

MERCY HOUSE OF GOD CHURCH

MENTORSHIP MANUAL

Volume one



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MENTORSHIP MANUAL VOLUME 1.

Contents

1. Retention Evangelism	2
2. Art of following.....	11
3. Three costs of Success.....	16
4. Ways of church growth.....	22
6. Catching the spirit of the house.....	28
7. How to develop devoted church members.....	35
8. The art of copying.....	40

CHAPTER 1

Retention Evangelism

Definition of the Terms

1. Retention.

It means;

- Continued possession, use, or control of something.
- The action of absorbing and continuing to hold a substance
- The action of keeping something rather than losing it or stopping it.
- The ability to hold or keep.

2. Evangelism.

Qn:

What are the biblical words that form the basis for evangelism?

There are three main Greek words that are used in connection with this ministry in the New Testament, they all come from the same root word. They all come from the Greek word from which we get our English word “*evangelist*”.

A. To announce good news (Euaggelizo)

Euaggelizo literally means “*to announce good news or glad tidings*”.

This word is descriptive of the ministry, the work or the activity of evangelism.

- This word is often translated “**Preach**” (Luke 16:16; Acts 5:42; 8:4; 17:18.)

**“The law and the prophets were until John. Since that time the kingdom of God has been preached, and everyone is pressing into it.
Luke 16:16(NKJV)**

**And daily in the temple, and in every house, they did not cease teaching and preaching Jesus as the Christ.
Acts 5:42(NKJV)**

**Therefore those who were scattered went everywhere preaching the word.
Acts 8:4(NKJV)**

**Then certain Epicurean and Stoic philosophers encountered him. And some said, “What does this babbler want to say?” Others said, “He seems to be a proclaimer of foreign gods,” because he preached to them Jesus and the resurrection.
Acts 17:18(NKJV)**

**“The law and the prophets were until John. Since that time the kingdom of God has been preached, and everyone is pressing into it.
Luke 16:16(NKJV)**

B. The good news or the gospel (*Euaggelion*)

This word means “*the good news* or a *good message*.” It is the word that is most often translated as “**gospel**.”

This word is descriptive of the message that an evangelist brings. Although many things can be good news, this word is especially applied to the good news of God’s saving grace made possible by the death, burial and resurrection of Jesus Christ (Mt. 24:14; Acts 13:32; 20:24; Rom. 1:16; 10:15; I Cor. 4:15; Eph. 1:13).

**And this gospel of the kingdom will be preached in all the world as a witness to all the nations, and then the end will come.
Matthew 24:14(NKJV)**

**For I am not ashamed of the gospel of Christ, for it is the power of God to salvation for everyone who believes, for the Jew first and also for the Greek.
Romans 1:16(NKJV)**

**“How beautiful are the feet of those who preach the gospel of peace, who bring glad tidings of good things!”
Romans 10:15b (NKJV)**

C. A preacher or a messenger of good news (euaggelistes)

This word means “*a preacher* or *messenger* of good news.”

This word is a descriptive of the person who brings or announces the good news and is usually translated “*evangelist*” in the New Testament.

This word is only found three times in the New Testament.

- *It is used of Philip,*

On the next day we who were Paul’s companions departed and came to Caesarea, and entered the house of Philip the EVANGELIST, who was one of the seven, and stayed with him.

Acts 21:8(NKJV)

- *It is used in the list of the fivefold ministries,*

And He Himself gave some to be apostles, some prophets, some EVANGELISTS, and some pastors and teachers,

Ephesians 4:11(NKJV)

- *Paul instructs Timothy, an apostle, to do the work of an evangelist.*

But you be watchful in all things, endure afflictions, DO THE WORK OF AN EVANGELIST, fulfill your ministry.

2 Timothy 4:5(NKJV)

- *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...*

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,

Ephesians 4:11-12(NKJV)

***Retention evangelism* means *the art of announcing the good news of Christ*, winning souls and retaining all converts or believers that have been won to Christ Jesus.**

Every minister must keep what he already has at all cost. The art of winning souls and retaining everyone is one of the secrets of church growth or kingdom growth, everybody must keep what they have before looking for something else that they don't have yet. People who come to us, are within our reach or in our community, God has given them to us.

So when they were filled, He said to His disciples, "Gather up the fragments that remain, so that nothing is lost."

*******John 6:12(NKJV) *******

This scripture shows us that you must get interested in what others despise and every person must be important to you even those who seem unhelpful to the church. We need all people so that none is lost, that is why Jesus instructed the disciples to gather the leftovers so that nothing is lost, wastage must be dealt with; we must save as much as we can.

In the same way, we need all people so that no one is lost, we need to retain all visitors because most people graduate from being visitors to being members and from being members to being ministers.

Everyone is important in the kingdom of God; we have a big role to play in order to retain them. What you don't manage disappears and gets destroyed. Every one God has given you needs to be managed, developed and retained.

Jesus said" the ones you gave me I have retained them."

*******John 17:12 (KJV) *******

When we go back at the beginning we see Jesus going to look for them where they were. Even though He says the father gave them to Him, he took a step and went to look for them.

For example, how He found **Simon Peter** and **James Andrew's** brother at the lake. The way He found **Mathew** in the market, remember this that they didn't find him, instead He went and found them.

*******What are we doing? *******

Are we waiting for them or we are going for them?

Jesus commanded us to go after them where they are, every Christian is a **“Going Christian”** please go, please go and make sure you find them.

Another thing I want us to see is how Jesus made an invitation to them and a miracle. For example, He found Peter, showed him love when he was frustrated and tired of getting nothing, He helped him to get a big catch and after He invited him to follow Him.

So it was, as the multitude pressed about Him to hear the word of God that He stood by the Lake of Gennesaret, and saw two boats standing by the lake; but the fishermen had gone from them and were washing their nets. Then He got into one of the boats, which was Simon's, and asked him to put out a little from the land. And He sat down and taught the multitudes from the boat. When He had stopped speaking, He said to Simon, “Launch out into the deep and let down your nets for a catch.” But Simon answered and said to Him, “Master, we have toiled all night and caught nothing; nevertheless at your word I will let down the net.” And when they had done this, they caught a great number of fish, and their net was breaking. So they signaled to their partners in the other boat to come and help them. And they came and filled both the boats, so that they began to sink. When Simon Peter saw it, he fell down at Jesus' knees, saying, “Depart from me, for I am a sinful man, O Lord!” For he and all who were with him were astonished at the catch of fish which they had taken; and so also were James and John, the sons of Zebedee, who were partners with Simon. And Jesus said to Simon, “Do not be afraid. From now on you will catch men.” So when they had brought their boats to land, they forsook all and followed Him

Luke 5:1-11(NKJV)

There is no growth without maintenance, everyone that comes in, don't let them get entrance out. Make sure he/she feels comfortable with the place and loved; every person desires a convenient environment.

Retention is the measure of how many of your members keep their membership active.

It's a critical component of the membership model, because it describes how you keep your members from canceling their subscription and how you ensure their value in the services they offer.

To retain members and build a strong relationship with them, you need effective communication with them. Retention comes from the word **“retain”** which means ***to keep what you have***.

*******Retention is the art of winning souls and hold them altogether. *******



We old or established members are the major force to maintain new members in the church. Understand that when a person comes to church there are forces pulling him or her back. It's very important to have a mindset of not losing any church member from the church because Jesus never wanted to lose anything except the category described in **John 17:12** (the son of destruction)

While I was with them in the world, I kept them in your name. Those whom you gave me I have kept; and none of them is lost except the son of perdition, that the Scripture might be fulfilled.

John 17:12(NKJV)

that the saying might be fulfilled which He spoke, "Of those whom you gave Me I have lost none."

John 18:9(NKJV)

So when they were filled, He said to His disciples, "Gather up the fragments that remain, so that nothing is lost."

John 6:12 (NKJV)

They all had plenty to eat, when they finished Jesus said to His followers gather all the pieces of fish and bread that were not eaten. Don't waste anything. Jesus never wanted to waste or lose any of the fragments. This applies to us members and pastors if we can gather and retain all visitors who come to church we will have our church full of members.

In retaining members, we should be interested in every member who comes to church big or small, rich or poor, mature or young Jesus never wanted to lose any fragment. Look, never lose those people who look to be stubborn because in long run they become pillars of the church, Peter was stubborn but he was a pillar of the church. The only person to lose is Judas Iscariot just because of his character and behavior.

METHODS OF RETENTION

There are three methods of retaining members or people in the church.

1. Follow-up

Follow-up is the art of looking for and moving after a particular person all the way from church to his home of residence, work place, and finding out details of this person. It is important to note that you cannot follow up others if you yourself need to be followed up, you must mature from this level first then you will follow up on others.

One of the characteristics that show that you are a grown up Christian is if you no longer need follow up. Follow-up of church members has three components needed to follow-up and retain a member.

Components of Follow-up

a) Prayer

In this case pastors and all church leaders, Elders and all responsible members should join their hands together and **pray** for new members to become permanent members.

**My little children, for whom I labor in birth again until Christ is formed in you,
Galatians 4:19(NKJV)**

After a period of prayer, a pastor or ministers should select a good person who can talk to people in a good way to go and **visit** the new member and **find out where they stay**.

Before you practice any other component of follow up, you need to pray for them. It is prayer that brings results in all the other components of follow up.

b) Visitation:

You need to know where each of the new members and visitors stay by paying them a visit to know their homes. This helps to track them when they take long to come to church and to assess their reasons for not coming back and this helps them to come back to church.

Important things to note when you pay New Members a visit

- Where they stay
- What they do for survival
- How many children they have
- Whether they are married or single
- Whether they are renting or not

After all findings look at their problems and join them to find solutions for their problems. There are three types of visits that church members should practice in order to retain members at church.

Types of Visits

Type one:

Locate Homes and Identify them visit.

- In this type, one accompanies the visitor to his or her home after service. The physical going to homes for identification is the first powerful step in the visitation process.

Type two:

Teaching of the word visit.

- In this second visit you will show that you really love them and teach them how to pray for themselves, you take time to share your experiences with the Lord. You start teaching them the word of God, share different testimonies.
- This time their eyes will open to the doing of God, they will start to ask many questions with an intention of understanding and then you can pray for them for strength to remain in church. Lastly pray for their welfare and lives.

Type three:

Anagkazo visit.

- Anagkazo visit. This is the type of visit where you force or pull in a good way new members to go with you to church.
- In this type of visit you can provide transport to those that use that lack of it as an excuse and patiently wait for them as they prepare to go with you to church. As you are waiting for them you can help them save time for example:
 - Taking care of young ones
 - Polishing shoes
 - Ironing clothes
 - Combing children's hair
 - Bathing young ones

How a church is like without Anagkazo.

What changes things in ministry is what we call the spirit of Anagkazo, it's a drive, an engine that pushes things in church, it's a drive that people should have, if people don't have the engine then we have to push them, you ignite them to start the drive, you ignite people to come to church those are ones without engine. In these things of God we are in, we need the engine called Anagkazo to drive on things.

Without Anagkazo we shall always stay a small church, without Anagkazo it's like you pushing a car without an engine, this is tiresome, there's a man of God called **D.L. Mudde**, one of the major characteristics that made him a great man of God is that he committed himself, put principles he had to obey as him and one of them was to everyday bring one person to the Lord, one day he went for a meeting teaching Leaders, empowering them and at mid-night he go to remember that I today ***"I have not brought any person to the house of the Lord"***, he left his home and moved to different cities, different places when everyone was asleep in their homes. He landed to one person who was drunkard and said ***"I will not go back home until one accepts Jesus he preached to him"***, followed him and he was with him till he accepted Jesus before the day time and he said thank you Jesus, he demonstrated that a small Anagkazo can bring someone into the house of the Lord. The church is empty because people are not practicing Anagkazo, any empty church is like a pastor without a drive.

Note:

We should not waste a lot of time on fallen born-again Christians or non-serious Christians. As the bible teaches us that we should commit things to faithful people in other words we should not waste too much time on unfaithful people. You should do all the strategies of follow-up to only serious persons.

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 Timothy 2:2(NKJV)

Sharing with them what you have: this shows them that you are interested in their welfare not just in making them attend church.

BACK DOORS IN MINISTRY

What is a back door?

These are unknown exit channels by members in church and never return, there various reasons for back door situations in church. One of the dangerous things leaders should handle aggressively are the back doors in ministry and possible measures should be put in place to fight the cause, these door are always unknown, are hidden away yet they are so active in affecting the ministry growth .

Causes of back doors in Ministry.

Poor reception of members:

Once members are unprofessionally well received by ushers, they get offended and leave church, untrained and non-spirit filled ushers open up back doors into ministry unknowingly, when they are not aware, some people come to church to confirm the rumors they hear outside in the community about the church, so the way they are received at their arrival to the church by ushers matters a lot.

Poor time management;

This is a challenge to the African Pentecostal church, flooding the service with un-necessary boring programmes that consume time, making people sit for four hours before the word, un trained service coordinators who speak even what is not relevant make the corporate members exit the church, the corporate society is so sensitive to time, values more time, so if times is abused in a church they get offended and leave the church.

Lack of prayers for members;

Lack of prayers mostly for new members is a potential cause of them leaving the church, we should follow them up through prayer, the constant prayers done by the follow up team and the church prayer department follow-up these new members to their destinations, to their workplaces and develop the morale of attending church again, people are spirits and prayer is spiritual as well.

Poor relationship making;

When people come to church and they don't get any one they associate with they feel out of place, if no one is relating with them they think of their friends elsewhere in other churches, they lose a sense of belonging, they feel not welcomed, not loved so they end up exiting the church. We have lost many skilled, resourceful, good people because of poor relationships with new members, even people God has brought to us in ministry to boost us have gone away because of no care for them.

HOW DO WE CLOSE BACK DOORS IN MINISTRY

- Love the pastor of the church and fellow ministers.
- Love the church programmes.
- Intentionally follow up church
- Fight any form of discontentment.
- Like the preaching and be teachable.
- Fight disloyalty and dishonesty.

Chapter 2

Art of Following

And Jesus, walking by the Sea of Galilee, saw two brothers, Simon called Peter, and Andrew his brother, casting a net into the sea; for they were fishermen. Then He said to them, “FOLLOW ME, and I will make you fishers of men.”

Matthew 4:18-19(NJV)

Art of following is the art of imitating someone or something. It is the art of trying to be like someone. It would require doing everything the way that person does it, including playing the game they play, praying the way they do etc.

One time our pastor, Dr. Gilbert Birungi was telling us a story of a certain man of God who had to play the game the person he was following was playing thinking that maybe the anointing could be in that game. Whenever you follow someone you become like them as it's commonly said "***show me your friend and I will tell you who you are***".

Jesus said to His disciples come and I will make you fishers of men, so following can make you something. Jesus applied the art of following to do His ministry, He used the word '***follow me***' at least twenty times in the four gospels. Jesus used these two words to call Peter, Andrew, James and John as His disciples.

And Jesus, walking by the Sea of Galilee, saw two brothers, Simon called Peter, and Andrew his brother, casting a net into the sea; for they were fishermen. Then He said to them, "FOLLOW ME, and I will make you fishers of men."

Matthew 4:18-19 (NKJV)

As Jesus passed on from there, He saw a man named Matthew sitting at the tax office. And He said to him, "FOLLOW ME." So he arose and followed Him.

Matthew 9:9 (NKJV)

Following God is an exciting journey where you can discover many things. Many people didn't know what they were until they started following God. The disciples thought they only knew how to fish, but they were excited to realize they could even fish people and even Demons could bow down before them.

In following, we accumulate knowledge and more so we share on the same grace in the spirit of the person we are following. For you to do what your pastor says, you must have the same spirit that is on him. Elisha in **2kings2:9-15** was able to receive the spirit of Elisha because he continually followed him.

And so it was, when they had crossed over, that Elijah said to Elisha, “Ask! What may I do for you, before I am taken away from you?” Elisha said, “Please let a double portion of your spirit be upon me.” So he said, “You have asked a hard thing. Nevertheless, if you see me when I am taken from you, it shall be so for you; but if not, it shall not be so.” Then it happened, as they continued on and talked, that suddenly a chariot of fire appeared with horses of fire, and separated the two of them; and Elijah went up by a whirlwind into heaven. And Elisha saw it, and he cried out, “My father, my father, the chariot of Israel and its horsemen!” So he saw him no more. And he took hold of his own clothes and tore them into two pieces. He also took up the mantle of Elijah that had fallen from him, and went back and stood by the bank of the Jordan. Then he took the mantle of Elijah that had fallen from him, and struck the water, and said, “Where is the LORD God of Elijah?” And when he also had struck the water, it was divided this way and that; and Elisha crossed over. Now when the sons of the prophets who were from Jericho saw him, they said, “The spirit of Elijah rests on Elisha.” And they came to meet him, and bowed to the ground before him.

2 Kings 2:9-15(NKJV)

Many Christians want to have the anointing that is upon their pastors yet they don't listen to them or obey them. If you behave this way, it will only make you frustrated, you have to do what Elisha did.

I once attended a conference of one of the well-known churches in Uganda called Worship Harvest Church and a pastor was narrating how for a full year he preached what his spiritual father preached in his church and was testifying of the tremendous growth they had attained in that one year. They got an increase from 250 members to 1500 members just as the church of their spiritual father that was at around 17000 members. This illustrated to me the power of following.

One of the greatest problems we face in our generation is that everyone wants to be a pioneer of ministry and not willing to submit under another pastor. This has led to emerging of many ministries that are not out of conviction from the Lord but as a result of disagreements with the senior pastor.

The father-son relationship has been properly abused in our times not knowing it's the greatest pillar of inheritance. Many Christian's desire servant hood instead of son ship.

Everyone has a spiritual father and a destiny father including Jesus Christ. He had God the father as His Spiritual father and Joseph as His destiny father because He had to become a man to in order to save mankind.

Jesus as well imitated God.

But Jesus answered them, “My Father has been working until now, and I have been working.”

John 5:17 (NKJV)

God is serious about fatherhood that even to those who lost their biological fathers he promises to be their father because no one should be fatherless. For he says '**Am the father to the fatherless**'.

Father to the fatherless, defender of widows—this is God, whose dwelling is holy.

Psalms 68:5 (NLT)

Elisha was made known because there was Elijah, we could not have known Timothy if it was not for Paul, Ruth was known because of Naomi. All these great men and women have illustrated to us the power of father-son relationship in following.

It's following the step of giants that makes us giants. For there is no superstar without a coach. The reason we are failing is because of fatherlessness. You will never come across a good leader without a mentor. A strong team consists of people who know how to follow their leader.

Where there is no counsel, the people fall; but in the multitude of counselors there is safety.

Proverbs 11:14 (NKJV)

Paul calls Timothy his beloved son, he informs us that Timothy has closely followed his ways as a son should follow a father up to the extent that he can testify of the ways of his father Paul. Timothy knew Paul's ways because he imitated him. Pastors should raise people who can imitate them.

For this reason I have sent Timothy to you, who is my beloved and faithful son in the Lord, who will remind you of my ways in Christ, as I teach everywhere in every church.

1 Corinthians 4:17 (NKJV)

As Christians we have to know that someone else not your biological father could be the one to lead you to your destiny you have to examine and know who God has brought in your life to lead you to your destiny.

It is not normal to desire no authority over your life, demons like fatherless people because they have no cover.

Many pastors and Christians have fallen into traps of sin because they have no cover over their lives. I once heard of a pastor whose wife was sick and he had prayed for her and believed on God for her healing but in vain. The sickness that had taken him long time when he took the wife to his spiritual father, the father only said ‘Lord, I made a covenant not to burry any of my daughters let this sickness go’ and that’s how she was made well.

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.

Hebrews 13:17(NKJV)

HOW TO TAP THE SAME SPIRIT FROM YOUR PASTORS

- Listen to their sermons.
- Follow their instructions.
- Read their books.
- Pray together with them.
- Invest in their lives.
- Feed

CHAPTER 3

THE THREE COSTS OF SUCCESS

The LORD will guide you continually, And satisfy your soul in drought, And strengthen your bones; you shall be like a watered garden, And like a spring of water, whose waters do not fail.

Isaiah 58:11(NKJV)

Success means finding purpose, fulfillment and satisfaction that we desire for. It is in the desire of God that everyone succeeds.

For He satisfies the longing soul, And fills the hungry soul with goodness.

Psalms 107:9 (NKJV)

These scriptures and many others show us that it's God that makes one to succeed and as in the book of Jeremiah 29:11 says

For I know the thoughts that I think toward you, says the LORD, thoughts of peace and not of evil, to give you a future and a hope.

Jeremiah 29:11(NKJV)

Many myths / lies have been promoted by the society we live in and below are examples of some are;

1. *“If you work hard enough you will be anything you want to be”.*

By this it means one only requires hard work to be all they wish, In other words, the more you work hard the more you succeed. But you can find many people who work extremely hard yet they are not successful

2. *“Education is the key to success”*

By this it means once you are educated, you have all it takes to open the realm of success. Some Christian students have believed that doing some courses are an association with success only to come across a friend with the same profession regretting having taken on the course.

What some people look on as ways of success have been the failure for others yet God desires that all He has created should succeed. What then are the ways that one can use to be successful?

This book carries along with it three ***COSTS*** that when fully paid can lead one to the purchase of success.

THE COSTS OF SUCCESS

1. Spiritual cost

- In all you're doings, you have to remember that you are a spiritual man doing a physical work. There is no need to assume that business is different from spirituality, you are spiritual man doing that business, and you are a spiritual man working in that hospital etc.

For to be carnally minded is death, but to be spiritually minded is life and peace.

Romans 8:6 (NKJV)

One of the spiritual things that will buy you success is prayer. Every prayer you pray today is stored up in Heaven for your needs tomorrow. God doesn't need you for anything but you need Him for everything. Even what looks to be simple you need God to do or attain it.

The LORD is with you while you are with Him. If you seek Him, He will be found by you; but if you forsake Him, He will forsake you.

2 Chronicles 15:2b (NKJV)

God was with Joseph and he was successful

The LORD was with Joseph, and he was a successful man; and he was in the house of his master the Egyptian. And his master saw that the LORD was with him and that the LORD made all he did to prosper in his hand. So Joseph found favor in his sight, and served him. Then he made him overseer of his house, and all that he had he put under his authority. So it was, from the time that he had made him overseer of his house and all that he had, that the LORD blessed the Egyptian's house for Joseph's sake; and the blessing of the LORD was on all that he had in the house and in the field. Thus he left all that he had in Joseph's hand, and he did not know what he had except for the bread which he ate. Now Joseph was handsome in form and appearance.

Genesis 39:2-6(NKJV)

Another aspect of prayer is called spiritual warfare. There are many people who would have been successful today but their success is being held by powers of darkness in the spiritual realm. Many people are unaware of how real the spiritual world is and thus they cannot fight battles in the spirit to attain the success that God has already released to them.

Just like there are governing political rulers in the physical world, there are rulers in the spiritual world as well. Some are of the devil and others are of God. There are ranks and structures in God's kingdom (*e.g. messenger angels and angels of warfare*) as well as in the devil's kingdom such as territorial spirits, family spirits, princes and kings.

The best example to illustrate this is in the book of Daniel 10:1-14. When Daniel prayed, God answered him and sent an angel (a messenger) to him but for 21 days the angel was resisted by the devil's forces. So angel Michael who is in charge of fighting battles (according to scripture) had to come in to help the messenger angel whose area of service was to deliver messages to God's people.

In the third year of Cyrus king of Persia a message was revealed to Daniel, whose name was called Belteshazzar. The message was true, but the appointed time was long; and he understood the message, and had understanding of the vision. In those days I, Daniel, was mourning three full weeks. I ate no pleasant food, no meat or wine came into my mouth, nor did I anoint myself at all, till three whole weeks were fulfilled. Now on the twenty-fourth day

of the first month, as I was by the side of the great river, that is, the Tigris, I lifted my eyes and looked, and behold, a certain man clothed in linen, whose waist was girded with gold of Uphaz! His body was like beryl, his face like the appearance of lightning, his eyes like torches of fire, his arms and feet like burnished bronze in color, and the sound of his words like the voice of a multitude. And I, Daniel, alone saw the vision, for the men who were with me did not see the vision; but a great terror fell upon them, so that they fled to hide themselves. Therefore I was left alone when I saw this great vision, and no strength remained in me; for my vigor was turned to frailty in me, and I retained no strength. Yet I heard the sound of his words; and while I heard the sound of his words I was in a deep sleep on my face, with my face to the ground. Suddenly, a hand touched me, which made me tremble on my knees and on the palms of my hands. And he said to me, “O Daniel, man greatly beloved, understand the words that I speak to you, and stand upright, for I have now been sent to you.” While he was speaking this word to me, I stood trembling. Then he said to me, “Do not fear, Daniel, for from the first day that you set your heart to understand, and to humble yourself before your God, your words were heard; and I have come because of your words. But the prince of the kingdom of Persia withstood me twenty-one days; and behold, Michael, one of the chief princes, came to help me, for I had been left alone there with the kings of Persia. Now I have come to make you understand what will happen to your people in the latter days, for the vision refers to many days yet to come.”

Daniel 10:1-14(NKJV)

If Daniel had given up after a few days, his reply would not have reached him it would stay held up in the air and probably the messenger angel would have left it there and ran back to God. Daniel’s continuous prayer/spiritual warfare facilitated the coming of angel Michael and thus winning of the battle and only then was Daniel able to receive his answer to prayer.

- a) Another thing you have to do to attain success is ***fasting***. Jesus shows it clearly that prayer alone is not enough to give us success. Some issues need fasting as well. This is illustrated when the disciples could not chase out some demons.

So He said to them, “This kind can come out by nothing but prayer and fasting.”

Mark 9:29(NKJV)

- b) Another thing that you will need to succeed is the word of God. The word of God is God Himself that’s why God cannot go against His word. Whenever you read the word of God you get the life of God in you.

In the beginning was the Word, and the Word was with God, and the Word was God.

John 1:1(NKJV)

It is the Spirit who gives life; the flesh profits nothing. The words that I speak to you are spirit, and they are life.

John 6:63(NKJV)

But He answered and said, “It is written, ‘Man shall not live by bread alone, but by every word that proceeds from the mouth of God.’ ” Matthew 4:4(NKJV)

(2) Intellectual Costs

- This refers to the cost of acquiring knowledge in whatever subject matter you are engaged in.
- Many people are doing business they know nothing about; this is the reason why many businesses cannot last, intellectual costs have been ignored. Anything you want to do, have adequate knowledge about it (James1:5). Knowledge is power and someone once said to be informed is to be transformed and to be uninformed is to be deformed.

If any of you lacks wisdom, let him ask of God, who gives to all liberally and without reproach, and it will be given to him. James 1:5 (NKJV)

My people are destroyed for lack of knowledge.... will also reject thee (Hosea 4:6) this means even God as merciful as He is cannot tolerate ignorance.

An investment in knowledge pays the best interest. A reader today is a leader tomorrow. Your life today will remain the same in 10 years except for two things: the books you read There is an African proverb that says ***“knowledge is like a garden, if it is not cultivated cannot be harvested”***.

Success is by access to quality information in any subject matter. Information is a vehicle with which every vision is driven to its accomplishment, if you don’t drive your business, you will be driven out of your business. The more enlightened you are in any subject matter, the more the command you attain. So if in business your level of customers will be dependent on the knowledge you have in that business. It’s the information that gives value to a vision.

Wisdom and knowledge will be the stability of your times, And the strength of salvation; The fear of the LORD is His treasure.

Isaiah 33:6(NKJV)

One man of God said “There is no mountain anywhere, every man’s ignorance is their own mountain”

(3) Physical Cost

It takes hard work to fly high, Investment of time, energy and resources are the key investments for your rising. Many Christians are lazy, they only attend prayer meetings without doing work, they deceive themselves that GOD will work it out and they remain sleeping. Anyone who does not work today will be a beggar tomorrow. Every man has daily needs and therefore a need to work daily. As long as God had not finished His work of creation, He had no rest why do we like resting a lot when we have done nothing. He that watches over Israel neither sleeps nor slumbers. God is a hard worker, let’s imitate HIM.

I must work the works of Him who sent me while it is day; the night is coming when no one can work.

John 9:4(NKJV)

Labor is the great key to a great future, things only work for great workers, we have to sell off laziness, comfort, convenience and pursue labor. Every star is stretched to shine; until you are stretched enough, you cannot spread enough. You can only be confident of your tomorrow if you know that where you are today you labored for it

Wealth gained by dishonesty will be diminished, But he who gathers by labor will increase.

Proverbs 13:11(NKJV)

Everything not worked for is hard to preserve and does not last but whatever is labored for is handled carefully. Don’t forget it takes time and energy to write such a book.

CHAPTER 4

THE WAYS OF CHURCH GROWTH

Raising Money for the Ministry

One of the major tasks of ministers is raising money for ministry. Money is not on trees; money is looked for. Never think that your money alone however much it may be, is enough for ministry.

The Pastors must be able to do the same work that the senior pastor can do

To begin with, every church should have other trained and ordained assistant pastors apart from the senior pastor in order to grow. These pastors must be able to do the same things that the senior pastor can do such as counselling church members, teaching bible study, discipleship, leading programs etc.

They should be able to handle issues of the people all through the week and after Sunday services. They must be respected just as the senior pastor is respected.

This is important in many aspects but two main aspects will be shared here;

i) It helps the church and growth of the church not to depend on one person. For example when the senior pastor is away on a trip, is sick or is held up somewhere it would mean that the church

programs or services would not be able to go on. Infact, it would mean only one program can go on at a time since everything depends on one person.

ii) It helps the pastor not to burn out or be overwhelmed. The pastor would be too distracted and tried to get quality time to hear from God concerning his/her members. **Exodus 18:17-23** was a perfect advice given by Jethro to Moses to appoint people who could do the same thing as Moses could do but at different levels depending on their capability and if they all failed, they would bring the big cases for Moses to solve.

So Moses' father-in-law said to him, "The thing that you do is not good. Both you and these people who are with you will surely wear yourselves out. For this thing is too much for you; you are not able to perform it by yourself. Listen now to my voice; I will give you counsel, and God will be with you: Stand before God for the people, so that you may bring the difficulties to God. And you shall teach them the statutes and the laws, and show them the way in which they must walk and the work they must do. 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."

Exodus 18:17-23(NKJV)

USAGE OF SUNDAY

To ministers, Sunday is a full working day. For a church to grow it must have many small groups of people with similar interests or passions (e.g. ushers, worshippers, media) or characteristics (e.g. youths, marrieds, men and women). These small groups must be empowered and ministered to in all ways. There must be bonding and fellowship and love among members of each small group

The departmental leaders must make sure they grow and sustain membership in the departments they lead. Sunday is a good day to have fellowship in these small groups to keep the members bonded together and growing. You find that some churches choose to have services for children and youth every Sunday to be able to minister to their specific needs. Anyone whose needs are not met in a church will likely go away at some point in time. Remember it is hard for the senior pastor to know let alone meet the needs of each of their members in a church.

Therefore, the leaders of departments are encouraged to meet and strengthen their members at least once every week which can best be done on Sundays since majority of the members will be available either at church for the service or for an after service meeting or in their homes for a home visit or follow up.

THE MINISTRY OF VISITORS AND NEW MEMBERS

The ministry of visitors and new members should be taken to be of paramount importance for a church to grow. Remember, as earlier said that most people graduate from being visitors to being members then to being permanent or active members. But this is dependent on how they are handled in the first hours, days, weeks or months when they come to the church.

Anyone who comes as a visitor or new member and they spend like 6 weeks without having a friend in church (*that they know and who knows them*) is likely to drop away from attending that church.

Most Christians have a tendency of rushing to greet the people they already known and are friends with after the service, this is a wrong practice and it makes the visitors and new members feel out of place.

Pastors should therefore teach and encourage their ministers and stable church members to always look out for new faces and socialize with them after every service, greet them, take their numbers, find out some information about them etc.

OUR MEETING VENUE

People look at the outward appearance but God looks at the inside;

But the LORD said to Samuel, “Do not look at his appearance or at his physical stature, because I have refused him. For the LORD does not see as man sees; FOR MAN LOOKS AT THE OUTWARD APPEARANCE, BUT THE LORD LOOKS AT THE HEART.”

1 Samuel 16:7(NKJV)

How true is this Scripture, The challenge is that we more often look at it from one side of “*God looking at the heart*” we forget the part that says that “people look at the outside”

Friends, it is God who is most interested in the inside but people are interested about the outward look of things including the church. First impression matters a lot to people especially visitors and new members.

Before our church was worked on to be more presentable, there are many elite people who felt so blessed by the messages I preached and they wanted to become members of the church but what hindered them was the setting of the church, the floors were largely not cemented or paved and the church was in a big (by faith) temporary iron sheet structure and these people were concerned about the safety of their children. They wished that if only the church had been built smaller but permanent, with cemented floors and a good pulpit, then they would have subscribed as members easily. As we kept on improving the church structure and the pulpit area, more elite people started getting comfortable with attending church with us.

If you are a pastor and you are reading this, go back and improve on the standard of your church, as a person improve on your dress code and encourage your ministers and assistant pastors to be smart and you will see tremendous results of growth in your church and you'll begin to attract a certain class of people to join your church membership.

Likewise, are you are involved in any work? Do you have a small or big business? Then, present yourself smartly and neaten the place where you work from and the goods or services you provide and you will see a change in your clientele.

TIME KEEPING

Time is a very big resource that needs to be utilized well. Churches especially in Africa more so in the villages have a problem with keeping time for events or services. This has hindered many of them from growing. It's hard to maintain business people and housewives in your congregation if you let your services run for long hours. The business people will be concerned about their businesses which are either closed or they left assistants who need to be supervised, the housewives will be concerned about their children or husbands whom they have either not yet cooked for or not yet served food (*in case they left home after finishing cooking*).

If you are not familiar with the African culture you need to know that in some cultures men simply do not do kitchen chores like cooking, serving food or even washing dishes. These are considered

strictly women duties. So in cases where you find a woman is a born again Christian and attends a church service which delays, she will go back home to find her husband who may not be born-again hungry but waiting for her to come home and serve him food to eat. The man can even wait for 3 hours for his wife to come home and serve him yet the food in the kitchen is ready. You can then imagine whether or not that husband will allow his wife to go back to church or to “that church”.

So if you don’t want to lose your members, keep time for your services and programs. One of the reasons that many church leaders fail to keep time is because they tend to wait for quorum (*for people to be many*) before beginning the activity/program. As a pastor/leader, I would advise you to start your services on the programmed time whether or not people are there or not and as they get used to the time keeping they will also adjust their time of arrival. The reason while some people come late may be because they anticipate that the service/meeting will also end late so they first try to finish as many chores as possible before coming to attend.

TECHNOLOGY AND RESEARCH

The bible states that in the last days, knowledge shall be increased. (Daniel 12:4)

“But you, Daniel, shut up the words, and seal the book until the time of the end; many shall run to and fro, and KNOWLEDGE SHALL INCREASE.”

Daniel 12:4(NKJV)

We live in a dot com generation and we need to be aware of how to operate in it. The bible declares that all things work together for good for those who love the Lord and are called according to His purpose.

And we know that all things work together for good to those who love God, to those who are the called according to His purpose.

Romans 8:28(NKJV)

We are in a generation where the devil is using modern technology to wreck the human race. All people are targeted including children to defile their minds, media is being used to influence the behavior of people.

But devil uses it for bad, God always wants to use it for good. The devil is always in competition for the things God wants to use. God wanted to use a woman, Eve to bring life on earth, so the devil got interest in her and used her to bring death on the earth. But God still used a woman, Mary to bring forth a savior to redeem the earth from the curse of death brought by the devil through Eve.

The growth is evident in churches that have embraced technology compared to those that have not. The gospel can be preached to the far ends of the world without church members having to go there physically by embracing media platforms such as Facebook, WhatsApp, twitter, Instagram, etc.

The Global Covid-19 pandemic was a big hit to the body of Christ around the world. With the banning of physical gatherings in churches, many pastors had no way of ministering to their congregations. Most churches especially in the towns dropped in membership because some members could no longer afford to stay in town and migrated to the villages, some new converts were drawn back to the worldly ways because of lack of fellowship, and some people developed a mentality that someone can still survive without going to church or attending a church service physically. Some Christians still opt to attend their church services online even when they could have attended physically!!! Some churches closed due to failure to pay rent for the prolonged lock down period and yet they didn't have a system of collecting financial contributions from their members apart from during a physical church service gathering.

On the other hand, some churches grew during his period. You may be wondering how. Some churches grew in numbers, others in spirituality and others financially The churches which grew are those that kept contact with their members by using modern technology including using phone calls and local text messages (SMS).

CHAPTER 5

CATCHING THE SPIRIT OF THE HOUSE

And so it was, when they had crossed over, that Elijah said to Elisha, “Ask! What may I do for you, before I am taken away from you?” Elisha said, “Please let a double portion of your spirit be upon me.” So he said, “You have asked a hard thing. Nevertheless, if you see me when I am taken from you, it shall be so for you; but if not, it shall not be so.”

2 Kings 2:9-10 (NKJV)

In the Church setting, we have two categories of people. These include the Disciples and the church goers. The disciples are those that are diligently committed to the teaching of the ministry and are willing to do all that is required from them to make sure that they grow together with the ministry.

On the other hand, Church attendants are simply those that show up on Sunday and other programmes that may fit in their convenience. Church attendants cannot catch the spirit on the man of God except they graduate to a level of becoming disciples.

10 Keys for Catching the Spirit

1. When you catch the Spirit,

You endure all, the person to get the spirit must follow like Elisha followed Elijah. He was put on various tests which were very hard by his master and the sons of the prophets, but Elisha endured till the end. He had caught the Spirit of His master. When you catch the spirit of ministry you stay, you produce the some results, you endure everything the sons of the prophets told Elisha that we know your master is going, they said so because they never had the spirit of Elijah, they were not disciples of Elijah, though would do small prophesies, but instead Elisha stayed a disciple, he followed his master, he caught the spirit of Elijah. Sometimes people hear what I preach and say our pastor preaches well, that's not enough you need the spirit it's this that will make you different from other people. Even with Jesus' time only three people got the spirit, they are the ones with impact, even on the day of the Pentecost over 120 people were filled with the spirit but we are seeing only three making great impact because they caught the spirit, others their names were not mentioned anywhere.

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2 Kings 2:9-10(NKJV)

2. Better get a Spirit of where you belong.

Every Ministry has a specific assignment, call and spirit. Catching the spirit that is on the vision bearer of the ministry where God has placed you saves you from getting frustrated. For example, Mercy House Ministries has an assignment of Ministering Mercy, winning souls and growing

them into winners and preparing the bride of Christ. There are Christian fellowships whose ministry is in spiritual warfare and deliverance. When you have the Spirit of such church Fellowships and you are ministering at Mercy House Church, you are in a wrong place and you will always get frustrated. When you do not have a spirit of the Ministry you serve in, you're operating under a **Vagabond Spirit** nothing you do can yield great results that can cause serious growth.

It is not being close to the man of God that makes the difference. Catching the spirit is what is required.

Jesus shows the best example when he boldly told His biological brothers and mother that he had other brothers and mother referring to those who were with him, listening and obeying to all He commanded them to do.

While He was still talking to the multitudes, behold, His mother and brothers stood outside, seeking to speak with Him. Then one said to Him, "Look, Your mother and your brothers are standing outside, seeking to speak with you." But He answered and said to the one who told Him, "Who is my mother? and who are my brothers?" And He stretched out His hand toward His disciples and said, "Here are my mother and my brothers! For whoever does the will of My Father in heaven is my brother and sister and mother."

Matthew 12:46-50(NKJV)

Those who think are related to the man of God but have failed to catch the spirit are more likely to lose their positions for those who are willing to catch the spirit.

3. If you're not bearing the burden with the Man of God, you have not caught the Spirit.

Those who have caught the spirit can cause growth in all what they do, how to know that they have spirit is when they start to carry the burden you have, they share the burden with you, people who are not carrying the burden are likely to run away, people who are giving me poison are Christians, one day there's a woman who cried to me repenting that she was giving me poison, can such catch the spirit? Can such have a burden? If you carrying a burden with us we see everything you doing, how you are talking, some even request us for airtime when they already have enough money with them in the pocket for airtime but they put the burden of airtime on me the pastor. This Cleary explained the verse below.

Then I will come down and talk with you there. I will take of the Spirit that is upon you and will put the same upon them; and they shall bear the burden of the people with you, that you may not bear it yourself alone.

Numbers 11:17(NKJV)

Note: You must be willing and then God will give you this burden.

It takes willingness and the more burden people are bearing, they will have the spirit and the easier things will be, so God doesn't give you general anointing of leadership, neither does He give you a special anointing of management or special wise judgment he honestly gives you a spirit that he has put on the leader. Those ministries that have grown so big it's because the people have the spirit of their leader, those ministries we admire it's because the people have caught the spirit of their leader, Amen, and everything of theirs is a burden of the Leader in the heart.

Am seeing how people are welcoming Pr. Kayanja in Nangabo here, it's not just mere welcoming him, some people who are there had a spirit of the man of God, they were pushing out things like nothing day and night, they had a spirit, I want you to know that there's a call, assignment and an anointing on every ministry and that what you should have and must be shared by everyone God has put in that ministry.

I never knew that I would even meet you, but I always prayed this prayer that Lord of the harvest send forth more laborers, in the vineyard, so God knew this is the time you must be put of it, so an anointing and the call and the spirit of this ministry is yours and mine, it's ours unless you just wasting time or passing by, but if this is the ministry God has called you for, it's yours and it's mine. Let me help you out a little, we don't refuse people from starting their own ministries if God has called them, I want to give an example of one of our daughters who is still so faithful till now that God called to start up another ministry called "Heaven is open" but they are too faithful, too committed to Mercy House, to our Vision and that's Pastor Monica Ssekiziyivu and God has raised them because they caught the spirit and an anointing.

There are some people when they don't get the spirit they fill they want to run independently, so when you even send them out for preaching when they reach there, they want to start something which God has not told them to start, they start their own ministries within few months they are crumbled, and because of ego and pride they don't want to come back and sit down here, now they start moving from several churches and see everyone say you lacked something, you lacked a spirit and a revelation you are too proud, you will see them.

The second Vice chairperson of winner's chapel Bishop Abioye has a testimony of how God has raised him, blessed him with the same measure even more than Bishop Oyedepo, if its airplanes he's blessed with them, if its People God has blessed him with people, if its money, God has blessed him with money, if its grace, he has been blessed with grace, if its honor, he has honor but he tells people that God has never told me to start a different thing, those who started different things are now honoring and are under him. Let's learn from Deliverance Churches, every person is great, look where there's a deliverance church and see, look where there's full gospel church and see, where there's a Miracle Centre church and see, go to Kawempe Miracle, Kansanga Miracle Centre, Jinja Miracle Centre, Mbarara Miracle, Masindi Miracle go and see, they understood what to do, Praise the Lord, Why? Why am I bringing out all this, we shouldn't deceive ourselves somewhere, know where God wants us to be.

Was Joseph a president? Wasn't he great? If he had become the pharaoh of Egypt he was going to fail terribly but he had to first receive the leadership spirit on pharaoh in order to lead as a prime minister of Egypt.

You must adapt to the things that we do to catch the spirit, it will turn you into the real vessel of who we are, if you choose to ignore the things that we do, you will run into very many problems so those who are contradicting with most of us you know that they have not caught the spirit, and they are trying to avoid what we do thinking we are wrong, they choose to do their own things, that's why they are running into many problems, that's will not be your portion in Jesus' name.

When people don't operate under the same spirit of the house they create a lot of conflicts, these conflicts we are seeing somewhere rise because those causing them have no spirit they are disuniting the general church opening up a door for attacks, so where some people are attacked financially, families, marriages attacked means there's an open door for attacks, listen to me there's a couple that came here when they reached on had to go away from church through experience they have always failed, ***one wife said me I can never be part of that church.*** When conflicts come you have no overseer or spiritual authority to solve them because of lack of dishonor. Men always make women attend church with you, you must use Anagkazo on women to stay in church with you, if not you looking for problems, thins will hit you terribly, don't leave her to go to a different church of a false prophet to receive a different spirit, for you here thing will hit you badly, you will be telling her about church planting she will be telling you other

things, I remember I wanted my wife Dr. Cissy to be with me in ministry and for her she wanted to go to UK, that wasn't in my vision I had to sit her around for four hours until she agreed to stay with me for ministry. You may be talking about Evangelism to your wife, for her she's talking about moving out to beach, drag her to your church so that she catches the spirit of the house, it not a matter of marrying a wife and finish because she works in a bank, she's fit to marry, we have seen great leaders falling because of wives who don't want to submit and come to church, men anagkazo your wives to follow you to church.

4. *There is an anointing, an assignment and a call on every ministry.*

Know where God has placed you and what He wants you to be. And then Boom! Catch the spirit and do great exploits for God. You must adapt to the things we do. If you choose to ignore the things we do like Morning Glory Prayers on Wednesday, Monday prayer altars, Wednesday mentorship classes and our other programmes you will face many problems.

5. *When people do not operate under the same Spirit, it causes confusion.*

An advice to the young people; if you are not married, please marry someone with the same spirit. This will save you from entering hell on earth in your marriage. You cannot walk with a person who has a life direction different from what you have. One must either desire to catch the spirit of the ministry or leave the ministry to avoid causing unnecessary chaos and pain.

It is a mistake when you are not willing to catch the spirit and run with the vision and you're asking God to give you your own vision.

6. *Not all of us must have a dream, vision or an assignment from God.*

Some of us are required to be part of the vision that God has already revealed and in that lies all we ever needed. Take an example of Joseph in the Bible. Pharaoh had a dream and Joseph was to implement the dream. He was promoted to the level of Prime Minister.

So the advice was good in the eyes of Pharaoh and in the eyes of all his servants. And Pharaoh said to his servants, "Can we find such a one as this, a man in whom is the Spirit of God?" Then Pharaoh said to Joseph, "Inasmuch as God has shown you all this, there is no one as discerning and wise as you. You shall be over my house, and all my people shall be ruled according to your word; only in regard to the throne will I be greater than you."

Genesis 41:37-40(NKJV)

Learn this message lesson very well, your greatness lies in catching the spirit and running with the Vision that is at hand.

7. When you start to feel leadership, you have caught the Spirit.

This point is almost similar to bearing the burden. When you feel like it is your responsibility to see results come at all costs. And that is the way to go. Imagine all of church ministers becoming copies of the Pastor. When all can pay the price to see the church grow, that would be amazing.

8. Stop accepting People who do not want to fit in as sons and daughters into ministry.

These people cannot submit, have a lot of familiarity and cannot catch the spirit. They are like the 400 prophets who were so familiar with Elijah and failed to catch the anointing. Anyone who doesn't want to be trained and mentored cannot catch the Spirit.

9. We do not need those who can sing, those skilled and have all the knowledge.

We want those with the spirit who are willing to be skilled and trained. Talents and skills are men's qualifications for appointment, God looks at faithfulness and then gives you the training later.

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 Timothy 2:2(NKJV)

There are two things you must catch and have them inscribed at the tablet of your heart.

- i) The spirit of the Ministry
- ii) The Vision of the Ministry.

10. Be a growing disciple to grow others.

The growth we are talking about here is not growth in years but in Grace.

When you join a church the first thing you have to do is catch with the spirit of the church, when you catch the spirit you will rise up in levels of leadership, get promoted even move ahead of those you found in ministry, everything will be easier for you, you will break protocols

CHAPTER 6

HOW TO DEVELOP DEVOTED CHURCH MEMBERS

And they continued steadfastly in the apostle's doctrine and fellowship, in the breaking of bread, and in prayers.

Acts 2:42 (NKJV)

HOW TO DEVELOP DEVOTED MEMBERS

Having devoted members in ministry is one of the ways the church can grow so large and make several influences in the community. Pastors and leaders are urged to strategize on developing devoted members in church, there are several ways this can be done;

- By continuing steadfastly in the teaching and fellowshiping with the apostles, with your pastor, with your leader, members will share the common grace and anointing upon their spiritual leaders.
- We must first devote ourselves then we develop others to be devoted members.
- We must pull some body to prayer because that's where the real power is found.
- We must build relationships with the members, they will open up and fully be part of us.
- Make new members your friends, this will make them feel a strong sense of belongingness to the church.
- Retain members and ***close the back door*** (where members exit church from and never return). This can be done by following up the members, calling them each to check on them, encourage them, encouraging members to marry fellow church members etc.
- Comment positively about your church, why should you speak negative about your own church.
- Positively comment about your pastor before your friends or peers.
- Appreciate and pray for your pastor.
- Share our sermons with your peers.
- Comment well about your fellow church members because people can change, people can be better, this gives a credit to the church by the outside community.
- Always give jobs and businesses to church members, it's a sign of brotherhood and trust.
- Develop small church families within the big church. It has been approved that people are more committed to these families.

With the Vision of Mercy House of God church, anything members learn they must be able to teach others, so that they are grown into winners, this is a pass it on principle. To be recognized as devoted member of the house there are rules or procedures in place that will qualify any member in the church for devoted membership category.

1. Catch the principles of the house.
2. Catch the vision of the house.
3. Catch the standards of the house.
4. Catch the philosophy of the house.
5. Catch the doctrine of the house.
6. Understand the procedure of the house.
7. Know mentors and fathers of the house.
8. Following instruction of your pastor willingly and obey them.
9. Force yourself to listen to the pastor and teach others what you have learnt.
10. Desire and pray for the anointing of the house

All the nations will be gathered before Him, and He will separate them one from another, as a shepherd divides his sheep from the goats.

Matthew 25:32 (NKJV)

We are supposed to understand who our members are, relating them with the three stages of people that attend church services and other church running programmes. The three categories or stages of church members are found in every church local and international.

TYPES OF CHURCH MEMBERS

1. The Deer stage members.

These are untamed and difficult to keep in one place; in most cases are those who just received Christ. They are difficult to handle as they play seek and hide. Need more follow up and it is very difficult to get them out of this stage because they need a lot of follow ups. They are so sensitive to anything that enters their privacy.

2. The goat stage members

They are a little better than the deer ones. They are always available but want to do their own things. They resist almost everything in ministry because they are never on course, opposite what they are instructed. They are always leading the sheep astray, don't follow given instructions, want to be independent, they have their own reasons and views that are different from other people and pastor's views. Some of these come as sheep and get stubborn along the way.

3. The sheep stage members

These are the true disciples or followers of Jesus, they always follow the shepherd, move in a group approved and guided by the shepherd, they are productive, committed, endure storms, devoted, know their shepherd but the unfortunate part of them is that they can easily be misled by goats.

Our role is to change the deers and the goats into sheep and if we ourselves are the deers or goats, we must learn and practice the characteristics of a sheep.

CHAPTER 7

THE ART OF COPYING

Copying is the art of following *a pattern* or model until you have reproduced a good image or replication of that original thing.

There is nothing new under the sun. For things to move better, we need to copy. Copying is the highest form of learning that is natural. That is what babies use to learn everything from adults. If you are to rise, simply copy what someone who has risen before you has done.

Every anointing is a copy of another anointing. Every large church has things that they do that make them large. That's why pastors should copy from other pastors. For small churches to grow large, they should copy the patterns that large churches use and they too overtime would become large as long as they are Godly patterns.

It is important to note that you should not copy what is culturally, spiritually or morally wrong. The pattern you copy should be in line with the word of God not against it.

WHY WE MUST COPY

- **Copying is the highest and fastest form of learning.**
- **Copying is a God-given method of learning for children.** it is unheard of for a baby to invent something new and start doing something new or speaking words that do not exist in any other language. Babies naturally learn language, habits and skills from the people around them by simply copying and imitating them.
- **Copying is God's way of making us stay humble.** I can imagine if one of the pastors of our generation had invented something new that works and had started a pattern which could be reproduced to produce similar results such as the home cell system. It is most likely that this person would feel so special for having invented such a great method of church growth. However, because all the churches practicing it copied it from the early apostle's church, then no one takes the credit except God and so we all stay humble and we are only left with declaring "freely you have received, freely give"
- **Copying causes you to discover that there is nothing new under the sun.**
- **Copying helps you to become part of something that is already successful and working.**
I remember a time when our church was selected to join a growth space at worship Harvest ministries for mentoring churches in the area of church growth. During the interactions, there would be sharing from different pastors who had used the method of missional communities (fellowships that would meet weekly in people's homes) and experienced verifiable, evident, tangible and measurable numerical growth in their churches and actually most of them had grown in a time that was in itself "antigrowth" and that is the Covid-19 lockdown period.

There was a particular church away from the capital city that had its membership increase from 121 to 25,000 members in one year! So for us to be part of this growth space was a privilege because we were being part of something that is already proven to work and be successful. What we simply needed to do was copy and paste the method we had been taught moreover on many occasions to see similar results in our church. However, things were not as straight forward and we were kicked out of the cohort for failing to produce the expected results in church numerical growth. As I write this, I had to put much

emphasis in making sure my key leaders catch the spirit of church growth. I had to take them and pay heavily for different trainings organized by Worship Harvest Ministries both at their church premises and elsewhere. I started weekly mentorship sessions for the team done by myself at the church and at one time I did the unimaginable, I led a team of around 40 people to go and visit that church that had grown from 121 to 25,000 members in one year and we spent a whole day in fellowship and impartation from their Apostle. I can assure you, we came back when my leaders and key people had changed their mindset and since then we started to see real, tangible and measurable growth in our weekly fellowship attendances.

- **Copying helps you not to waste time on experimenting.** Since with copying you are not left to trial and error, you don't have to experiment or invent new methods which when they fail would have wasted your precious time and energy. You simply have to follow a laid out pattern, even if you don't get the exact results that you expect at first, you just have to keep following the pattern and in due course you will get the desired results just like we did. We had to stick on the pattern of missional communities until we started getting the desired results of church growth. A simple example is weaving or crocheting, there is usually a pattern to follow to get a desired result but for a new learner they will most often come up with a funny looking piece at first but as they continue practicing they will sharpen their skill and start producing neat pieces.
- **Copying makes things easier for you.** For example, you learn praying by being near those who know how to pray if you are in a prayer meeting or by listening to audios and watching videos of men and women of God who know how to pray and praying along with them.
- **Copying helps us to overcome problems.** You learn from solutions someone else has discovered and you overcome the problems others may have fallen in since you are not doing trial and error.
- **Copying is a natural way to increase.**

HOW TO USE ANAGKAZO TO INDUCE CHURCH GROWTH

Remember the work Anagkazo means to ***compel, force, and threaten*** etc. someone into doing something.

Only Anagkazo type of evangelism can lead to church growth

1. Use Anagkazo to prepare a great supper
2. Use Anagkazo to influence church growth
3. Don't cancel any programs-use Anagkazo to make them happen
4. Use Anagkazo to avoid having empty seats
5. Use Anagkazo to overcome people's lies and excuses.