



building family through community

transformation through truth

JOSHUA
GENERATION
CHURCH

building family through community

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Welcome to team ministry

It is always extremely difficult, if not impossible, to take a living organism and seek to transplant it into the world of the written word. What you will find in this short document are the observations and hard won lessons stretching back over several years of service to flesh and blood people, experiences that cannot be comprehensively recreated through mere words. It is a distillation, a boiled down version, the seed out of which community has grown and thrived. Seed, that once sown in the soil of your heart, nurtured by revelation from the Holy Spirit, watered by meditation on the Word and fortified by practical obedience in the small things, will by the inherent nature of the seed, result in the bringing forth of a mighty harvest.

The writings are, in essence, a compilation of lessons learnt by Elders and community leaders over a number of years. Due to this fact, there is a degree of repetition between the various sections and whilst the information may appear redundant, it is important to bear in mind the different contexts and the need to reaffirm the same principles tirelessly.

Enjoy!

Community living or devotion to the fellowship

Our lives are defined by how we think. Our thinking shapes our living. Our living is dictated by our values. Every single one of us has a set of values by which we conduct our lives. In other words, what we believe in our hearts and minds to be really important will ultimately display our values through our living.

Since values, or the lack of them, will determine how we live, it is important that we first establish what a value is and then see what the Word of God says about community living as a value.

Definition of a value

The value of something such as quality, attitude or method is its importance or usefulness. If you place a particular value on something, that is the importance or usefulness you think it has.

It is also defined as the beliefs of a person or social group in which they have an emotional investment.

Investment

One of our values as a Church across the city is that we live out our Christianity through community living or fellowship with one another in our homes.

To understand what community living is, we need to first look at what we believe it is not.

What it is not

"Thinking shapes your living." If you enter the church or a small group of believers in a community, with the wrong thinking, it will shape how you "live out" your Christianity within that community. To start, we need to look at what we as a team believe community living is not:

- **It is not a club**

We do not believe that community living is like a club but that God's Word refers to community living as that of a "family." With a club you may practice twice a week and then play a match on the weekend. Family, however, spend lots of time together in informal situations, experiencing one another's lives. It is all or nothing. It is not a Bible study group, but you will study the Bible.

- **It is not a bible study group**

Life example:

"My experience has been that some people believe community living should be all about studying the Bible. They will arrive at a Wednesday evening meeting, expecting only the Bible to be studied, but forgetting all the other aspects involved as modeled by the early church in the book of Acts. Every time we meet we should experience a different aspect of God whether through Bible study, worship, prayer, breaking bread, fellowship or otherwise. The Word of God is very important, but the person of Jesus and the fellowship of the Holy Spirit and with one another is also important."

- **It is not a place I go to get my needs met**

If you are only part of the community for what you can gain, you have missed Christianity all together. Jesus says that "Greater love has no man than this, he lay down his own life for his friends".

The Apostle Paul says in Romans 12:1-5 "Offer yourselves as living sacrifices, for this is holy and pleasing to God." Our primary motivation of belonging to a community should be to give of myself and serve one another. As we serve the needs of others, God will supply all our needs.

- **It is not just Sunday or Wednesday Christianity**

Community is participation and fellowship. The early Church was devoted to this.

You do not go to **community**, you are the community. It is not an event, it is a lifestyle of living out "family." When we invite people to community, we may initially invite them to an "event" but many visits to "events" must eventually turn into a "lifestyle."

Life example:

"In 2004 we took a decision as an Eldership team to close down 'communities', as we know them, for a season. We were finding that because it had become all about just a 'Wednesday' it had become something that people "went to" and not something they "were." Our community leaders at the time all stepped down and for a couple of months we encouraged the church to get together and meet in homes like the early church did. It was a wonderful lesson and experience to see how "new community leaders" rose up by lifestyle and not position."

We do not believe it is optional as a believer. God's Word tells us that all the members make up the body of believers and the body sticks together. When you cut off a member of the body in the natural, it can no longer function and eventually dies.

For us, therefore to correctly understand what the early church had and what we need, it is important for us to look at what was written about them in the book of Acts. We also need to understand what that word "fellowship" meant to the early church when written in the book of Acts.

Introduction - A “window” into early church community living

Community is a safe place where we can live out authentic Christianity, where we can meet and share our lives with like minded-people that love Jesus and love each other.

When we are saved, the Bible says that we are adopted into God's family as His children, we become children of God and therefore brothers and sisters in Christ's family. It is within community that we exist as true family in a time when the concept of a loving and caring family seems strange.

Building family through community is one of our values at Joshua Generation Church. We believe according to scripture that Christians “line out” their daily lives in community with one another.

When we talk about communities and fellowship, we are talking about that word that Luke uses in Acts 2:42 where he says “They devoted themselves to the fellowship.”

Where does the word “fellowship” come from? The word fellowship or “community” comes from a Greek word called “koinonia.” It's actual meaning is this: having in common a partnership, a participation, a fellowship that is recognised and enjoyed. Common interests and experiences.

It was used by Greek philosophers to describe a topic or perfect situation which people dreamed of in which men and women lived in peace, harmony and love.

It is a word that had been lost, but Luke here says it has been ‘rediscovered within the Church’.

Luke was saying: They lived this out daily within the Church

The people we fellowship with on Sundays are also part of our friendship circles during the week.

Joshua Generation Church is built on Jesus Christ as well as an Acts 2:42-46 and Acts 4:32-35.

“They devoted themselves to the Apostles teaching and to the fellowship, to the breaking of bread and to prayer. Everyone was filled with awe, and many wonders and miraculous signs were done by the Apostles. All the believers were together and had everything in common. Selling their possessions and goods, they gave to anyone as he had need. Every day they continued to meet together in the temple courts. They broke bread in their homes and ate together with glad and sincere hearts, praising GOD and enjoying the favor of all the people. And the LORD added to their number daily those who were being saved.” Acts 2:42-46.

“All the believers were one in heart and mind. No one claimed that any of his possessions was his own, but they shared everything they had. With great power the Apostles continued to testify to the resurrection of the LORD JESUS, and much Grace was upon them all. There were no needy persons among them. From time to time those who owned land or houses sold them, brought the money from the sales and put it at the Apostles feet, and it was distributed to anyone as he had need” Acts 4:32-35.

Paul also says:

“You know how I lived while I was among you” Acts 20:18

What is community

Tools to develop family through community living

A place for people to get added into family

Community is about people. Graham Cooke, a world renowned prophet says that “People are the raw materials of the Kingdom.” **Community** is how people can be integrated and grafted into the Church family by different means (no community is the same and you will determine the “tools” your people require in what season).

Examples of “tools” to help integrate new people:

- Each member being prepared to open their homes (hospitality that includes the eating of food).
- Fellowship (watching rugby, movies, go-karting, dinners, coffee).
- Teachings (Basics-baptisms, righteousness, team work, NT Values, What is love, What is Biblical submission, finances, unity, community and worship).
- Ministering together, praying together and prophesying over one another.
- Individual discipling over coffee or a meal.

A place where people find comfort, love and peace

The question we can always ask before bringing on a new community leader is:

Can people relax, feel at home, cared for and loved in their home or around them? Jesus, when he sent out his disciples, told them to reside in homes of peace with peaceful men.

Jesus relaxed and spent time in peaceful homes many times. Examples in the Bible include:

- **In Simon's home:**

“Jesus left the synagogue and went to the home of Simon.” Luke 4:38

- **In Levi's home:**

“Then Levi held a great banquet for Jesus at his house.” Luke 5:29

- **In Martha's home:**

“As Jesus and his disciples were on their way, he came to a village where a woman called Martha opened her home to him.” Luke 10:38

- **In the home of the Pharisee:**

“One Sabbath, when Jesus went to eat in the house of a prominent Pharisee, he was being carefully watched.” Luke 14:1

- **Passover meal - Jesus reclines (relaxes) with those closest to him:**

"When the hour came, Jesus and his apostles reclined at the table." Luke 22:14

People must never feel that they are on tender hooks when being in your home! Visitors, when entering your home, should always feel loved and accepted.

A place where people can exercise their gifts

As time goes on and people start to emerge with various grace gifts within your communities, its important that you make room for them to exercise these gifts according to Romans 12 and 1 Corinthians 12.

Communities will have different gifts emerging at different times. We can "cross pollinate" with other communities in certain seasons we can help "prop up" what is lacking. Some communities may be strong in teaching, but weak in hospitality and vice versa.

Life Example:

Meet in one another's homes (plural - give community time to see other's homes and if your community gets too big, be prepared to meet in another's larger home). Make room for those gifted in making food or in hospitality, allowing them to cook on a Wednesday from time to time. This will encourage them to operate in their hospitality gifting.

As your community grows, do not do everything yourself (initially you may need to, but as it grows delegate to people with the respective gift).

The Elders overseeing your communities will assist in developing the weakness to become a strength as your community grows.

A place where the Holy Spirit (and Holy Spirit through people) moulds the character of the people you are leading

The desire of the Holy Spirit is to make people Christ-like through direct involvement in their lives or "speaking" through other people. This is much more effective when we allow the "priesthood of all believers" to operate within our communities. In other words, encourage people to speak into one another's lives under the inspiration of the Holy Spirit through discernment, words of wisdom, knowledge, prophetically or by observation.

Join together with other communities from time to time to meet different people and create opportunities to minister and fellowship with a wider body of believers. It is amazing what a believer from another community full of the Holy Spirit can break open in the life of someone they do not really know.

Serving within family

"And sitting down, He called the twelve and said to them, "If anyone wants to be first, he shall be last of all, and servant of all." Mark 9:35

"If anyone serves Me, let him follow Me; where I am, there my servant will be also. If anyone serves Me, him My Father will honour." John 12:26

"Love is servant-spirited. The worldly mind will never understand or accept this call. A servant is one who accepts and acknowledges a place beneath the one he serves, and is willing to forsake the systems of social status on our human scale of values. Servants are viewed as performing the unworthy tasks considered beneath those whom they serve. But Jesus says that those who function as His servants - serving the world in His name - will be honoured by the Heavenly Father. Every true servant will ultimately be honoured by the One whom they serve and who has promised them honour for that service! If we follow and serve our King and His acts of service, we are elevated to a place of honour!" Spirit Filled Life Bible.

Who do we serve?

Colossians 3:23-24 "And whatever you do, do it heartily, as to the Lord and not to men, knowing that from the Lord you will receive the reward of the inheritance for you serve the Lord Christ."

We always serve as unto God and not as unto man. This should be the heart as we live our lives of service. When serving becomes burdensome, always check your motivation and seek His face. If you don't have a heart to serve just start somewhere and ask God to change your heart.

Serving should start in the home as you choose to honour the Lord and the family that God has blessed you with. It's important that, first and foremost, you are serving within your home and then within the life of the church.

"As each one has received a special gift, employ it in serving one another, as good stewards of the manifold grace of God. Whoever speaks, let him speak, as it were, the utterances of God: whoever serves, let him do so as by the strength which God supplies; so that in all things God may be glorified through Jesus Christ, to whom belongs the glory and dominion forever and ever. Amen." 1 Peter 4:10-11

It's important to serve in the areas where you are gifted. God has called each and every one of us to serve in a specific part of the body. However, there may be a need to be filled, even though you may not be gifted in that area. Be willing to sacrifice your comfort and fill the gap for the sake of His Kingdom.

Serving God comes out of a heart response of loving Him. It's an attitude of the heart and comes out of a place of humility. We serve to bring God glory.

As Christians we are called to be an expression of Christ who poured His life out for us. "For even the Son of Man came not to be served, but to serve, and give His life as a ransom for many." (Mark 10:45).

Martin Luther King on serving:

Martin Luther King Junior's "Drum Major Instinct sermon", given on 4 February 1968, encouraged his congregation to seek greatness, but to do so through service and love.

But that isn't what Jesus did; he did something altogether different. He said in substance, "Oh, I see, you want to be first. You want to be great. You want to be important. You want to be significant. Well, you ought to be. If you're going to be my disciple, you must be." But he reordered priorities. And he said, "Yes, don't give up this instinct. It's a good instinct if you use it right. It's a good instinct if you don't distort it and pervert it. Don't give it up. Keep feeling the need for being important. Keep feeling the need for being first. But I want you to be first in love. I want you to be first in moral excellence. I want you to be first in generosity. That is what I want you to do."

And he transformed the situation by giving a new definition of greatness. And do you know how he said it? He said, "Now brethren, I can't give you greatness. And really, I can't make you first." This is what Jesus said to James and John. "You must earn it. True greatness comes not by favoritism, but by fitness. And the right hand and the left are not mine to give, they belong to those who are prepared."

And so Jesus gave us a new norm of greatness. If you want to be important – wonderful. If you want to be recognized – wonderful. If you want to be great – wonderful. But recognize that he who is greatest among you shall be your servant. That's a new definition of greatness.

The thing that I like about that definition of greatness is that it means that everybody can be great, Everybody because everybody, can serve. You don't have to have a college degree to serve. You don't have to make your subject and your verb agree to serve. You don't have to know about Plato and Aristotle to serve. You don't have to know Einstein's theory of relativity to serve. You don't have to know the second theory of thermodynamics in physics to serve. You only need a heart full of grace, a soul generated by love. And you can be that servant.

Where can I serve?

There are a number of areas within the life of a Church, in which you can get involved and serve the body. Community leaders can regularly mention these to those they are shepherding and encourage people to serve one another. Some opportunities available include:

- **Ikaya Le Themba:** Our ministry to the poor, destitute, widows, orphans, vulnerable children, elderly people and the sick.
- **New Life Centre:** Our ministry to pregnant mothers as an alternative to having an abortion.
- **Sound / AV:** Sound distribution to ensure Sunday services are efficient as well as the technical aspect regarding cables, computers, connectors etc.
- **Worship:** Opportunities to get involved in leading worship within communities and congregations.
- **Audio Visual:** Distribution of video to various venues, recording of preaches. Mid-week and Sundays, displaying announcements, video clips and words for songs as well as preaches.
- **Mom's Room:** Opportunity in some Congregations to help set up, ensure it's clean and connect new moms.
- **Children's Ministry:** Opportunity to teach or assist children aged 4-12 years old to grow in their faith.
- **Youth Ministry:** Friday teaching, equipping, having fun and growing children in God from age 9-18 years old.

- **Single Mom's Ministry:** Opportunity to assist single moms to find wholeness and family.
- **Visitors follow up:** This is an opportunity to follow up with visitors, find out how they enjoyed the service, answer any questions etc.
- **Administration (church office):** Assisting the church office in any administration tasks with they may require assistance.
- **Pantry:** This is a ministry to supply members in the congregation who are in financial difficulty with groceries.
- **Life Café:** Assisting the church coffee shop as barristers before and after Sunday services.
- **Building / Maintenance:** Assisting with any maintenance / building needs across the various congregations.
- **Info Desk:** This is set up in the entrance foyer and main hall, complete with administration notices, sheet for outreaches, CD's, business pages, visitor's information documents etc.

Please ascertain from the Eldership Team within your local Congregation what ministry opportunities are available as they do vary across Congregations.

Put your name down at the Info Desk should you wish to serve in one of the above mentioned ministries.

A thought to ponder

If everybody served the way you serve, how would the church look?

Sunday services

The various congregations find themselves at differing stages of growth. Every Sunday, however, is an opportunity for **communities** to serve one another.

Each Eldership team has certain serving opportunities when it comes to a Sunday setup. Please establish within your congregation what the serving opportunities entail. Good leaders anticipate the needs of the Elders and fill the holes, even before they are asked to do so. Let's take, for example, a Sunday setup within the Sunningdale Morning Congregation and some serving opportunities, before, during and after the service:

- **Cleanliness and tidiness:** The community leader should always try to have an eye for detail and ensure that the facility is as clean and welcoming as he would like his/her home to be when "visitors" arrive. This cleanliness would include the "path or route" the visitor may take to get from the parking lot leading up to building. Please ensure it is presentable when you arrive on a Sunday.
- **Chairs:** These need to be set up for 450 people in a semi circular fashion around the pulpit. This takes away that feeling of being in an institution, wraps the people around the "preacher" and brings them closer to the stage. This may not be possible in all venues, but where possible is a good principle to follow.
- **Administration and visitors desk:** This is set up in the entrance foyer and main hall, complete with administration notices, sheet for outreaches, CD's, business pages, visitor's information documents and other information material.
- **Background music:** The community leader should ensure that background music is playing before and the after service by liaising with the team at the sound desk. It creates an atmosphere in the facility and removes the feeling of "deadness."

- **Visitor's slips and information packs:** During the service when we welcome visitors, the community leader on duty is to have people ready from his community to hand out these documents, usually during the announcements. In other congregations these may be available from the administration desk. It is important to remember that this is a 'catch net system' and should never replace each believer looking out for new faces and drawing them into the "family."
- **Visitors:** If you are not administrating or setting up for a Sunday service, then your heart should be to connect with new people. Use discernment to pick up if they are saved or not and then sow accordingly.
- **Newly saved people:** When the person preaching calls for persons to pray for new believers or those requiring ministry, please ensure you pray for them and follow them up after a Sunday. The various congregations may have different ways of following up, so please establish this with your local Eldership team.

Requirements for community leaders

Meet the "needs" of the community

The care and support of people within the community should be top priority. This is part of the discipleship process and one of the ways we transition people from visitors to family. The "needs" may vary from community to community. It is important that the community leader and Eldership team liaise if he/she is unsure as to whether something is a legitimate need.

The "**JOSHGEN – Meeting a Legitimate Need document**" should be followed when needing to meet a legitimate need. It always comes out of relationship and the community is like family within family, caring for one another first. The Bible tells us:

"If anyone has material possessions and sees his brother in need but has no pity on him, how can the love of GOD be in him?" 1 John 3:17

Community health updates

The Elders like to know how your communities are doing with regard to the "sick, weak and strong." Each Local Eldership team overseeing you will have a different style or protocol regarding receiving updates. This communication will involve face to face communication, social media, telephonic communication or emailing. It is important from an accountability point of view, that you establish what works best for the team and how they like to be kept updated. This enables the Elders to ensure that the church is healthy and fulfilling its mandate to disciple people.

If we request an updated community (contact) list please send it to us. We will try to give one week's notice. In your community it is something that you should keep current at all times. You should also ensure each member has an updated list. This facilitates communication/connection with one another within the community.

Note: A representative from within your Congregation will be responsible for requesting and updating the Global Database, based on information that you provide.

Set healthy boundaries as a community leader

The way we manage our time, will determine ultimately how effective we are for God. God asks us to be wise stewards of our lives as we seek to extend His Kingdom in our communities, congregations, towns, cities and nations of the world. We can end up responding to only, crises and desperate needs if we do not wisely steward this area of our lives. The congregational Elders may advise different strategies for you, but generally a healthy balance will sustain you over time:

- Take at least two nights off for you and your wife and family every week!
- Try to set aside time every second week or so to connect with other deacons / community leaders
- Take a weekend off once every six weeks and please communicate to Elders when you are going, preferably two weeks in advance.
- A cell phone is a wonderful tool that has enabled us to communicate a lot quicker than when Paul and Jesus walked the earth. However, sometimes the tool can become a burden, if not managed properly. In certain instances we would recommend that you leave a voice mail message on your phone and switch it off. Some appointments need to be treated as such, including those that you may have with a family member such as your wife or children or a "counselling" session. Each community leader will need to set the boundaries in place that enable him to manage his own family well.

Time management

Time management is an important key for any successful leader. In order to effectively manage your time you will need to be organized and prioritize.

There are many scriptures in the Bible that relate to time management. For example:

"Walk in wisdom toward outsiders, making the best use of the time. Let your speech always be gracious, seasoned with salt, so that you may know how you ought to answer each person." Colossians 4:5-6

"Look carefully then how you walk, not as unwise but as wise, making the best use of the time, because the days are evil." Ephesians 5:15-16

As a Christian, you need to establish priorities and discipline in your life:

"Whoever can be trusted with very little can also be trusted with much, and whoever is dishonest with very little will also be dishonest with much." Luke 16:10

The following quadrant from "7 Habits of Highly Effective People" by Stephen Covey depicts a useful prioritization tool:

	Urgent	Not Urgent
Important	-1- Some calls, mails, reports, meetings Pressing matters Deadline driven projects	-2- Quiet time Planning Preventative activities Principled activities Diligent work Fellowship
Not important	-3- Interruptions Some calls, mails Reports, meetings Pressing matters Popular activities	-4- Trivial matters Chit chat Television Time wasters Leisure time

Aim to focus on quadrant 2. This will allow you to manage the urgencies listed in quadrant 1.

Avoid quadrant 3 so that you are not managed by non-important and urgent matters. Whilst the tasks in quadrant 4 are necessary, less time should be allocated to these as they are least important.

Meeting and greeting a visitor

It can be quite intimidating for some of us to approach visitors. Here are some questions that you can use to help you or those in your community approach a visitor:

- Is this the first time you are here?
- Do you know anyone in this church?
- What do you do? What are your interests? (This sometimes helps you to build a relationship bridge and you can either chat about the subject or think of someone else who has similar interests. You can then introduce them to that person).
- Have you checked out any of our communities yet?
- Have you ever been to a church like ours before? (You can then prepare them for what to expect).
- Are you married and do you have children?

Some practical tools to get them connected:

- Carry a diary or little notebook and write down their telephone numbers and invite them into the family/community. The Bible says:

"God sets the lonely into families." Psalm 68:8

- Don't be scared to ask specific people in your community to connect with visitors on a Sunday. This grows them and teaches them that every person is important to God.
- Don't be scared to grow your community by reaching out on a Sunday and limit growth through perceived insecurity or lack of ability. God has appointed you and anointed you for the work he has called you to do. Utilise those in your community to allow the body to operate. You may be brilliant at evangelism but weak at pastoring. There may be those in your community who are more capable than you in some areas.

- Every congregation has a “catch net” procedure in place to assist us in being faithful with the importance of people. The “Visitors Packs” are available prior to the service for us to connect visitors before the person leading the meeting even welcomes them. Establish within your congregation where these can be found on any given Sunday.

Places to “connect” with people

The various congregations vary in the “tools” available to connect with people.

After a Sunday service is a wonderful opportunity to invite visitors into your family environment where they get to meet new people. Our experience has been that when this is done effectively, they rarely leave the family.

There are a number of “tools” we can use to connect people for example:

Coffee Shop: Some venues have coffee shops that are open before and after the service to eat, connect people, shepherd people mid-week and instill family/community values. Some of our coffee shops are also available to be booked for functions, children's parties, a community evening or an event. If the venue does not have a coffee shop, there are usually many within the proximity which can be visited.

Homes: No greater place to add visitors than in your own environment. Open your home, invite some other Christians and watch lives change.

Life example:

“My personal experience when I visited Joshua Generation Church was that on the first night three people invited me over for supper the following week. I couldn't believe the “love” through these people and it contributed to our decision to stay in the church.”

Local ministries

There are a number of areas within the life of a Church, which your communities can get involved in and serve the body. Community leaders should regularly mention these to those they are shepherding and encourage people to serve one another. Some opportunities which are available include:

Ikaya Le Themba: Our ministry to the poor, destitute, widows, orphans, vulnerable children, elderly people and the sick.

New Life Centre: Our ministry to pregnant mothers as an alternative to having an abortion.

Sound: Sound distribution to ensure services run efficiently as well as the technical aspect regarding cables, computers, connectors etc.

Worship: Opportunities to get involved in leading worship within communities and Congregations.

Audio Visual: Distribution of video to various venues, recording of preaches.

Mid-week and Sundays: Displaying announcements, video clips and words for songs as well as preaches.

Mom's Room: Opportunity in some Congregations to help set up, ensure it's clean and connect new moms.

Children's Ministry: Opportunity to teach or assist children aged 4-12 years old to grow in their faith.

Youth Ministry: Friday teaching, equipping, having fun and growing children in God from age 9-18 years old.

Single Moms Ministry: Opportunity to assist single moms to find wholeness and family.

Ladies' Ministry: For ladies only.

Men's Ministry: For men only.

Visitors follow up: This is an opportunity to follow up with visitors, find out how they enjoyed the service, answer any questions etc.

Please ask the Eldership team within your local congregation what ministry opportunities are available, as they do vary across congregations.

Meetings (monthly requirements for community leaders)

We believe that leaders set the example with their lifestyles. Most of the qualifications for leaders relate to their character and not necessarily their gifting. We often use a phrase that says "You catch what your leaders have." If he/she has got measles and tells you he/she has mumps, you are going to catch measles not mumps. Likewise, we believe leaders set the examples with regard to commitment levels. Being part of the leadership team means "to be in authority you need to be under authority." As an Eldership team we have some "non-negotiable" commitments:

- ANY leaders meeting called by Andrew and or the Elders .
- All Gatherings (non-negotiable).
- Sundays and Wednesdays.

Personal lives

Be accountable with your personal lives to other leaders. Please let us know how you are really doing. Don't be scared of losing the platform. For example, rather be open and in the light than pretend everything is going well when in fact, it is actually not.

Share weighty things like marriage issues, a job change, house change or moving to another town, primarily with the elder directly overseeing your community or the Elders within your congregation.

Allow the people you are leading into your personal space. No one ought to think more highly of themselves. Sheep need to know you love them!

How? Let them know who you are and get to know them. Sharing a weakness through transparency and vulnerability can be a great strength. If they see you are real, there is no fear of judgment and they are more likely to open their lives up to you.

Life example:

Over coffee or a meal pray for them and question them with right motives. For example, how is work? What have you been up to? How is your marriage? What do they enjoy? What do you not enjoy?

Note: Do not just use spiritual jargon – talk to the person. Do not be ultra spiritual and portray that you always know all the answers and never get it wrong.

Accountability

To some extent Paul's letters to Timothy at the end of the New Testament also read like a handbook or a leadership manual. They contain warnings about false doctrine, practical advice on worship, how to identify Elders and deacons and about being faithful with one's gifts.

In 1 Timothy 3, Paul lists a number of qualifications for overseers (Elders) and deacons. We refer to this portion of Scripture as a plumb line when we feel God is highlighting someone as a potential leader.

Firstly, note that most of these qualifications relate to a person's character and not so much their abilities or gifting, in fact, only one of the items on the list requires some ability "able to teach" and judging from the language Paul uses, it appears that basic teaching skill suffices.

Let's compare Paul's emphasis on character and conduct to worldly thinking:

Bill Clinton's 1998 scandal. Bill Clinton (a married man and President of the US) was accused of having an "extramarital affair" with one of the Whitehouse aids, Monica Lewinsky (a young girl of 22 at the time). He denied it repeatedly but was eventually exposed. He was not fired, he was not recalled and was even allowed to complete his term in office! One of the comments I remember at the time was that according to many people, his affair (the Bible calls it adultery) was considered to be a private matter and had no bearing on his abilities and responsibilities as the leader of the United States. You can probably also think of many other examples such as this one, the world respects ability and not character.

The Kingdom of God is certainly different and Paul understood this. People do not do what you say or preach, they model who you are.

"Do not be misled: 'Bad company corrupts good character.'" 1 Corinthians 15:33

Paul says the desire to lead people is to desire "a noble task". It is a demanding responsibility. People are dear to God's heart and "those who have been given a trust must prove faithful" (See 1 Corinthians 4:2 and Luke 9:62)

*"If I am delayed, you will know how people ought to conduct themselves in God's household, which is the church of the living God, the pillar and foundation of the truth."
1 Timothy 3:15*

Paul uses the term "people" and not "leaders", meaning that 1 Timothy, chapters 1 to 3 apply to everyone.

Secondly, underline the word "conduct" in your Bible. Throughout Timothy and in all the epistles, Paul addresses how people should be living. He emphasizes that people should follow his example and his way of life. Conduct speaks of more than just external appearance, i.e. living and acting like a Christian. It requires us to be Christians in word and deed and thought. Remember: people do not do what you say or preach, they will model who you are (1 Corinthians 15:33).

Thirdly, Paul calls the church "the household of God". We need to be mindful of this as we are instructed to relate to one another as family and not as members of an organization.

So, what was Paul saying? Everyone in God's household / family should live up to a standard. Leaders should be the example for us to follow. If we list the qualifications of an elder in a table format with 'positive traits on the left and the negative traits on the right, it is just logical to accept that everyone in the church should be living and conducting their lives according to the traits on the left side of the table (see the example).

Above reproach	
Chaste	
Temperate	
Respectable	
Hospitable	
Gentle	
	Quarrelsome
	Greedy
Good manager	
	Inexperienced / a recent convert

These are the character traits that are becoming of a Christian and to some extent as a community. As community leaders we have the responsibility of facilitating the cultivation of these traits. This happens when people submit their lives one to another.

"Submit to one another out of reverence for Christ". Ephesians 5:21

A few important considerations that should be stressed before you "raise the bar" for others are:

Using the picture of a garden with different trees to compare people in community, some are solid oaks and they can bare weight, others are new growths and need support and maybe even a stake to help them grow straight and then there are trees of varying strengths in between.

Interestingly, the Bible uses the analogy of plants and seeds rather often when referring to spiritual growth and this picture is helpful - it is often important to discern where people are at. Remember in Matthew 13 and "the Parable of the sower", Jesus speaks about people finding themselves at different places and at different degrees of susceptibility to the Gospel.

It is crucial that we understand that Jesus highlights "revelation" as a key to breakthrough in people's lives - a key to experience God's love, a key to trust God and trust His people, a key for the Kingdom seed to germinate and grow in good soil.

Consider the different places the seed can fall:

- Path
- Thorny / weeds
- Rocky places
- Good soil

We can do something to help God plough up the path, remove weeds from the thorny places and move a couple of rocks to ensure the seed drops in the good soil.

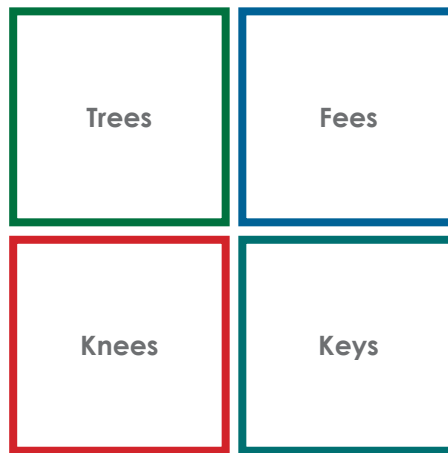
Paul said,

" I planted the seed, Apollos watered it, but God made it grow. 1 Corinthians 3:6

People are complex. They have feelings, perspectives and emotions. We need to respect:

- Each individual person
- Their different backgrounds (understand people not only from your own frame of reference or with your background as a grid reference)
- Their different life experiences (e.g. hurt, trauma)
- Their different convictions (be careful not to bind people to the rules you live by).

Let's look at some practical outworking. How does one facilitate growth in people? Look at the following picture:



Top left: Trees- There must be a plan, but if no seed germinated there is no "rebirth" and you will not see any growth. Matthew 13.

Top right: Fees - People who get saved (become a tree) are often unaware of the cost. They have given their lives away to Christ and the sooner they realise that they are dying (to live), the sooner they will grow into maturity (you can play a major role as community leader in the first steps: baptism, tithing, forsaking worldly passions and desires help them to get victory over the "Thorns and Weeds"). Of course there is a cost implication for us as leaders as well - leading people is demanding and we need to model "the cost" of it without being negative.

Bottom left: Knees - relates to prayer, which plays an essential role in spiritual growth. You can and of course should pray for people in your community, but you must teach prayer and relationship with God, so that the people can develop their own relationship with God and experience the Holy Spirit for themselves. Speak about your revelations during your personal quiet time, interesting things you discovered in the Word. Testify of prayers answered. These authentic stories will inspire people to discover God's faithfulness when they pray and their own faith will develop.

Bottom right: Keys - Each person has a different key that will unlock their potential and heal their brokenness. We have already alluded to it but be careful not to use blanket approach (broad /one size fits all) counseling strategy when you lead people. You will soon discover that each person needs to be led in a unique way. Here the knees bit will go a long way to help you discover the keys.

With specific focus on accountability: let's look at 2 Timothy.

"Preach the word; be prepared in season and out of season; correct, rebuke and encourage - with great patience and careful instruction." 2 Timothy 4:2

Many leaders take their responsibility to correct, rebuke and encourage very seriously - and they should, it is exactly what Paul instructed Timothy to do. Use the Word to guide people's conduct - we are obligated to one another to measure ourselves and our fellow brothers and sisters against the Word and if we are falling short, we need to be made aware and we must adjust and act in accordance with scripture - but correct and rebuke with great patience and careful instruction.

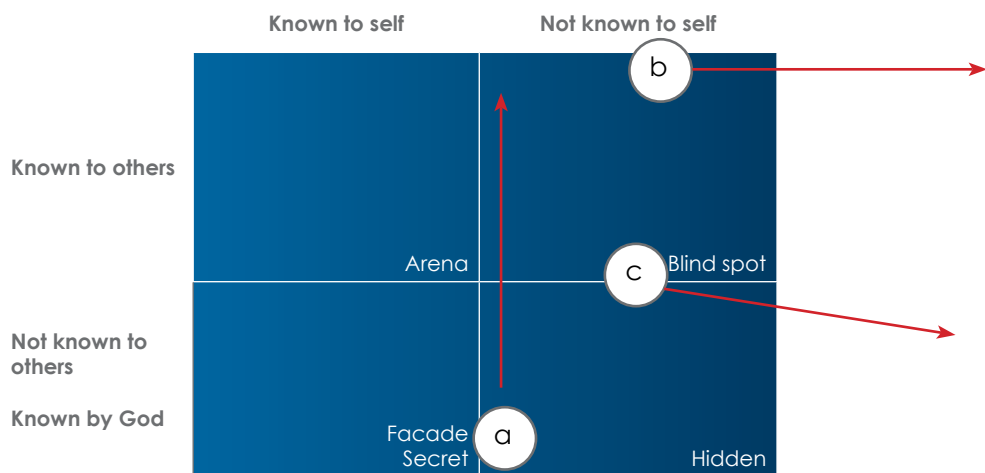
Patience is a key when bringing people through - watch how God's spirit allows seed that you have sown or watered, germinate and grow in peoples' lives. It is one of the most amazing privileges we can have as leaders. The process is a natural one and we cannot be impatient and make it happen - this is God's responsibility.

"I planted the seed, Apollos watered it, but God has been making it grow." 1 Corinthians 3:6

Careful instruction no doubt speaks of skill related to guiding people and it is important for you as a leader to further develop your leadership skills. Read books on Christian leadership, attend T3 and develop your own accountability relationships with leaders so that you can be guided to be more effective.

A helpful tool with regard to accountability dynamics is the Johari window which was developed in 1955 by two psychologists, Joseph Luft and Harry Ingham. It was designed essentially for developing better working relations for peer groups in the corporate world but it is now widely used.

Johari Window



The arena (left top), is your open life. This is what you show the world and also what you know about yourself.

The bottom left, "the façade" is your secret life the life other people do not know about. You know and God knows. Hidden sin, insecurity, negative attitudes are normally found here. In addition, it also contains buried talents and abilities. These are typically the things that God will reveal and also ask us to give an account for on the day of judgment.

Top right is the area of your life that you are blind to, the "blind spot". Others know these but you are unaware - think of some of those Idols contestants (a singing competition). Some of those guys really believe that they can sing and, they could have saved themselves so much embarrassment if someone just would have answered them honestly about their "blind spot". Seriously, though, as an example think about someone with an obnoxious habit, they are most probably unaware that their behavior is unacceptable to others so they persist and cannot understand why others reject them.

The last quadrant, the bottom right is the “hidden” aspect of your life. There are things there that God has put in you, only He knows and they are for you to discover.

Let us look more closely at the diagram with regard to some of the dynamics of (a) disclosure (b) feedback and (c) discovery.

The Bible teaches us to be transparent (James 5:16, 1 John 1:8,9) and the first dynamic of accountability is (a) disclosure / confession. In order to bring things from the façade into the arena, you need to expose them. James 5:16 says this is so that we can be healed and be effective in the Kingdom. Also read the parable of the talents (Matthew 25:14-30). We need to increase the size of the arena and reduce the façade. On a practical note, the starting point manual pays a lot of attention to this process.

In a genuine [Christian] relationship we should cultivate a culture of honesty and the second dynamic of (b) feedback which must bring a person into more of what God has called them to. As a leader, be wise and be sure you have a bridge of trust before you address blind spot issues with someone. At the same time be prepared to receive from others as well. The dynamic is bidirectional, not top down but mutual. Never assume the moral high ground like the Pharisees did.

*“Rather the blows from a friend than the praise from a fool. (paraphrased)”
Proverbs 27:6*

Finally, we are on a journey together and the final dynamic of (c) discovery, is realized when someone develops a relationship with God and other Godly people. Here we expose ourselves to the prophetic, to Godly encouragement, to works of service and in so doing we discover those hidden things God intended for us when we live a life of abundance.

Everything we do as leaders is to help others (and ourselves) to live the life God has called us to live. It was said of David that he served God's purpose in his own generation. Just think of the significant role we have to play in the lives of one another.

Running a community

Practical information

You are very important

People will catch “who you are” and not what you say. Live in the light and live transparent lives. You are a vital part of the body of Christ. We will only fulfill our corporate calling as each person plays his part and fulfils his own calling.

Community leaders are vital to the health of the church and its members. If you lead a community you have been entrusted with what is most precious to God, namely His people. It is important that you understand the high calling of being a leader in His Kingdom.

Get the basics right

There are some basics of the faith that we need to be living out as values in our life. These include prayer, being filled with the Holy Spirit, led by the Holy Spirit, reading the Bible, loving God and people and not forsaking the gathering of the saints. If we get a good “diet” of these, we will continue to be effective for God as leaders in His Kingdom. It is God's Kingdom and therefore instructions on how to build it, come from Him.

Jesus Christ was a wonderful model to us as leaders in living these out. He is the Head of His Church in the marketplace, homes, churches and relationships. He often withdrew to lonely places and prayed and received instructions from his Father of what to do, where to go and how to do it. For example:

“ But Jesus often withdrew to lonely places and prayed.” Luke 5:16

“ One of those days Jesus went out to a mountainside to pray, and spent the night praying to God.” Luke 6:12

He spent the whole night praying.

He alone will give you strength and capacity to lead His people.

Accountability: not good to teach it if you are not living it

Many of us feel that we can't build effective relationships with people, because they might see the “real” us. If this is the case, get before God and let Him strip every bit of you away, so that what others see is what they get.

Life example:

Jesus spoke to me about eight years ago about purity of heart. He said “My son, if you want to lead people, I want all of you including the depths of your heart. If you really want to know me, allow me to purify your heart”. He then lead me to Matthew 5: 8.

What is it? Purity of heart (walking in Integrity, being hospitable, deacon qualifications, righteous living, making sure that in your home there's nothing that will cause others to stumble, offense - deal quickly with it).

Why? Out of the overflow of my heart my mouth will speak.

Be secure in your calling, faithful, servant hearted, bold and an example to all who follow you. You will reap what you sow.

I was so aware that when "I fell, many fell with me". Jesus Christ's walk with his disciples was an open book and we too should walk by modeling accountability.

There is a detailed teaching on "Accountability" in the Starting Point manual. Every community leader should have a copy of the Starting Point manual from which you can teach the values from time to time.

Work on the fruit of the Spirit

God explains to us in the Bible that before we were "born again" and "baptised with His Spirit" we were very easily led astray and gave in easily to our fleshly desires. Every leader will more than likely have a past "Achilles" heel that the devil will try and trip him/her up on as he/she continues to walk with God. God's Word tells us that we are no longer to give in to our fleshly desires but to keep in step with the Spirit. When we do this and resist the devil we see our natures change as well as our characters. This enables community leaders to walk as living examples displaying the work of the Spirit in their lives and producing the fruit of the Spirit.

"So I say, live by the Spirit, and you will not gratify the desires of the sinful nature. For the sinful nature desires what is contrary to the Spirit, and the Spirit what is contrary to the sinful nature - but the fruit of the Spirit is love, joy, peace, patience, kindness, goodness, faithfulness, gentleness and self control." Galatians 5:16, 17, 22 & 23

Treat people as people

Community is not a game or a club, but the Bible refers to it as a "household". God ask us to shepherd real people with real feelings and emotions in a world that sometimes seems unreal. Be sensitive to whom you are dealing with, their backgrounds and experiences and disciple them accordingly.

Every person is fearfully and wonderfully made and therefore unique. Realise that different people will grow at different rates and remember that we can't clone people.

Life example:

"I was in my garden one day watering all my fruit trees. I had planted them all at the same time and was astounded to see how some had grown tall, some wide, some had lots of fruit and some were even battling to survive. Different trees grow at different rates and require pruning, fertilizer and differing amounts of water at different times.

God showed me that in His Kingdom we have different people who grow at different rates and require varying levels of discipleship, prayer and nurturing for them to produce fruit. No person is the same, just like no fruit tree is the same."

We deal with real people, not puppets. They won't always do what we would like them to do or the way we want them to do it. But we can pray for them. Remember, God has entrusted us to build lives with Him. We co-labour with Him (therefore spend time with Him). We must be sensitive to the Holy Spirit as to how to deal with specific

people. We must find **the key to each person's heart**. We need to view them as God sees them, their potential and the grace on their lives and not only focus on their weaknesses and shortcomings.

Character is important, but we are all unique

Do not clone people, allow them to express themselves. Obviously, if they are walking in blatant sin, you need to address them through God's Word as soon as possible. If you are unsure, run it by the elder overseeing your community. People express themselves in different ways. Some are quiet, some are loud, and some pray loudly or sing loudly. Bold people should not intimidate us, but rather if their boldness and enthusiasm is harnessed, it can bring lots of life to the community. We often refer to these people as "berserkers."

Life example:

"When I ran a community we had a lady who, when she prayed for the first time, was so bold, confident and authoritative that it was initially intimidating for others. On the other hand, another person would pray one sentence and very quietly. We need to teach our people to make room in their hearts for the different styles or methodologies of others."

Running community as a single person

You need to be fully reliant and dependant on God. He is your helper and your partner in this time.

You cannot do it in your own strength. From the preparation to the relational side we need God's help and wisdom as to how He wants the group to be led and how He wants the people to be loved. We have God to rely and depend on in every way.

Team

- You realize the value and importance of team.
- The whole community plays a vital part and everyone needs to take ownership.
- You are not a one man band, you cannot do it alone.

Potential leaders

You need to quickly recognize and identify potential leaders. Once you have done so, then:

- Intentionally build with them;
- Meet with them regularly to get their input and perspective on the community and how the people in the community are doing;
- Spend time praying together for vision and the people in the community.

Be accountable

The importance of accountability is more valuable than ever.

Keep in contact with the Elder that oversees your community and keep him in the loop with how things are going. Communication with them is really helpful.

If questions come up within your community that you are not sure how to answer, then get the elder involved to help.

Being accountable will help you with your own personal boundaries. Some communities can be more demanding and the people can be needier than others. It is important not to give out so much that you get drained and burnout. By staying accountable, you can avoid this.

Also as singles (especially ladies) we can sometimes get too emotionally involved with people's lives. These are areas that those we are accountable to, can keep an eye on and make sure we are not doing it in our own strength, but in God's strength. The people you are accountable to can also be a prayer support for you in your leading of the community.

Be wise

As a single person, make sure that counsel and prayer is done "girl with girl" and "guy with guy".

If you want to chat to one of the opposite sex in your community then use a community evening or church on a Sunday and get one of your potential leaders to join you.

God will use willing and available people. You are all able and capable irrespective of your status. Be prepared and be open to all that God may have in store for you.

Consider some of the singles used by God in the Bible

- Jesus
- Paul
- Lydia

She was the first convert in Europe, her house became the first meeting place for the Christians in Europe, she was a business woman selling purple dye and she was one of the most successful and influential woman in Philippi (Acts 16:14,40).

- Phoebe

They say she was single or widowed, she carried Paul's Epistle to Rome for him – what an honour, she was a deacon, she was a great servant and she was of great assistance to many but more specifically to Paul. She was a woman of good and great influence, she had wealth as she was in the position to travel like she did and Paul regarded her as a woman worthy of being in the company of saints.

"I commend to you our sister Phoebe, a deacon of the church in Cenchreae. I ask you to receive her in the Lord in a way worthy of his people and to give her any help she may need from you, for she has been the benefactor of many people, including me". Romans 16:1-2

Running children's ministry

The vision for Joshua Generation Church includes awakening the children's passion for Christ. What a joy it is to see children worshiping with all their hearts, falling deeper in love with Jesus and being devoted to His Word. Our desire is for their passion for Jesus to carry them throughout their childhood into their teenage years and into adult life. We have in the past few years seen such transformation in our children. Many have committed their hearts to God and are faithfully devoted to Christ. With your support we have an even greater chance of seeing the vision stated above, fulfilled in more children across the city.

How can you help? The most important time spent with the children is feeding them the Word of God. In John 21:15, Jesus was having breakfast with some of the disciples.

"When they finished eating, Jesus said to Simon Peter, "Simon son of John, do you love me more than these?" He answered, "Yes, Lord, you know that I love you." Jesus said, "Feed my lambs." Again Jesus said, "Simon son of John, do you love me?" He answered, "Yes, Lord, you know that I love you." Jesus said, "Take care of my sheep." Peter was hurt because Jesus asked him the third time, "Do you love me?" Peter said, "Lord, you know everything; you know that I love you!" He said to him, "Feed my sheep."

So the first instruction from Jesus was for Simon to feed the lambs, not the sheep but their offspring, to feed them the Word of God. The children were included in Simon's care. As community leaders you are not only looking after the parents but you are also responsible to meet the needs of the children in your community. As you prepare for Wednesday evenings, you need to keep in mind that the children's needs also need to be met. We will go into more details of how Nextgen (Joshua Generation Church's Children's Ministry) can support you in having something for the children each time they are under your care.

Get the children involved? It is great that children do not really come with heavy baggage or issues that need counseling. As shepherds, you are not fully responsible for their emotional needs but this is done by the parents, allowing you to care for your sheep and building family through community.

Community is not all about Bible study on a Wednesday but its more than that. It's about family time and children are a part of our family in Joshua Generation Church. Give time for children to feel a part of the community and don't always move them into a room every week, disconnecting them from what's happening in the family. Have some time where the children are actively involved on Wednesdays and then move them on when it's the adult time.

Life example:

"I remember when we were praying for some people in community, I felt I needed to get the children to lay hands on those being prayed for. They were so excited to be a part of prayer time and it grew their faith just by being with the adults and what they were doing. So as you lead, have time for the children to exercise their faith and be a blessing to the parents."

Get the community involved. Having children in community is not one person's responsibility just because they have a gift with children, but the whole community's responsibility. Each person who is active in your community needs to take a turn to help lead the children on a Wednesday. What has worked is getting a roster going and emailing it to everyone so they know when they are on to serve the children. As you get it going, you will see people coming to the table, willing to serve. The vision of **children@community** needs to be spearheaded by you the community leader, and from the beginning you need to show the community the value of what you are setting in place for the children. Once this is running you will be surprised how your community will grow when parents hear there is something for their children to do.

The lessons for community. Please note that **children@community** is not something that has to be done every week. As you know that you have full control of what happens in your community and have final call on how you want your community to run. The following is here to support you so that there is something for the children in your community to do that is quick and easy.

Where to get started

- People are often intimidated by lots of children. That won't be the case as you will be at home, with 10 children or less. Smaller groups are a lot easier to teach.
- Small groups mean you'll get to know them easily, and the more time you spend with them, the easier it will become.
- You will probably have a visitor every so often, but for the large part, you will have the same children every week. This makes things very easy, as you can build relationship with the children very quickly.
- You know their parents, which is a great help, as you can find out what they like. Knowing their favorite foods, sports, cars, team and animals, especially their hobbies and their strengths, will give you the inside edge as you can teach a lesson using this info. When children are involved in the lesson, using their abilities or hobbies to get the message across, they walk out feeling included, special, loved.
- You can celebrate birthdays, special occasions and so on with the children which is not always possible on a Sunday.
- You will have opportunities to enter the child's "bubble" Every child has a little "bubble" around them. That is their little world with their fears, hopes and dreams in it. They perceive the world, people and events from this "bubble" and that is their level of understanding. When children talk nonstop, or ask 1000 questions, they are trying to connect that "bubble" with you. They want to make you part of their world. They open the door at this point for you to speak straight into their hearts, as at that moment, your opinion matters to them. This is a perfect opportunity to speak love, and encouragement into their lives, and that sometimes is as simple as just listening to them, even if it makes no sense to you. Your attention is all they want. Sadly, there are many children, even in our church, who get little to no attention at home.
- Children spell "love", "T-I-M-E". At community you have the time to let them, one by one, not in chaos, share their hearts. As they share, they will trust you more and more, which allows you to share Jesus with them and to help them in their relationship with Jesus.

Our prayer is that you will cultivate a heart for the children in your communities, to lead them into all that God has for them.

Practical ways to build church family

Examples of building family

Encourage the telling of stories or testimonies

What God did through you, or a believer in your community builds people's faith and encourages them to trust God for the impossible. Jesus' whole life was a testimony to God's power. Our testimonies of God's supernatural activity in our lives can be a great witness and evangelism tool, not to mention faith building for those who are trusting God for breakthrough. It is also a great way to:

- Get to know people in the community as they will be telling about themselves and their lives;
- Prepare people to share their story publicly (in the community context) and hence prepare them for times ahead to be used by God.

*"They overcame Him by the blood of the Lamb and by the word of their testimony."
Revelation 12:11*

Create times to fellowship

"They devoted themselves to the apostle's teaching and to fellowship, to the breaking of bread and to prayer. Everyone was filled with awe at the many wonders and signs performed by the apostles. All the believers were together and had everything in common. They sold property and possessions to give to anyone who had need. Every day they continued to meet together in the temple courts. They broke bread in their homes and ate together with glad and sincere hearts, praising God and enjoying the favour of all the people. And the Lord added to their number daily those who were being saved." Acts 2:42-46

God's Word tells us that the early church was devoted to one another in everything they did. There was an incredible family feel to their lifestyles. This we have endeavoured to model and live out amongst one another. In Acts 2 and 3 we have a wonderful "window" into how they lived as early believers.

Fellowship was one of the aspects they devoted themselves to. Remember one of the goals of Christianity is to become more like Jesus in all facets, including how we fellowship together.

Where there was life, people continued to come. It is sometimes easier to integrate people into small intimate groups, especially a non believer or visitor. There are a number of ways that we can fellowship with one another within community living.

Examples of fellowship:

- Watch videos, mountain climbing, picnics, rugby, surfing, hikes, and plan weekends away together;
- Have fellowship evenings which include meals together with food like fondues, soup evenings, braais, bring and shares;

- Break bread with one another and remember what Jesus did for us;
- Integrate new converts (Jesus said when you have a banquet do not invite those you only comfortable with). Vary your influence by inviting them over for just a meal;
- Vary who you invite for supper. If you have a new couple in your community invite them and another couple you know well so they get exposed to people other than just you and they can build bridges with each other.

Worship together

Try to develop a worship leader. If you find that for a long time no one emerges then perhaps "cross pollinate" with another community who has one. Alternatively, ask your Eldership team or the elder overseeing you if there are any communities who have an abundance of worship leaders that can be asked to relocate for a season.

In the beginning you may need to play a CD for worship. Even if the worship leader is "not a superstar", give him an opportunity to grow. Perhaps you can arrange to "borrow" a worship leader from another community for an evening.

Life example:

"We had a man who when he started to initially play couldn't keep a note or key. However, as he practiced and as I gave him more opportunity, God saw his heart and a couple of weeks later when he worshipped there was a manifest presence of God."

Create opportunities for people to minister

Create opportunities for people to operate in gifts and contribute to building community.

"Now to each one the manifestation of the Spirit is given for the common good. To one there is given through the Spirit a message of wisdom, to another a message of knowledge by means of the same Spirit, to another faith by the same Spirit, to another gifts of healing by that one Spirit, to another miraculous powers, to another prophecy, to another distinguishing between spirits, to another speaking in different kinds of tongues, and to still another the interpretation of tongues. All these are the work of one and the same Spirit, and he distributes them to each one, just as he determines. 1 Corinthians 12:7-11

Therefore, I urge you, brothers and sisters, in view of God's mercy, to offer your bodies as a living sacrifice, holy and pleasing to God-this is your true and proper worship. Do not conform to the pattern of this world, but be transformed by the renewing of your mind. Then you will be able to test and approve what God's will is - his good, pleasing and perfect will. For by the grace given me I say to every one of you: Do not think of yourself more highly than you ought, but rather think of yourself with sober judgment, in accordance with the faith God has distributed to each of you. For just as each of us has one body with many members, and these members do not all have the same function, so in Christ we, though many, form one body, and each member belongs to all the others. We have different gifts, according to the grace given to each of us. If your gift is prophesying, then prophesy in accordance with your faith; if it is serving, then serve; if it is teaching, then teach; if it is to encourage, then give encouragement; if it is giving, then give generously; if it is to lead, do it diligently; if it is to show mercy, do it cheerfully Romans 12:1-8

Spread the load. Create opportunities for people to move in their gifts and if you do not know their gifts, find out what they are.

Practical ways to create opportunity

- It is good from time to time to arrange preaching and teaching sessions where you get 3 or 4 people to prepare a 5-10 minute preach on a topic of their choice. This grows them as they are stretched and keeps them excited.
- Cooking – let those with a hospitality gift cook one evening where those with gifts of organization have set something up.
- Arrange to sometimes just meet in the homes of those with a hospitality gift.
- Encourage prophetic people to move in gifts and then ask others to jump into the river.
- Those who love interceding - ask them to start a prayer group for all to attend if they want to. (Run this by the elder overseeing you first).

“YOU” in the equation:

- Don't “box yourself in” as the person responsible to be or do everything. Whilst you may be the facilitator, it is not “my” community, but “our” community. Just the way we speak and the terms we use can say a lot and help others with the right attitude in this regard.
- Learn to delegate and build away from yourself over time.
- Don't create hierarchy by leading too strongly. God has chosen you in this season to lead, so do not abuse it.
- You will have those who challenge your leadership style or way of doing things, trust me. Keep leading as the Holy Spirit leads you.
- Don't judge or show favoritism to a particular individual.

Create opportunities to reach the unsaved

Community should be a place where we see the lost saved. We do not need to wait to bring them to Church on a Sunday for them to get saved. If an unbeliever visits the community, you could try to slant the preach to try and reach them.

How? Encourage people to bring unsaved people to community and not only Sunday services and they will observe how we live.

Life Example:

On these evenings perhaps braai, have a bit of spontaneous prayer or worship and then “throw out the net”.

Encourage individual evangelism or group evangelism.

Encourage care for one another as a family

There are a number of ways to model and exercise care within a community:

Baby-sitting: Create space for married parents with children to have some time alone together by assisting each other.

Meals: Organise for the community to make meals if someone is sick, struggling emotionally, moving home or in hospital. Get your community to put together a roster and assist with making meals.

Lifts: If both parents work and the one is away on business perhaps assist where the community can with dropping off children.

Financial difficulty: As a community you can bless those in need by making meals, providing food parcels or collecting money for them.

Assisting around the home: Mowing someone's lawn, washing their car, cleaning their house (set an example in this).

Moving house: Help people who are moving house.

Sow into the lives of people

Being a community leader is always about making good deposits into the lives of people. We need to sow positive seeds into lives of those you lead.

Let it be known that it is your privilege to be leading them, to be called of God, to co-labour with God and them.

Remind them that we are partners with God.

"As God's fellow workers." 2 Corinthians 6:1.

"For we are God's fellow workers." 1 Corinthians 3:9

Teaching others through speaking and living

There should be teaching (you determine how often, what is required for the sheep and who does it). From time to time, the Elders may ask for you not to teach depending on the season we find ourselves in as a Church and just model "living". Sometimes communities may be strong at teaching but are weak on fellowship and for a season this is what they just need to focus on.

Life example:

"When I ran a community, I "prepared a teaching" perhaps twice a month. The rest of the time we had braais (plenty), prayed for each other, worshipped, watched movies, prophesied etc. Discern through the Holy Spirit what the guys need and then go full taps in that direction."

Be a model to all believers

As a community leader people will be watching your life and carefully scrutinising it. Be a model for people in all you do in and out of the workplace and live a life above reproach (so people can't point fingers).

Some areas we "model" as community leaders:

Worship: Do you model how to worship or are you lazy?

Time: Do you arrive early and assist in serving or are you always late?

Prayer: Do you attend prayer meetings before the service or do you just make it to church in time?

Tithing: Are you faithful in tithing and generosity?

Elder support: Do you show support for Elders (especially when they make decisions that you might not necessarily agree with)?

Be faithful with your time

The way we order our lives, especially as community leaders, will determine our effectiveness for God and His Kingdom. We need to order our lives around the Kingdom and be faithful with priorities. Jesus encourages us in Matthew.

"To seek first his Kingdom and his righteousness." Matthew 6:3

It is important that we are good stewards of our time with regards to marketplace work, personal time, time with leaders and family time.

Life example:

"When I was running a successful architectural practice with a partner, my heart was always to see God's Kingdom break into wherever I found myself. I would use my tea times to witness to staff, lunch hours to walk the streets of Cape Town and trust God for "words" for people, connect in some lunch hours with new believers or leaders and be faithful with my time in the office."

Our marketplace jobs can often rob us of being effective witnesses for Christ, less time with our families as well as missing The Gathering of the saints. In life, it's important to remember that you choose the jobs you are in and that there is very often a way out if it hinders Kingdom influence. Stand firm on your convictions and when entering a job make sure you discuss with your new bosses some prerequisites relating to how you administer your time.

We minister out of relationships not systems

Every organism in life has structure. Take, for example, a cell in your body which is very complex, but you can't actually see how it's made up to the natural eye. Structure or system within a community is very important, but it must always be the invisible skeleton that holds the community together. Our ministry to one another is always first and foremost relational, with the vehicle of structure sustaining order.

Life example:

"If my community is too structured and I do not make room for the Holy Spirit to move, it will become stagnant and people will not want to stay. When running community you must be flexible to break with the norm, to allow the Holy Spirit to direct the flow of a meeting or direction of your community."

When running a community, I will not hold so fast to structure that if the Holy Spirit seems to be ministering to a specific individual or group of persons, to break with what I have prepared and flow with the Holy Spirit. Jesus died for people not a structure or system. Every individual should be in a relationship with another member of your community.

A good community leader will quickly recognise the value of team. Therefore you need to get teamwork going in relationships. Great leaders play team but also use the team. It is important to remember that there should be no competition between team players. Each one has different gifts, different functions but all playing on the same team, with the same objective to maintain unity in relationships.

Lead effectively through communication

Communicate well: Administration, sms'ing what is happening on a particular day or emailing what's on your heart.

Organise events: You will have events outside of just a Wednesday night and this will need to be communicated.

Tea/Coffee: Ensure this is available when you meet. (Perhaps as you grow you will need to ask people to contribute to this).

Prayer meetings: Don't always run the show on a Wednesday night. I would often ask specific people to pray for an individual to stretch them. Be wise with this (you won't ask a guy who's there for the first time to lay hands on someone and pray, but you must stretch people). Pressure often causes growth.

Music: When people arrive at your home, ensure you have some background music on. This creates a healthy environment and ambience.

Display love for people: Greeting someone or hugging them when they arrive is important. It communicates to them that they are special and cared for. They belong to God and He has entrusted them into your care. Therefore, treat them like He does and keep encouraging, exhorting and praising them.

Communicate opportunity: Give people opportunity to minister and often time to prepare. Don't be scared to take a risk with people – you're leading therefore you can correct if need be.

Let them hear your voice: God asks you to shepherd them and therefore they should hear the voice of Jesus when you communicate.

*Jesus said " My sheep will know my voice and a stranger's voice they will not follow."
John :1-27*

You are also shepherds, so let them hear your voice which is in line with the voice of the GOOD SHEPHERD.

Use communication tools to bring order: Use the various means of communication available to maintain Godly order. These may include sms's, writing letters, setting up Blackberry groups and emails to those you are shepherding.

Tools for you to maintain order:

- Buy yourself a diary.
- Get a file for community.
- Set up folders in your email for community and from Elders .

Lift up the vision and values of the Kingdom

We constantly model Kingdom values by how we live and not necessarily by what we say. Righteous living, holiness, integrity, not selfish or stingy (with time and money), worship, managing your family well (such as submission, child discipline, being caring) are all ways that we model values to people.

Teach the vision and values of the Acts Church with voice and lifestyle.

Acts 2 and 3 are very important as you build community.

Life example:

A good study to message in regularly is that of the Acts church and then challenge people to live like they did.

Communicate the values as expressed by the Eldership team. Show people the benefit of the small group and of the 'bigger picture.'

Hold people to account

We must teach people the concept of "choice with consequences."

Teach faithfulness. Let your YES be your YES and NO be your NO.

If they do not excuse themselves and miss community, Sundays or Gatherings, then address them. (Obviously, if someone is new, or a visitor, this is different to someone who is a member of the Church). This must never be done out of a desire to control, but out of genuine concern (i.e. ask about their welfare before rebuking them).

Life example:

When calling someone after they have missed a meeting it is wise to say "I didn't see you on Sunday, is everything ok? We were worried about you."

If they commit to something and do not follow through, hold them to account.

Set an example in shepherding

As community leaders we model love for the people, care, show compassion, defend people publicly, pray for people and serve them. Show them that you notice when someone is missing and encourage people to follow them up. Teach them that in God's Kingdom, everybody is important.

Serve people by spending time with them. Do not only make yourself available to specific people. Obviously, as the community grows, you will need to delegate.

Where possible, visit people in lunch hours (at their work places) to show you are interested in their lives.

Open doors for those you are shepherding

Create opportunities for people to initiate men's meetings, ladies' meetings, prayer meetings or other meetings within the Church. When opening these doors it is wise to consult with the Eldership team, prior to releasing them into this.

Create outreach opportunities and if need be, run it by the elder overseeing your community. Remember, you are the Church and Sunday is a celebration of what's happened in the week and a time to get equipped to minister.

Life example:

"On the odd Sunday, arrange for your community to visit another Congregation to just serve them. Arrange to do their childrens church and set up for them. This serves to model that we are one united Church, as well as teaching them about the value of "the City-wide Church."

Connect during the week with other deacons / community leaders

We partner together on the same team to disciple people. Often other community leaders have faced a situation you may be facing at the time and can help you through it. When we share situations with one another, the heart attitude needs to be one genuinely seeking perspective. Its important not to gossip and slander those you are discussing, but seek or give handles, build up and pray for those you are shepherding. If you're unsure of how to deal with a specific individual or situation, first go to God's Word, then bounce it off another deacon/ community leader or finally go to the elder overseeing your community. We are a team and you're not on your own. Sometimes it is useful to do all of the above.

We're all on the same team, therefore develop each other to become the best team of community leaders that you can.

How? Spend time together. "As iron sharpens iron, so one man sharpens another". Set aside the odd lunch hour or two, to connect with other community leaders who work in the same area as you. Exchange ideas, pray with each other and learn from each other.

Spend time with the Elders

Good leadership skills are very often caught over a cup of coffee. The Elders are men who have a good track record of leading well and can disciple you into everything God wants you to be.

Life Example:

"I really pushed in with Andrew Selley (Lead Elder) in the early days of Joshua Generation Church and caught his heart over many coffees when I was a community leader. I, as an Elder, then in turn pushed in with potential elders who were not yet elders at the time and who are all elders now."

Catch the heart of the Elders who oversee you and make their work a joy.

Some practical ways of showing your support to the Elders :

- Let them know you're with them, support them and are praying for them.
- Advise them of new and upcoming leaders with regards to their gifts and anointing (i.e. teachers, pastors and other giftings. Who is showing these qualities?).
- Bear the burden with them (If they hurt, we hurt too because we are on the same team. Be the first to oppose gossip, slander or accusations against them).
- Protect the Elders . Don't be the wolf in the camp grumbling and complaining.
- You must keep short accounts with them.
- Work with the Elders and not against them. Be teachable when they address you.
- Help protect the church from "wolves", those who are not for Christ but masquerade as sheep.
- God in His Word gives us examples of teamwork. In Acts 6 - deacons worked with Elders , in Exodus 18 - Moses handled difficult cases with leaders, David and his mighty men fought together.
- Communicate with the Elders what you are observing. I often say that you are like the radar detectors amongst the people and may often see things we do not.
- Help administer growth: ensure healthy relationships. (Elders , deacons and community leaders work hand in hand to administer growth.
- Submit to their authority:

"Obey your leaders and submit to their authority. They keep watch over you as men who must give an account. Obey them so that their work will be a joy, not a burden, for that would be of no advantage to you." Hebrews 13:17

Communicating within community

Various ways of communicating

There are various ways one can communicate with one another and certain ways are preferred over others. It is therefore important that you ascertain with your community which method of communication works the best for the group. The typical methods of communicating within Joshua Generation Church have been included below:

Email

This is one of the primary ways we communicate within Joshua Generation Church. It is a cost effective method for communicating to large groups of people. It is important to realize, though, that certain individuals within your community may not have access to email and you will need to find out what alternative method to use. Individuals that do not check their emails regularly need to be informed of when you will typically communicate e.g. Wednesday night community plans will be communicated by the Monday prior. Should a last minute communication need to be sent and read immediately, rather consider the method of SMS or notify individuals via SMS to check their mailboxes.

Tips for better email communication:

1. Understand the difference between the "To" and "CC" field. As a rule of thumb the "To" field should be the people you expect to read and respond to the message. The "CC" field should be used sparingly. You should only "CC" people who have a need to stay in the know.
2. When replying to an email consider whether your response needs to be read by all included in the mail or just the sender; be careful of using "Reply to All". Should you as a sender not require a response it is advisable to use the BCC field. Email addresses in the "BCC" field will not be visible to others.
3. Be careful of sending emails with large attachments as not everyone is on a broadband connection.
4. Always reply to emails, especially those that are specifically addressed to you.
5. Honour deadlines given on requests for information.
6. Keep messages brief and to the point.
7. Don't use email as an excuse to avoid personal contact. Don't forget the value of face-to-face or even voice-to-voice communication. If you have a problem with someone rather speak with them directly. Don't use email to avoid an uncomfortable situation or to cover up a mistake.
8. Remember that in an email tone cannot be heard, statements discussed and clarified, body language seen – all these which can prevent misunderstanding.
9. Remember that email, isn't private. Emails can be forwarded, so unintended audiences can see what you have written. You might inadvertently send something to the wrong party, so always keep this in mind when compiling.

Phone call

A phone call can be a lot more personal than a written communication. The tone of voice can be clearly heard and opportunity to clarify if necessary. This is a more expensive method to communicate but can illicit feedback or response a lot quicker than emailing.

SMS

SMSing short announcements or reminders is effective via SMS. Remember, though, that SMS messages can be misinterpreted as you cannot hear tone or clarify statements very easily. SMSing should not be your only method of communicating with your community.

Face-to-face

High value is placed on this method of communication and many people have said that Joshua Generation is built on coffee get-togethers. Face-to-face meetings have the benefit of each party seeing and hearing pitch, tone, inflection and other non-verbal cues. Where possible make it a priority to regularly meet up with the community you lead.

Social Networking

Social Networking is a powerful communication tool – it's easy and quick to use; reaches a large audience and is cost effective. One does, however, need to realise that not everyone uses tools such as Facebook so may not receive important information posted. Do not use this as your primary method of communication and remember to exercise a level of maturity when using these forums - if unsure DON'T POST. Alternatively, chat to your overseeing elder to inform you on Social Networking etiquette.

Communicating with the church office

On a weekly basis you will be emailed the announcements from the church office, this typically happens a day or two before Wednesday night. The intention of these announcements is to inform you of up and coming events and important announcements. This information will need to be communicated to your community on a Wednesday night. When welcoming your people on Wednesday you should set aside time to briefly read through these announcements. Forwarding these announcements to your group prior to the meeting also proves to be helpful.

On the list of announcements certain items may be flagged red. This indicates events that the Elders have deemed important and require every member of Joshua Generation Church to attend. Monthly gatherings are considered a red flagged event.

Tip: On receipt of your announcements record the events in your diary. Even the events that you do not plan on attending – as leaders you should always be aware of what is happening in the life of the church and be able to inform your group accordingly.

Any questions you may have around church events or announcements can be forwarded to the church office info@joshgen.org.za or alternatively, call 021 557 6020.

In addition to these announcements you will regularly receive email communications from Kathryn Rheeder who is assisting the Sunningdale AM Eldership Team with their communications. She is responsible for communicating events and announcements that are specific to the Sunningdale AM Congregation.

Communicating with your overseeing elder

Each community is assigned an overseeing elder and this should be your first port of call should you have any questions, needs or concerns. It's important that you build a close relationship with this elder and establish with him how he prefers to be communicated with. Some Elders prefer one-on-one coffee chats while others a weekly email update. Meet with your elder and establish what method of communication will work best for you both.

Keep your elder in the loop of community events and weekends away. Your elder would love to occasionally join you and the community.

Note: It is the responsibility of your overseeing elder to feed any pertinent information back to the lead elder of your congregation.

Administration within your community

Ensure your administration is up to date. If you're not good at administration, then get someone within your community who is good at this to be responsible for the administration.

Administration

Keep your community lists up to date. When new people join, add them at the bottom of the list in a different colour, so that you can easily follow up on them.

Communicate administrative announcements to your community (like notices) that the Elders ask you to communicate either on Sundays or during the week. Go through your community list regularly and then phone guys to see how they are doing.

Community lists

It is important that community leaders see the value of community lists. These lists are needed for a number of reasons and readily available contact information is just one of the few. As a community leader, you will be responsible for updating your community list on a regular basis. Every two months you will be asked to update your list so that the information can be transcribed into the global list. Ideally, community lists should be updated on a fortnightly basis so that when a request is made for updated lists it should not take very long to finalise and submit. A reasonable deadline is always stated when asking for updated lists and it should be top priority for you to return on time.

In addition to contact information, the community lists are used for strategic planning. As Joshua Generation grows it is important to have a view of the information on these lists. This information will help in planning where we are going as a church, where we need to plant, what we need to build, what facilities are required etc.

Tips and tricks

Administration which is up to date and in order is key to effective planning and communication. Here are a couple of helpful tips to assist you with your administration:

- Keep an updated calendar (this can be in the form of a diary or on your cell phone). Ensure you bring this to any church or leadership meetings.
- When the weekly notices are received record the events in your diary.
- Individuals who receive a large number of email communication daily should create a separate folder in Outlook where unread Joshgen emails can be saved. When time allows such as a lunch break or even after hours at home these mails can be retrieved and seen to.
- Set aside time on a weekly basis to attend to your Joshgen admin.
- Keep a file for community and other church related information.

How to support your community leaders

Every community leader will know the value and appreciate the support of the people in the community. "We are to make our leaders lives a joy and not a burden".

"Have confidence in your leaders and submit to their authority, because they keep watch over you as those who must give an account. Do this so that their work will be a joy, not a burden, for that would be of no benefit to you". Hebrews 13:17

We need to be committed

God desires for us to be committed to community living. The community leader appreciates it and the others in the community will follow your example. It is not always about what we feel like but we need to live for the benefit of others. Sometimes you may go to community for the sake of others even though you are feeling tired. You will always leave feeling much more refreshed when you have this heart!

We need to keep communicating

Let your community leaders know well in advance if you can't make an evening, Sunday service or meeting or an organized event. They have prepared an evening "meal" for you and it is rude not to arrive.

Keep in touch during the week with a call or sms so they know what is going on in your life. It really helps if it comes from you and they do not have to chase after you or be following you up all the time!

We need to pray

Pray for the community, pray for the community leaders over and above on a community night - they will feel it and appreciate it and they need it.

We need to come prepared

Take some time out before "community" to quiet your heart and see if God wants you to share anything or take a word of encouragement for someone or share a Scripture. You will arrive feeling much better and the leader will really appreciate and feel this support. Give some thought to the evening.

We need to contribute

Don't just sit there without saying anything or doing anything, contribute and share.

Share a testimony when the opportunity is given. Pray out loud in the community. Sing during worship time. Talk to and include the visitors so that they feel welcome and will want to come back.

Know or find out what your gifting and strengths are and then serve the body through using what God has given you. Use them humbly, knowing that it is God's gift to you for the body and be faithful with your gifts.

The Bible encourages us as family, as in James 5:16, "Therefore confess your sins to each other and pray for each other so that you may be healed. The prayer of a righteous person is powerful and effective". Be real, open and honest – confess your sins one to another – use wisdom. Accept people's weaknesses and show grace and patience with each other and your leader.

Be accountable to your community leaders, open your life to others by being open, transparent and teachable. Accountability is not saying you're accountable and then living your life as you choose and not applying counsel.

Don't rely on the community leaders to be the only ones arranging times of fellowship and get-together's. Arrange socials – include even those you feel you have little in common with as you have Christ in common. Be proactive!

Contribute towards the supply of tea, coffee, sugar, milk, biscuits. Don't always expect or presume that the host or leaders will provide this. It is our community so we all need to contribute towards this.

Help tidy up the community host's house before leaving an event, meeting or time of fellowship.

Take ownership

It is "our community" – not "my" community.

We all play an important part in the body. If you are missing then the body feels it. From the newest to oldest, from the youngest to the most mature, the worker and the student - you are all vital. Take ownership. If you see it as 'your' community you will arrive with a different heart attitude.

You come to community not only to receive but also to give.

Life example:

In construction and buildings you get what is called a "supporting wall" or "supporting column" or "supporting beam". Much is dependent on this and it is a vital part of the building. If that wall, column or beam were to be removed then the whole building would collapse.

In the same way in your community every single one in the community is vital, important and needed. Another term used for this is "load bearing".

As a support in the community we need to help bear the load and in so doing we make our leader's lives a joy and not a burden. You do this by making their load lighter, helping them where needed and being good support in every way.

Go and be the best and most strategic support you can. Your role is vital and the leader can't do it without you!!!

How to recognise potential leaders

God will ask or show you three things

REVELATION – He will reveal them to you in a number of ways. By observation, a dream, a leader, a saint or the Holy Spirit.

CHARACTER – Their character will be sound according to 1 Timothy 3 and they will be consistent.

In the same way, deacons are to be worthy of respect, sincere, not indulging in much wine, and not pursuing dishonest gain. They must keep hold of the deep truths of the faith with a clear conscience. They must first be tested; and then if there is nothing against them, let them serve as deacons. In the same way, the women are to be worthy of respect, not malicious talkers but temperate and trustworthy in everything. A deacon must be faithful to his wife and must manage his children and his household well. Those who have served well gain an excellent standing and great assurance in their faith in Christ Jesus. Although I hope to come to you soon, I am writing you these instructions so that, if I am delayed, you will know how people ought to conduct themselves in God's household, which is the church of the living God, the pillar and foundation of the truth."

There will be an ANOINTING - There will be something different about them when they speak, act or serve. Indicating God has set them apart.

Things to watch out for as God reveals them to you

- Are they faithful with their time?
- How do they behave?
- Are they only work-focused or are they available to serve the Church?
- When there's a need, are they prepared to part with money within the community?
- Are they generous or stingy? Some have gifts of giving so do not confuse.
- How open are they with finances, if you ask them?
- Are they debt-free or making an effort to get debt-free? (Jesus in Luke 18:22 said- sell everything).
- Do they exercise their talents?
- Who comes alongside and supports you - i.e. are they assets or liabilities, lifters or leaners?

Caution: Don't overpromise in terms of 'promotion' or title or otherwise.

Characteristics to look for in potential leaders

- They Love Jesus (John 14:15), they love the church (John 15:12), they love the lost (John 17:18).
- They understand the DNA of community at Joshua Generation Church (Acts 2:42-47).
- They listen to others and include others in conversation (James 1:19, Romans 15:1).

- Stand and depend on Scripture as a foundation of their lives (Deut 8:3, 2 Tim 3:16).
- They are open about sin and the need to repent (James 5:16, Mark 1:15).
- They are eager to serve the needs of others (Romans 12:1-13).
- They are humble (James 4:6).

Keys to taking them from “potentials” to “actuals”

Spend time discipling potential leaders

Within your community there are always going to be those you're "building into and those you're building with". Initially, it may just be building into, but as they grow and catch your heart you must transition them to become those you're building with. Community leaders must, over time, entrust to potential leaders that which has been taught and modeled to them over coffee, around a meal table, and on the Job training (show them how to do it).

Some keys to taking them from potential leaders to actual leaders:

- Ask them who are they discipling or ask them to disciple some people.
- How is their prayer life?
- You must transition them at some point and give them responsibility (if you are unsure on how much you give them, ask the elder overseeing your community)
- At least twice a month go through your community List and ask the question, who's picking up on who? These are possibly your next leaders.
- Ask these potential leaders to follow up on others, give them opportunities to teach or run a whole community evening, first when you are there to observe and then when you feel you can trust them, when you're not there.
- Get feedback from those within your community as to how they did with regard to the above.
- Refer to the Joshgen Biblical Leadership manual.

HAVE FUN, FUN, FUN!

Some simple keys to you staying “Fresh”

- Remember that it is a privilege. There will be pain, abuse, misuse, times when you are not appreciated, misunderstood and/or people will desert you (e.g. Jesus and His disciples).
- There's a price to pay, but our reward are in heaven.
- We work with God, not for Him. Therefore, cast your burdens on Him.
- Boundaries are important and provide the keys to self discipline. Learn when to say “yes” and “no”.
- Good time management will ensure you to serve Jesus with maximum efficiency, effectiveness and “freshness”.
- Set aside times of recreation to ensure a healthy mind, body and spirit.

Conclusion

We trust that you have enjoyed receiving the content. If there are any questions, or if clarification is required, please feel free to enquire and speak to the Elders overseeing you. Communities are thriving, living, life-giving organisms, integral to the expansion of the Kingdom of God on the earth. May what you have learnt bring forth much seed as you partner with the Holy Spirit in bringing about the fullest conceivable expression of Kingdom life into where He has placed you and that the church of Jesus Christ may be the full expression of **“family through community”**.

Additional Notes:

