE: The "children" know forgiveness of sins and know the Father... however, not the deeper knowledge the "fathers" have of Christ, but a simple, childlike trust. These are presented by the first level. New believers and persons with problems usually fall into this level.

LEVEL TWO: The “young men” have overcome the evil one by their knowledge of the Word of God. They are no longer tricked by the lies and accusations of Satan, who is described as the “accuser of the brethren”. “Young men” can do battle with experienced eyes, knowing how Satan will attack.

LEVEL THREE: The “fathers” truly know God through a personal relationship built with the Father over a period of many years.

A defining characteristic of a spiritual father is that they have produced spiritual children.

LEVEL 1 – WORKING WITH NEW CHRISTIANS AND PEOPLE WITH PROBLEMS

The first group in the homecell, “children”, includes new believers and people with problems. Neither can become involved in ministry until after they are nurtured and have matured. Assign each new believer to someone in the group who will help them become established in their walk with Christ (sponsor-sponsee). People with problems need the care of the entire homecell, but should be especially cared for by you and your 2ICs.

LEVEL 2 – WORKING WITH TYPE A PEOPLE

Develop “young men” at the second level by giving them experience. To do this, assign them to work with Type A unbelievers who are totally open to the Gospel and to the church. They have visited Celebration Services and have asked to be visited. These names have been passed on to your homecell for further contact and ministry. What could be a better starting place than visiting someone who wants to be visited? These contacts provide experience in meeting people, sharing in their needs and inviting them to become a part of

your homecell. If they are not yet Christians, it is usually because no one has explained to them how they can receive Christ as Lord and Saviour. This is a task for the “young men” in the homecell.

LEVEL 3 – WORKING WITH TYPE B PEOPLE

Develop “fathers” by involving them with the hard to reach. Type B unbelievers are not searching for Jesus Christ and show no interest in Bible study or other Christian activities. Only mature Christians who are able to patiently minister can reach them. Like a mother with a child, this “special forces” team must carry the burden of Type B unbelievers for many months before seeing them born again. Deliverance may be required as well.

This is achieved by forming a second small group usually called an Interest Group. The Interest Group meets separately from the homecell. These mature Christians will have two group meetings to attend: their homecell and their Interest Group.

Each week this Interest Group will move from house to house, involving “hard-core” unbelievers in discussing topics chosen to bring them closer to accepting Christ as Lord and Saviour.

The commitment of time required to meet with both the homecell and the Interest Group is significant. Only mature Christians who have “put away lesser things” can devote themselves to this dedicated lifestyle.

Experience has shown that once a Christian has entered into the Interest Group ministry, they rapidly mature in the Lord. They will be thrust into new levels of faith which make God’s further calling of becoming a Homecell Leader possible.

THE HOMECCELL LEADER'S PRAYER LIFE

Spend consistent time with the Lord using prayer to the utmost in your ministry. Model this by including your 2ICs in these times whenever possible, even as Jesus did when He took the disciples to the mountains and prayed all night.

If you want to learn to pray with power and effect, just pray! Nothing will bring a greater thirst for prayer than actually doing it. Set regular periods for prayer into your schedule. If you have to make a choice between praying and doing, choose to pray. You will accomplish more and then achieve more by your doing, because you prayed!

PRAYER: THE LISTENING ROOM

In this diagram, the Homecell Leader is first seeking to know the will of God concerning a situation. Prayer becomes a listening room experience. It is not possible to proceed effectively without having a deep awareness that further praying is being done according to His plan. Then, with absolute assurance, the "binding on earth what is bound in heaven" takes place. Praying takes on an entirely new nature when we learn how to approach the Throne of God in this manner.

PRAYER: THE SOURCE OF RESOURCES

We must learn to do the work of God using the resources of God.

Learn to receive and dispense the resources of your Lord and Master for your ministry. If you ask Him for bread, He has promised He will not give you a stone.

We receive not because we ask not, or because we ask amiss. He is more willing to give than we are to receive. Learn how to listen and then learn how to receive.

PRAYER: THE TOOL OF WARFARE

Spiritual warfare is the hidden face of evangelism.

"except by prayer and fasting."
(Matt. 17:14-21)

Here's a reference to prayer so intense that normal bodily nourishment is set aside because of an urgent matter. When soldiers are in battle, they do not pay attention to normal processes of life. Such is the case with spiritual warfare.

You will need to discover and maintain a balance between prayer as warfare and prayer as intercession.



Among the gifts of the Spirit is the ability to distinguish between true and false spirits. You may or may not have this gift operative in your own life, but it may be strongly given to someone else in your homecell. Thus, the matter of dealing with strongholds is a ministry you will undoubtedly do with others. As with all other ministry skills, it's necessary for you to become an apprentice to someone who has walked ahead in these matters.

MAKE A LIST OF PRAYER NEEDS

Pray for God to:

Deepen hunger for God in members of the group.

Reveal Himself more fully to the group, always needed for spiritual growth.

Produce a holy discontent with lifestyles which are impervious to Him.

Quicken faith to believe He is going to do what has not yet been seen.

Give the group new sensitivity to the unreached persons surrounding them.

Prepare the individuals He is planning to use.

Your own needs and those of your family members.

Enlarge your vision of the body of Christ and to cause you to love it more.

Enlarge His church world-wide by breaking down its dead structures.

THE HOMECCELL LEADER'S PRAYER LIFE

They must have a LOVE FOR THEIR PEOPLE and a DESIRE TO MINISTER TO THEIR NEEDS. They serve on a pastoral level, caring for their people.

The primary activity of the Homecell Leader is to ENCOURAGE THE GROUP TO EDIFY and build up one another under the direction of the Holy Spirit.

They must be able to SHARE THEIR LIFE WITH TRANSPARENCY with those in the homecell.

A good leader is NOT one who simply MAINTAINS THE STATUS QUO, but rather SETS the direction for the homecell.

The Homecell Leader must be a FACILITATOR and not a teacher.

However they must have the ability to set people at ease and provide a relaxed atmosphere in which the homecell then functions.

FOUR MAIN TASKS IN LEADING THE HOMECCELL

- A. Impart to each member the ability to exercise spiritual gifts.
- B. Be an example to other members of servanthood. Building up others through exercising spiritual gifts themselves.
- C. Help to equip each homecell member to minister to unbelievers.
- D. It is their responsibility to raise up 2ICs.

Being a Homecell Leader involves staying in close contact with the Lord and with His people.

As mentioned before, a good Homecell Leader doesn't ever drive their people, instead they lovingly lead them.

A Homecell Leader must be able to delegate properly.

DELEGATION AND MOTIVATION

In most churches with an eldership form of government, the elders have the majority of oversight of the church's ministry. In a sense, the success or failure of the church rests on the shoulders of the elders. However, such a

burden is too much for even a large eldership to carry. It is necessary therefore, that work, responsibility and authority be delegated to others.

THE MEANING OF DELEGATION

Delegation means that we commit certain responsibilities and powers to another person, who then functions as our representative. Several key matters need to be noted.

- i. First, **RESPONSIBILITY** to perform a job or function is given.
- ii. Second, **AUTHORITY** must be granted in order to fulfil the delegated responsibility. The power to make certain decisions must be part of the delegation process.
- iii. Third, delegation includes **ACCOUNTABILITY**. Two things must be clear to each individual: to whom they are accountable and what is expected of them.

OBSERVATION ON DELEGATION

From **Exodus 18** and from practical experience, certain truths about delegating responsibility can be observed.

Delegation is essential for the survival of the church and the leader. One of the quickest ways to ensure stress and burnout is to refuse to delegate.

Delegation is important in leadership development. One of the finest means of developing people is to give them those responsibilities that they can handle and grow in.

Delegate only to those who are qualified. Wise leaders select the right people. The spiritual maturity and gifts of the individual must be known.

Delegate everything you can: Do only what cannot be delegated.

Don't do something that someone else can do. There are plenty of jobs that others cannot or will not do.

Delegation does not remove the leader from responsibility. A certain responsibility always rests on the delegator. The leader must follow up, checking on the needs and progress of the one who was given the responsibility.

BASIC GUIDELINE FOR DELEGATION

Perhaps one of the main reasons leaders fail to delegate is simply that they are not sure how they should go about it.

Nine guidelines in delegation:

- i. The leader should **RECOGNISE THEIR OWN LIMITS**. They must remember that other parts of the body can function better in some areas.
- ii. The leader should **DETERMINE WHAT NEEDS TO BE DELEGATED**. They need to note what jobs they must be free from in order to perform best in their primary responsibilities.
- iii. The leader should **DETERMINE WHY THE TASK IS TO BE DELEGATED**. Some jobs will be delegated to give them more time; others will be delegated to sharpen the skills of another person. Still others may be delegated to show recognition.
- iv. The leader should **MATCH THE PERSON WITH THE DELEGATED TASK**. Who would be the best suited to this task? What gifts are involved? Who has shown interest in this area of service? Who will have the time to devote to it?
- v. The leader should **EXHIBIT CONFIDENCE IN THE PERSON SELECTED**. How the task is assigned is important. Does the leader

express both confidence and high expectation, or do they communicate the idea that “You are my last hope, since I couldn’t get anyone else.”

- vi. The leader should **CLEARLY DEFINE THEIR EXPECTATIONS.** Unclear objectives are deadly and ensure failure. Here is where a job description is needed so that everyone views the job in a similar way.
- vii. The leader should **CLEARLY DEFINE THE BOUNDARIES OF AUTHORITY.** A great deal of frustration or animosity can develop if there is no agreement on what the person can or cannot do.
- viii. The leader should **PROVIDE THE NEEDED RESOURCES FOR THE TASK.** The resources may include money, necessary information, training or access to certain people or equipment.
- ix. The leader should **FOLLOW UP.** Regular meetings or some system for adequate responding must be set up.

QUESTIONS ABOUT DELEGATION

How well do you delegate responsibility? As you look at these, ask yourself if you are satisfied or dissatisfied with what you have done.

Have I been successful in retaining members or staff?

Am I exploring and discovering the gifts and talents of my members or staff?

Am I effectively using all leadership resources?

Are people demonstrating spiritual and professional growth under my leadership?

Do I take time daily to relax and think creatively?

Am I able to leave my leadership role for periods of time with the assurance that the work will go on well?

Am I discovering new leaders in the organisation?

Do my subordinates delegate effectively?

In the ultimate sense, leaders do not motivate people to live godly lives and serve Jesus Christ. Leaders cannot legislate these things. It is the Holy Spirit who really motivates believers, but a leader can do certain things to assist the process. The apostle Paul provides an example of one who created an excellent climate for the Holy Spirit to motivate people to service and godliness.

MOTIVATION FOR SERVICE

PAUL MOTIVATED PEOPLE BY REMEMBERING BLESSINGS
(Rom. 12:1-2)

PAUL MOTIVATED PEOPLE BY HONEST ENCOURAGEMENT
(2 Thess. 1:3)

PAUL MOTIVATED PEOPLE BY STEADFAST LOVE (1 Thess. 2:7 & 11)

PAUL MOTIVATED PEOPLE BY PERSONAL EXAMPLE
(Phil. 3:17 & 4:9)

AS YOU GO, DEVELOP 2ICS!

“And the things you have heard me say in the presence of many witnesses, entrust to reliable men, who will also be qualified to teach others.”
(2 Tim 2:2)

The pattern for developing leaders is found in the above-mentioned scripture. Consider the pattern of sharing which is described by Paul. His equipping was seldom, if ever, done using a one-on-one pattern. He refers to the “many witnesses” present as he worked with Timothy.

Both Jesus and Paul disciplined men in small groups, rather than one by one. Follow their example by equipping your 2ICs in the presence of the entire homecell. In this way, the members will observe how you develop others and in the same sense you are discipling them.

Paul was anxious for Timothy to learn how to equip others. Note his reference to reliable men. Evaluating those who are to be trained is an important part of the discipling process. Teach your 2ICs how to determine each team member's readiness for ministry.

Timothy's task was not only to pass on what Paul had taught him, but also to pass on the method of equipping others. As Paul monitored Timothy, so Timothy would learn to watch those he had taught. He had to make sure the discipleship pattern would be recycled down to the third generation.

HERE ARE SOME TIPS FOR WORKING WITH YOUR 2ICs, RELATED TO GROUP SESSIONS:

1. Discuss in advance what you are going to do in each meeting and explain why you are taking such an approach.
2. After each homecell meeting, discuss what you have both learned from the meeting. Then, plan the next meeting together.
3. Discuss problems, such as a person who caused the group to get bogged down by over talking. Take your 2ICs with you everywhere you serve.
4. As you discern your 2ICs are ready for experience, allow them to facilitate the 4 Ws.
5. Evaluate the strengths and weaknesses which are revealed as the meeting is facilitated. Frankly discuss your conclusions. Assign remedial tasks to help weak ministry skills develop further.

6. Turn the ministry of the homecell over to your 2ICs during the final month before multiplication. By following this process, the group members will have confidence in their new Homecell Leader when two new homecells are formed from the one.

HERE ARE SOME TIPS FOR TIMES WHEN YOU ARE MINISTERING TO MEMBERS OF THE HOMECCELL WITH YOUR 2ICs AT YOUR SIDE:

1. Take your 2ICs along with you every time you go on a visitation.
2. On appropriate occasions, let the 2ICs sit in on counselling sessions. Afterwards, discuss why you did what you did.
3. Let the 2ICs accompany you when making visits and contacts.
4. Let the 2ICs observe you winning others to Christ.
5. Go on an overnight prayer retreat together and really pray!

Finally, after the homecell has multiplied, as their Coordinator, you must stay close to your new Homecell Leaders.

THE ROLE OF THE HOMECCELL LEADER'S SPOUSE

SUPPORT YOUR SPOUSE AND THEIR MINISTRY

See yourself as a team jointly called by the Lord.

Build them up.

You play a major role in your spouse's self-image. "As a man thinketh so he is."

(Prov. 23:7)

The spouse will reach their full potential in the Lord, only if their partner fully supports them.

HOSPITALITY

“Be hospitable to one another without complaint.” **(1 Pet. 4:9)**

“For the overseer must be above reproach as God’s steward, not self-willed, not quick tempered, not addicted to wine, not pugnacious, not fond of sordid gain, but hospitable, loving what is good, sensible, just, devout, self-controlled.” **(Tit. 1:7-8)**

The majority of the work load involved in hospitality usually rests on the woman.

The home should be geared to people, not things.

Don’t try to impress.

Entertain in ways that are easy for you; if it is easy you will do it again.

KEEP YOUR ATTITUDES RIGHT

Negative attitudes affect spouses. If a spouse is negative towards the homecell, their partner soon becomes discouraged.

The wife can set the tone for the meeting. (If supper, is not ready, the children disorganised and wife irritable when the husband comes home, it will affect the atmosphere). **WARNING:** Satan often attacks in this way before a meeting. Be on your guard.

Commitment to homecell, church and prayer, depends mostly on the wife.

Be careful not to pass your personal offence onto others, especially your spouse. God doesn’t give grace for someone else’s offence.

Guard your tongue. Let your people know by experience that they can trust you with personal information. Keep strict control over this with ladies in the group.

BE A SERVANT

“Have this attitude in yourselves which also was in Christ Jesus. Who although He existed in the form of God did not consider equality with God, a thing to be grasped but emptied Himself taking the form of a bond-servant being made in the likeness of men.” **(Phil. 2:5-7)**

Be willing to serve your people practically e.g. baby-sitting, meals when they are ill, visiting etc. A leader does not have to do everything. Delegate to other members of the homecell.

Serve them spiritually:

- Pray for them regularly
- Counsel them when needed
- Speak into their lives when necessary.

Be a servant and your people will honour and love you.

MINISTRY TO CHILDREN

The Homecell Leader’s wife needs to take responsibility to:

Get mothers together and come up with a workable solution with regards to the children.

Draw up a roster delegating responsibility for children.

Involve children at beginning if possible. Make them feel that the homecell isn’t just for their parents e.g. creative, movement, song, testimony, drama etc.

Love them, they are part of the family. Be creative.

ALLOW THE LORD TO USE THE HOMECELL TO CHANGE YOU AND THE MEMBERS INTO THE IMAGE OF CHRIST

“For those God foreknew he also predestined to be conformed to the likeness of his Son...”
(Rom. 8:29)

In large meetings, it is easy to wear a mask. After a short while people start to reveal their true selves in homecell meetings and often friction results.

As a leader, be excited, not negative, when this happens. Know that the Lord is now able to work a few fruits into all.

“Consider it pure joy, my brothers, whenever you face trials of many kinds...”

(James 1:2)

Don't opt out or allow the others to do so.

ENJOY THE HOMECCELL GROUP

See it as a place where you and your family are going to grow.

A place where lifelong relationships are going to be formed. A place where you often go through trials and testing, but where the fruits and results have eternal consequences. You have been given a higher calling.

CONCLUSION

“Jesus said to Simon Peter, ‘Simon, son of John, do you love Me more than these?’ He said to Him, ‘Yes Lord, You know that I love you.’ He said to him, ‘Tend my lambs.’ He said to him again a second time, ‘Simon, son of John, do you love Me?’ He said to Him, ‘Yes Lord, You know I love You.’ He said to him, ‘Shepherd my sheep.’ He said to him a third time, ‘Simon, son of John, do you love Me?’ Peter was grieved because He had said to him the third time, do you love Me, and he said to Him, ‘Lord, You know all things. You know that I love You.’ Jesus said to him, ‘Tend my sheep.’” **(John 21:15-17)**

Jesus is saying the same thing to you now. Without the Homecell Leaders we will never be able to contain the harvest that the Lord wants to bring in.

CHAPTER 8

TRAINING MEN - THE JESUS WAY

"And the things you have heard me say in the presence of many witnesses, entrust to reliable men, who will also be qualified to teach others." **(2 Tim. 2:2)**

"Then He appointed twelve, that they might be with Him and that He might send them out to preach, and to have power to heal sicknesses and to cast out demons..." **(Mark 3:14-15)**

IDENTIFICATION OF A LEADER

"Moreover you shall select from all the people able men, such as fear God, men of truth, hating covetousness; and place such over them to be rulers of thousands, rulers of hundreds, rulers of fifties, and rulers of tens." **(Ex. 18:21)**

A Homecell Leader should comply with the following:

A. HEART FOR GOD

- i. This is the first quality needed in a leader.
- ii. Do they relate the decisions in their life around what God wants?

B. DEPENDENCE ON THE HOLY SPIRIT

- i. Manifestation of the fruit of the Spirit.
- ii. Operating in the gifts of the Spirit.

C. HEART FOR THE HOUSE

Having a heart for the house of God can be seen in the following three attitudes:

i. Love the vision

- a. Adopt the vision of CRC as an integral part of your life.
- b. Commit to fulfilling the vision.
- c. Steward your gifts, talents and resources to ensure the fulfilment of the vision.

"Now the multitude of those who believed were of one heart and one soul; neither did anyone say that any of the things he possessed was his own, but they had all things in common. And with great power the apostles gave witness to the resurrection of the Lord Jesus. And great grace was upon them all. Nor was there anyone among them who lacked; for all who were possessors of lands or houses sold them, and brought the proceeds of the things that were sold, and laid them at the apostles' feet; and they distributed to each as anyone had need." **(Acts 4:32-35)**

ii. Be loyal to the house

"Moreover it is required in stewards that one be found faithful." **(1 Cor. 4:2)**

- a. Attend the Sunday Celebration Services, remember:

IT'S ALL ABOUT SUNDAY!

- b. Commit to bring your tithe and offering to the house.

"And all the tithe of the land, whether of the seed of the land or of the fruit of the tree, is the Lord's. It is holy to the Lord." **(Lev. 27:30)**

As a leader you understand that the tithe is holy and it belongs to God.

“Honour the Lord with your possessions, and with the firstfruits of all your increase . . .” **(Prov. 3:9)**

As a leader you understand that you honour God by giving your tithe.

“Bring all the tithes into the storehouse, that there may be food in My house . . .”
(Mal. 3:10)

As a leader you understand that the tithe should be brought to the house where you are planted and fed.

“Therefore if you have not been faithful in the unrighteous mammon, who will commit to your trust the true riches?”
(Luke 16:11)

As a leader you understand that God cannot entrust the lives of people into your hands if you're not faithful with your tithe.

- c. Commit to faithfully lead and care for the homecell members.

iii. Love and support the leadership

“Obey those who rule over you, and be submissive, for they watch out for your souls, as those who must give account. Let them do so with joy and not with grief, for that would be unprofitable for you.” **(Heb. 13:17)**

- a. Love and support Pastors At, Nyretta and the rest of the pastoral team.
- b. Love and support the leaders in your leadership structure.

D. TEACHABLE ATTITUDE

- i. Must want to learn.
- ii. A disciple is not above his teacher
(Matt. 10:24)

E. BUILD RELATIONSHIPS

- i. Consider building healthy relationships especially with family, friends etc.
- ii. If you can't build relationships, you can't disciple. Your bad, as well as your good points.

F. BE A RELATIONAL THINKER

- i. Do they relate all that they are doing to the objective or purpose of their life?
- ii. Be a fellow worker in God's field.
(1 Cor. 3:5-9)

THE BIBLICAL LIST OF LEADERSHIP QUALIFICATIONS

ABOVE REPROACH

1 Timothy 3:2 declares: “Now the overseer must be above reproach . . .” In the letter to Titus, Paul uses the word “blameless” several times **(Titus 1:6-7)**. “Blameless” comes from the Greek adjective *anekletos*, which “signifies that which cannot be called to account, i.e., with nothing laid to one's charge (as the result of public investigation). It implies not merely acquittal, but the absence of either a charge or accusation against the person.”

The emphasis is not on judgement of ourselves. It is a fact of life that even when an outsider examines our lives and finds it blameless, we always know that we could have done better. Paul is telling Timothy and Titus to look for leaders who stand up to rigid investigation and examination. There is, of course, a necessary place for personal evaluation. However, in this instance Paul is speaking of an outside investigation.

THE HUSBAND OF ONE WIFE

Paul is referring to a person's character, that is, that the leader must be a one-spouse person. The great issue here is moral purity. Paul is

stating that it is God's will that sexual expression and that involvement be restricted to one's own spouse.

Sex is a beautiful gift from God and if one is single it is to be reserved exclusively for one's future spouse and if married, then for one's present spouse. The character of the person is emphasised here, not just that they have one spouse. A person who has a spouse, but secretly desires another would certainly not be fulfilling this qualification.

TEMPERATE

The Greek word *nephalios* speaks of one who is self-controlled and not guided by passion. They are sober, calm and balanced in their life. The word "prudent" describes one who is serious and earnest about spiritual matters.

GOOD BEHAVIOUR

The Greek word *kosmios* emphasises the idea of an orderly, modest and respectable lifestyle. It is someone who rejects the extremes of legalism and lives their life decently and in order.

GIVEN TO HOSPITALITY

The leader should be fond of using their home and resources to benefit others. The leader's possessions are to be used to help others.

APT TO TEACH

NOT GIVEN TO WINE

The key concept in **Ephesians 5, 1 Timothy 3, and Titus 1** is the same. Mature believers are to be controlled by the Holy Spirit and by nothing else. A leader is not to be controlled by wine.

NOT SELF-WILLED

This looks at that quality of pleasing others rather than self. The Greek word *authades* is an old word meaning self-pleasuring or arrogant.

The leader cannot be someone who demands their own way or lives by their own authority.

NOT QUICK-TEMPERED

The focus of this word is on the idea of being suddenly upset (*orgilos*). A leader must not have a "short fuse" or be one who flares up easily and quickly.

NOT PUGNACIOUS

The Greek word *amachos* means "not a fighter". The leader is not to be one who is involved in physical violence. They must be able to control their spirit.

UNCONTENTIOUS

A contentious person destroys the unity of church because they are inclined to engage in disagreements and disputes. They are quarrelsome and readily using emotional violence on others. They characteristically struggle against others.

GENTLE

The Greek word *epielkes* suggests an attitude that is fair, moderate, forbearing and not insisting on the letter of the law.

FREE FROM THE LOVE OF MONEY

Money must never be the priority of the leader. Money and the things money can buy can become a problem when they come between the believer and God. Money is a tool for doing God's will. It is a means to an end, not an end in itself.

MANAGES THEIR OWN HOUSE WELL

They should have the love of their spouse and the respect of their children. There should be no rebellion in the family. The home is certainly a key area in discovering the true character of a leader or potential leader.

GOOD REPUTATION

Those who are outside the church view the person favourably. They may not agree with their religious convictions, but nevertheless they see their life as free from wrong-doing and characterised by doing good.

LOVES WHAT IS GOOD

Their desire is for those things that are morally honourable and pleasing to God. This person stays as far away from sin as possible.

JUST

The Greek word *dikaios* is a state of being right, or right conduct. For a leader, this can mean being wise, fair and discerning in their dealings with issues and with others. They are just, or righteous, in those dealings.

HOLY

The emphasis of this quality is on one's behaviour and attitude towards sin.

NOT A NOVICE

The Greek word *neophutos* was used to explain a newly planted tree, which lacked the root system to ensure stability. The basic concept is that the leader must be one who has had a sufficient amount of time (years) to mature in the Lord. This qualification is given to keep the new believer from temptation and from thinking they have attained spiritual maturity when they have not.

LOYALTY

They should be loyal to the leadership of the church, respecting their decisions and showing support to the decisions they make.

SUBMISSION

They should find no problem in submitting to their leaders. The church is not a democracy, but a Theocracy.

If they differ with any decision made by their leadership, they must communicate upwards and not to those under them.

FINANCES

They should manage their finances well and be committed to the principle of tithing.

SUPPORT THE OVERALL VISION OF THE CHURCH

They should be someone who enthusiastically follows the overall vision of the church. Their own visions should fit in with the main vision.

SELECTION OF LEADERS

A. MEN WERE HIS METHOD

It all started by Jesus calling a few men to follow Him. His concern was not with programmes to reach the multitudes, but with men who the multitudes would follow. Men were to be His method of winning the world to God. They were impulsive, temperamental, easily offended and had all the prejudices of their environment. Yet Jesus saw the potential of leadership for the Kingdom in those simple men.

B. MEN WILLING TO LEARN

For the most part they were common labouring men, probably had no professional training beyond the rudiments of having knowledge necessary for their vocations.

C. CONCENTRATED ON A FEW

Here is the wisdom of Jesus' method. The necessity is apparently not only to select a few laymen, but to keep the group small enough to be able to work effectively with them.

THE PRINCIPLE APPLIED TODAY:

In the past, our emphasis has mainly been upon the spectacular, numbers of converts, candidates for baptism and more members for

the church, with little or no genuine concern manifested toward the establishment of these souls in the love and power of God, let alone the preservation and continuation of the work. This new principle will require more concentration of time and talents upon fewer men in the church while not neglecting the passion for the world. It will mean raising up trained leaders “for the work of the ministry” with the Pastor **(Eph. 4:12)**. Victory is never won by the multitudes.

D. PRAYER

The men Jesus chose were ordinary people. When the time came to choose them, Jesus spent the whole night in prayer **(Luke 6:12-13)**. The Lord was not in a hurry to choose the first people who showed interest. Just think how difficult it is to ask someone to leave if you discover you have chosen the wrong person! Take your time and pray!

E. WHOM TO CHOOSE

The men Jesus chose were all different in character. When we choose disciples, we should not only take those who are like us, or who please us always, but they should all be able people who fear God, people of truth and who hate dishonest gain. **(Ex. 18:21)**

F. ASSOCIATION

Jesus chose the twelve “that they might be with Him,” **(Mark 3:14)**. This was not a new idea, for there were many examples in the Old Testament of men who were trained for the work of God by association with other men of God. Having called His men, Jesus made it a practice to be with them. His disciples were distinguished, not by outward conformity to certain rituals, but by being with Him and thereby participating in His doctrine.

G. SPENT TIME TOGETHER

He would frequently take them with Him to a

retreat to some mountainous area. They took trips together to the borders of Decapolis, the parts of Dalmanutha, the Southeast of Galilee and to the villages of Caesarea Philippi. He ate with them, slept with them and talked with them for the most part of His entire ministry. They walked together along the lonely roads; they visited cities; they sailed and fished together in the Sea of Galilee; they prayed together in the deserts and in the mountains and they worshipped together in the synagogues and in the Temple. He wanted to be with them.

H. FOUNDATION OF FOLLOW-UP

Nothing is more obvious, yet more neglected, than the application of this principle. Jesus would not let His disciples miss it. He had to devote Himself primarily to the task of developing some men who in turn could give this kind of personal attention to others.

I. MULTIPLICATION

“So that He may send them out to duplicate His ministry.” **(Mark 3:14)**

Assist the Homecell Leader to identify the potential of each individual member and how these members can influence others **(2 Tim. 2:2)**. In the ministry of Paul we see a man called by God to preach the Gospel **(Acts 26:18)**, who had the Gospel in his heart **(1 Cor. 9:16)**. God opened the door for him to preach at Troas, but he left this city to go and look for one man, Titus **(2 Cor. 2:12-13)**. Titus was more important to Paul than a whole city of people. Because of this man’s influence, he reached the cities of people. If Paul could help Titus to continue to grow, the work of the Lord would continue.

J. TEAMWORK

The Homecell Leader needs to function properly as part of the leadership team. They have to learn their place as a member of the body of Christ.

They must know that their individual actions affect the functioning of the whole body. This is one of the most difficult things to learn as a leader. People are individuals and would rather exercise their rights as individuals. The leader must see that workers pull together with one aim and purpose, as a team. It takes a lot of prayer and gentle, loving guidance to bring people together.

FOUR ESSENTIAL THINGS

A. HE SHOWED THEM HOW TO LIVE

Jesus saw to it that His disciples learned His way of living with God and man.

B. THE PRACTICE OF PRAYER

Surely it was no accident that Jesus often let His disciples see Him conversing with the Father. Note: Jesus did not force the lesson upon them. He prayed until at last the disciples got so hungry that they asked Him to teach them what He was doing.

C. TEACHING NATURALLY

The disciples were taught to teach by a Teacher who practised with them what He expected them to learn. Evangelism was lived before them in spirit and in technique. Watching Him, they learned what it was all about. He led them to recognise the need inherent in all classes of people and the best methods of approaching them. They observed how He drew people to Himself; how He won their confidence and inspired their faith; how He opened to them the way of salvation and called them to a decision.

D. THE PRINCIPLE IN FOCUS

He did not ask anyone to do or be anything that He had not demonstrated first in His own life, thereby not only proving its workability, but also its relevance to His mission in life. Everything which He said and did was a

personal lesson in reality and since the disciples were there to notice it, they were learning every moment of their waking day.

THE PRINCIPLE APPLIED TODAY:

The Homecell Leader must be an example to others. In order to teach others the truths of the Christian life, they must live it out in their own life. They must set the pace for those they are helping to become disciples. They cannot teach others to be what they are not. **(1 Cor. 11:1 & Phil. 4:9)**

A FRUITFUL WITNESS

A Pastor must help the Homecell Leader to be come a fruitful witness. It's easy for a disciple to fall into the trap of being a fellowshipping Christian, rather than one who is busy trying to win souls for the Lord. If they remain an active witness, the number of new converts will increase; they will be an example to other disciples and will attract into training those who desire to become real workers for Jesus Christ. Christians can get so busy in so many good things that they forget that their main purpose is to win souls!

THE HOMECCELL MUST NEVER DETERIORATE INTO A "HOLY HUDDLE".

A SENSITIVITY TO OTHERS

The Homecell Leader must learn how to say and do the right things in the right way at the right time. The Lord Jesus was the best example of being sensitive to others. He knew how to approach people. His approach to Zacchaeus was different from His approach to the woman at the well **(Luke 19:1-10 & John 4:2-42)**. He dealt with Andrew differently from Peter **(John 1:35-42)**. He had different ways of calling people to follow Him **(Matt. 11:28 & Luke 9:23-26)**. Sometimes He said nothing at all, at other times He had strong words to say.

He was sensitive to every situation. The Christian worker must be like that **(Acts 24:16)**. Remember that words can sting, they can wound and they can heal. A wise man knows how to give and take correction. **(Prov. 9:8-9; 15:23 & 25:11)**

You get three types of people:

- i. Those who make things happen.
- ii. Those who watch things happen.
- iii. Those who wonder what's happening.

A THINKER

You must help the 2ICs to think properly. They must stay alert, be observant and keep their mind in gear.

Solomon was a man who observed things around him and learned from them. **(Prov. 24:30-32)**

The Homecell Leader must be able to think through the results of their actions: "If I do this, will that happen? If that happens will this take place? If this takes place, is that likely to result? Do we want the result? No? Then let me not do this in the first place."

HOW DO YOU IDENTIFY A GOOD LEADER?

This is someone who is discovering God's plan and possibilities.

A. A GOOD LEADER GROWS

The person who is a leader is someone who is growing and taking others with them. The leader is someone who allows their thinking to grow big enough for God's idea to fit in **(Rom. 12:1-2)**.

B. A GOOD LEADER KNOWS

They know their business and speak with confidence. Some people fail because they stop growing. Others fail because they stop knowing their own business and don't keep pace. A leader knows they have a choice to either drift or decide. You make the decisions that determine your possibilities. Allow the Holy Spirit to guide you in your decisions, then make them happen.

C. A GOOD LEADER SHOWS IT

Some people's lives are one crisis after another, while others seem to have success after success.

You demonstrate leadership by showing people a dream of what they can be! "You are more than conquerors in Christ Jesus," **(Rom. 8:37)** "With God all things are possible," **(Matt. 19:26)** "If any man is in Jesus Christ he is a new creature" **(2 Cor. 5:17)** "Don't you know you are the temple of the Holy Spirit?" **(1 Cor. 6:19)**

D. A GOOD LEADER DOES IT

They don't just talk the talk but they walk the walk. They must lead the way before success is certain.

THE LEADER AND FEAR

The leader must wipe out the fear of FAILURE. HOW?

"For God has not given us a spirit of fear, but of power and of love and of a sound mind." **(2 Tim. 1:7)**

Failure means you haven't succeeded yet. It doesn't mean you have accomplished nothing. It means you have learnt something.

Failure doesn't mean you can't do it. It means you must do it differently.

Failure doesn't mean you are inferior. It means you are not perfect.

Failure doesn't mean you wasted your life. It means you can start over.

Failure doesn't mean you ought to give up. It means you must try harder.

Failure doesn't mean God has abandoned you. It means He has a better plan for you.

A leader is someone who goes ahead of everybody else, not only in their thinking, but also in their doing. People don't want to make a commitment because they don't want to pay the price. The price is going forward and this is tough.

Never surrender leadership to anyone or any thing. The leadership will be in submission to higher authority, but ultimately you are responsible and accountable to God for the work HE has assigned to you!

PEOPLE REACT TO:

FACES

The raised eyebrow, the sceptical look and body language. They can cause one to sense a subtle form of rejection or possible disagreement, become intimidated or back down. THIS IS FEAR OF MAN.

FRIENDS

Too often people don't hear with their ears, they hear through their peers. People are often intimidated by the social circle in which they move, they are distracted by their peers.

FEAR

"For as he thinks within himself, so is he."
(Prov. 23:7)

This can be fear of man or fear of failure. God did not give us a spirit of fear, but of a sound mind.

FRUSTRATION

You can never move ahead without encountering problems, but never surrender to them. See each problem or

frustration as an opportunity to see God move.

FATIGUE

Everyone gets tired once in a while. It's important to know when you are tired and to back off and rest. If you don't, you are more likely to make wrong decisions. Even Jesus found it necessary to draw aside and rest.

FRENZIES

When under stress, you are more likely to make a poor decision e.g. loss of a loved one, financial crisis, serious illness, etc.

When faced with a stress situation, do nothing else until your mind is clear enough to function rationally.

BE LED IN YOUR LEADERSHIP

BY FAITH IN JESUS

"And the one who comes to Me I will never turn away". **(John 6:37)**

When Jesus is the light of your heart, mind and soul you will be fitted with love, the root of a great leader, the perfect example being Jesus Himself.

"Keep your eyes on Jesus our leader and instructor." **(Heb. 12:2)**

BY THE HOLY SPIRIT

Surrender your leadership and your destiny to the Holy Spirit and He will guide you as you seek His wisdom.

SERVANTHOOD AND AUTHORITY

Never surrender your leadership or your life to anything else but God. Biblical leadership is a position of servanthood rather than lordship. This communicates the idea that spiritual leaders must model the concept of the servant-leader.

A SERVANT	A LEADER
Follows directions	Gives direction
Is accountable to others	Holds others accountable
Looks to others for evaluation	Evaluates others
Has little or no authority	Has a lot of authority

There is one Lord Who gives the orders and directions and that is Jesus. Leaders are His servants. In a secondary sense they also function as servants of God's people. But it is Jesus the Lord to Whom the leaders are ultimately accountable. There is (and must be) accountability on a human level, the leaders' primary responsibility is to the Lord. The leader serves the people by meeting their needs, but they are not required to comply with every call or respond to every desire. The servant-leader derives their authority to lead from two sources.

A. The first source is THE AUTHORITY OF HIS OFFICE

As a person is placed into the office of a Homecell Leader by appointment, they assume and are given the authority because of having that position. Authority lies in the office itself.

B. A second source of authority comes from THE VOLUNTARY SUBMISSION OF THOSE WHO ARE BEING LED

This was Jesus' emphasis in

Mark 10:35-45. A spiritual leader may assume the first source of authority, but must cultivate the second source. This submission comes when it is evident that the Homecell Leader meets the Biblical qualifications of the office and is properly performing the functions of that office.

Also it must be made clear to those being led that the leader is there to serve the people and not themselves. When the congregation recognises the spiritual qualifications of the leader and they sense their servant spirit, they are far more willing to submit to leadership. This second source of leadership authority is crucial. Without it, Homecell Leaders will never be able to effectively lead the church.

Leaders must lead. And, if they are going to lead, they must possess and exercise authority. A servant-leader is one who has voluntarily placed themselves under the authority of the Lord Jesus Christ in order to work out His will by serving others while in a place of leadership.

CHAPTER 9

THE LISTENING ROOM

BELIEVERS MUST HEAR THE VOICE OF GOD

Before spiritual gifts for building one another up can be properly manifested in the homecells, believers must have had a listening room experience and must know how to hear the voice of God.

Christ must supply edification before the believer can use it. One must hear God before speaking for Him.

Use of the spiritual gifts in a homecell is radically different from it being exercised in large gatherings. There is less chance to be a fraud and therefore more surety of authentic ministry.

THE LISTENING ROOM IS AN EXPERIENCE FOR ALL

In a typical Bible study group only one person listens.

When all listen and come prepared, there is an active flow of the Holy Spirit and each person in the homecell meeting is edified. Some can be prepared, others can be spontaneous.

The underlying motive for these gatherings is mutual LOVE and not a love for the sensational and also not to attract attention to the person or their gifts.

The church exists to edify its members, to penetrate Satan's kingdom and to bring the power of Jesus Christ into direct encounter with the power of Satan.

THE LISTENING ROOM IS A LIFESTYLE

Communicating with Jesus Christ and meditating for other members of the group with deep love should be a desire for all.

Edification and to spur one another on towards love and good deeds is inescapably supernatural. For believers to be channels for edification, they must be in touch with the source of all edification – the Holy Spirit.

Listening precedes ministry, even as it did for the Lord Jesus. Preparation for the next gathering should begin at the close of each homecell meeting.

PRACTICAL SUGGESTIONS

Keep a journal.

Write down the name of the members in the homecell.

Write down specific needs.

Write down God's word or answer to the person's needs/prayers.

Record the outcome for further encouragement.

Keep in contact with others in the homecell between meetings. Often a word from the Lord comes to make contact right away with a person.

Birthdays and anniversaries are good opportunities to minister the word of the Lord.

Personal times in the listening room for members of the homecell should focus on seeking the very best from the Lord.

Share your own life and needs in the homecell meeting, including doubts and burdens, dreams and aspirations.

CONCLUSION

According to **1 Corinthians 14:26-33**, the gifts of the Spirit should be a normal event for church life.

And **1 Corinthians 14:25-26** is enough reason to desire these gifts – so we can worship our God.



LEADERSHIP CHALLENGE

“Then some of the sons of Benjamin and Judah came to David at the stronghold. And David went out to meet them, and answered and said to them, “If you have come peaceably to me to help me, my heart will be united with you; but if to betray me to my enemies, since there is no wrong in my hands, may the God of our fathers look and bring judgment.” Then the Spirit came upon Amasai, chief of the captains, and he said: “We are yours, O David; We are on your side, O son of Jesse! Peace, peace to you, and peace to your helpers! For your God helps you.” So David received them, and made them captains of the troop.” (1 Chron. 12:16-18)

“When I blow the trumpet, I and all who are with me, then you also blow the trumpets on every side of the whole camp, and say, ‘The sword of the Lord and of Gideon!’”
(Judg. 7:18)

IN THE SAME WAY, GOD CALLED AND USED DAVID AND GIDEON TO LIBERATE HIS PEOPLE AND TO BUILD AND ESTABLISH HIS KINGDOM, GOD CALLED PASTOR AT AND PASTOR NYRETTA TO LIBERATE HIS PEOPLE AND TO BUILD ANDESTABLISH HIS KINGDOM.

AS LEADERSHIP, WE WANT TO CHALLENGE YOU TO JOIN FORCES WITH US TO PLUNDER HELL AND POPULATE HEAVEN.

WE CHALLENGE YOU TO RESPOND: “I AM YOURS, I AM ON YOUR SIDE! THE SWORD OF THE LORD AND OF PS AT BOSHOFF!”

AS LEADERSHIP WE WANT TO WELCOME YOU TO THE CRC LEADERSHIP TEAM.

TOGETHER WE WILL DO MORE!





OUR VISION

**BUILDING ONE CHURCH IN MANY LOCATIONS,
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