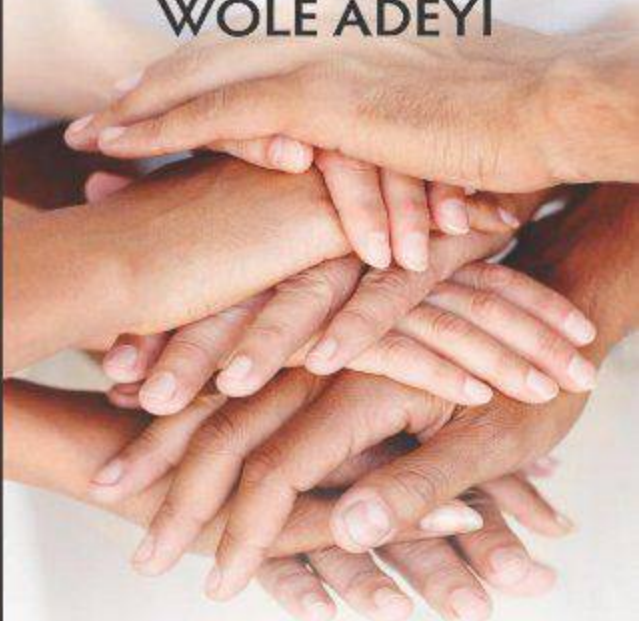


Copyrighted Material

WOLE ADEYI



CHURCH VOLUNTEERS **GOD'S WORKERS**

THE STRENGTH OF THE CHURCH
Vol. One

Copyrighted Material

CHURCH VOLUNTEERS **GOD'S WORKERS**

The Strength of the Church
Vol. One

CHURCH VOLUNTEERS **GOD'S WORKERS**

The Strength of the Church
Vol. One

WOLE ADEYI



Trendy Africa Publishing LLC

Church Volunteers: God's Workers... THE STRENGTH OF THE CHURCH. Vol. One

Copyright©2012 by Wole Adeyi

All rights reserved. No portion of this book may be reproduced, stored in a retrieval system, or transmitted in any form, or by any means - electronic, mechanical, photocopy, recording, scanning, or other without the prior written permission of the publisher.

Request for information on this title should be addressed to

Wole Adeyi

+1 682-551-6497

Fax: +1 817-478-2627

E-mail: aadeyi@gmail.com

Web: woleadeyi.com

Unless otherwise indicated, all Scripture quotations are from the Holy Bible: King James Version (KJV) of the Holy Bible. All Rights Reserved

First Published in 2007, by Author House.

Cataloging-in-Publication Data

Wole Adeyi

Church Volunteers: God's Workers...The Strength of the Church. Vol. One

ISBN-13: 978-0-9850815-3-9 (Paperback)

ISBN-10: 0-9850-8153-8 (Paperback)

1. Inspiration - Non-fiction 1. Title

Designed by Trendy Africa Graphics Dept.

Published in Dallas Texas by Trendy Africa. A registered trademark of
Trendy Africa Publishing llc. www.trendyafrica.com info@trendyafrica.com

Printed in the United States of America



Dedication

This book is dedicated to my Lord Jesus Christ for calling me to this ministry. Unto Him only be all the glory, honor, and praise forever.

Also, to all my brothers and sisters in the Body of Christ who are endeavoring to be set apart and work in His vineyard. May the Lord make you true workers indeed.

I thank God for blessing me with you.



Acknowledgements

I gratefully acknowledge God my Father; Jesus Christ my Lord; and my great helper, teacher, supporter and friend, the Holy Spirit, for His inspiration, wisdom, guidance, and enablement.

A word of appreciation goes to my Pastor and Pastor (Mrs.) Biodun Coker of Christ Church, of the Redeemed Christian Church of God (RCCG) Grand Prairie, Texas. Thank you for allowing me to share some of my ideas and experiences as a leader.

To Pastors Taiwo Ayeni, Segun Osunsan, Darmie Sule-Odu, Samuel Olu Sorinmade, Dapo Ogunsina, Patrick Mejeidu, Ropo Tusin, Leke Sanusi, John Omewah, Doyin Oke, and O.J Kuye, I say a big “Thank You”. Words are inadequate to qualify your love and special interest in this book. Our God, the great rewarder of those who diligently seek Him will indeed reward you a million fold. Thank you!

My special thanks to Pastor Oluleke Akinola, the General Overseer of Upper Room Baptist Church, Lagos, Nigeria for the great job he did in editing this book. I am deeply indebted to you sir. Thanks a lot for your unrelenting efforts to see this book published.

My appreciation also goes to Pastor Tunde and Sade Badru of RCCG King’s Palace for your candid feedback after reading the

manuscript. I appreciate your genuine support. Special thanks to Bisi Adeyi, my sister-in-law, who has greatly afforded me her invaluable support and insights. I must also pay tribute to a vast community of biblical scholars, past and present, from whose works and idea I have freely drawn.

I would like to show appreciation to my prized wife, Bambo, who has been committed and devoted to our marriage covenant; and my wonderful children; Ife, Ayo Ore, and Anjola, for their unfailing encouragement and helpful critique. I love you very much.

With my heart full of joy, I say thank you all and remain blessed.

Wole Adeyi



Presentations

The strength of an army is her combatants. In the same way, the strength of a Church is found in her Workers. As poorly trained combatants will produce a weak and defeated army, so will poorly trained Workers produce a weak and defeated Church.

When Jesus Christ said in Matt.16:18 that “upon this rock I will build my church and the gates of hell shall not prevail against it”, He was definitely talking about the quality of God’s workers He will raise a people who will stand out as His true disciples because of their uncommon faithfulness, loyalty and commitment. Such people are not ‘born’, but they are ‘born again’.

This book, “Church Volunteers: God’s Workers” is about how to become and remain one of such unique disciples of our Lord Jesus Christ. The book is no doubt one of the most comprehensive manuals on the subject of Church Workers I have ever come across. The author has written with such a profound simplicity, candor and frankness. The content is very practical. The author takes us from understanding who a church worker is; how to become one; how to remain one, to how to influence others to become church workers as well.

In fact, if you never knew that God has deposited great gifts in you that you can use to influence your world positively or if you are in doubt that such talents exist in you, this is the book for you. You will not only discover how much God values you when you read this book, you will come to see how valuable you are. Are you a leader leading someone, or are you someone being led by another in the church setting? By reading this book, you will discover how symbiotically productive and fruitful that relationship can be, and the great blessings of God that follow when you know God’s plan for bringing you into this relationship. Ps.133:1 “Behold, how good and how pleasant it is for brethren to dwell together in unity”.

As a Pastor, I have been enriched in knowledge through reading this manuscript and I have no doubt that I will be able to better serve those to whom I

have been called. I also hope to be able to pass the knowledge gained to others as well.

If anyone wants to succeed as God's co-laborer in His vineyard, then, this is a must read book. I commend it to you.

-Pastor Leke Sanusi

RCCG Victory House; London

The strength of a building lies very much on its foundation, the higher the building the deeper the foundation. This is the reason why the church is built on the foundation of the apostles and prophets, and Jesus Christ being the chief corner stone (Eph 2:20). These men and women were gifts to the body of Christ, and the Scriptures give us in clear terms the reasons they were given.

“And he gave some, apostles; and some prophets; and some evangelists and some pastors and teachers; for the perfecting of the saints, for the work of the ministry, for the edifying of the body of Christ: till we all come in the unity of the faith and, of the knowledge of the son of God, unto a perfect man, unto the measure of the stature of the fullness of Christ.” Eph 4:11-13.

What is the meaning of this? It is simply to emphasize the importance of building a people and not a structure or monument of no eternal value. The future of a church is predicated on the strength of the formidable workforce it is able to raise. It is from this corps of seasoned men and women who have offered themselves as living sacrifices that have renewed their minds by refusing to conform to the world, that the future church leaders would be raised.

One can then imagine how timely and prophetically relevant this book “Church Volunteers: God's Workers” is to the church in this period when the dearth of servant leadership is staring us in the face. If the leadership of the church can imbibe the simple principle of raising men through godly instructions, perhaps the leadership problems we are experiencing today might not have arisen.

The Lord never minced words when he promised to build his church. He did not mean building structures, but a people fit for His use. Vessels thoroughly furnished unto good works. People who have been trained to suffer hardship, as good soldiers of Christ.

One of the reasons I have committed time and energy to this work is because I believe it will touch lives and inspire divine instructions to those who are yearning for the path of Truth to walk, but have not found the right mentoring process. Therefore, I commend to you this ministry – “Church Volunteers: God’s Workers” which God has chosen Wole Adeyi to write and I believe you will indeed be blessed reading it. Remain blessed and highly favored.

-Taiwo Ayeni

Rehoboth Bible Ministry Inc. Grand Prairie, Texas.

Church Workers are a major part of the make or break of any Church and Wole Adeyi has written this book with salient truths that should help anyone aspiring to work for God and with the set person in any true Church. He has given from what he received and from the experience of the roles he has played and still playing in advancing God’s Kingdom.

A true Church Worker can follow and yet lead with whatever assignment he/she may have been assigned, whose response-ability is progressive towards the work and not regressive. The one who says “serving God should not be in a way we want to serve, but the way He [God] wants us to serve Him.”

The Church Worker from this book is one with a servant’s heart whose intention is to only please the Master. Submission to someone else’s vision is a high calling with an eventual pay off. Church Workers are positioned so that “the King [Kingdom] should have no damage” Daniel 6:2. We live in a world where everyone wants to be heard, but a dedicated servant’s duty is to carry out the Master’s will. The service of God is not about position, but SERVING in the true sense of it and being careful about what is served. The Church Worker is not to set out to serve because of “self gratification, but for Kingdom elevation.”

I want to present this book as a guide to all Christians to learn what the attitudes and attributes of a true Worker is in the Church of our Lord Jesus Christ.

May the Lord bless you real good as you glean from this simple truth.

-Pastor Cal Lawanson

RCCG. Wisdom Assembly; Kansas City. Missouri.



Foreword

This book is about the work, the worker and the owner of the work!

Every believer is saved to serve, to be an instrument in the hand of God to fulfill God's purpose and establish His will upon the face of the earth. Wole has made great efforts in this book to analyze, enumerate, and explain what it takes to be a correct and fulfilled God's volunteer and the expectations of God from the volunteers.

If God wanted us to just be saved and reign with Him in heaven, the moment we become born again He would have taken us to Him in heaven, He however left us on earth for a purpose. We are created for a purpose and this book is written to help us to find our purpose in life and how to fulfill it. Some Christians will get to heaven to find out that many of what they did on earth were not actually relevant to God's plan for them, some also will find out that their service was just mere activity because while they actually worked, spend and spent for God, they did not do it according to the "due order". (1 Chronicles 15:13 KJV). The owner of the work is very specific on the pattern that the work should be done. "The gold for things of gold, and the silver for things of silver, and for all manner of work to be made by the hands of artificers. And who then is willing to consecrate his service this day unto the Lord?" (1 Chronicles 29:5 KJV).

The writer is very specific on the requirements and expectation

of God from His volunteer. It is not enough to volunteer to serve God but it must be done in Gods way. Brother Wole ADEYI wrote from his heart, experience as he daily work with God in different capacity and as inspired by God. He has shown dedication, devotion and humility to God as he serves under different leaders in various positions and I believe this book is the outcome of his experience as God helped him.

This is about the best and most informative book I have read on church volunteers and how to serve and expect Gods commendation on the last day and it is a must read for all Christian workers. Brother Wole's desire is that all Christian workers will not miss their reward as they stand before God to give account of their stewardship to God. The book is in your hand, read, digest, and act on the instructions in it and you are sure to hear the voice "welcome my faithful servant".

Pastor Oluleke A. Akinola

General Overseer

Upper Room Baptist Church, Lagos - Nigeria



Contents

Introduction.....	14
CHAPTER ONE:	
A Church Worker.....	18
CHAPTER TWO:	
Service.....	34
CHAPTER THREE:	
Identifying Your Unique Gifts.....	48
CHAPTER FOUR:	
Coming Under Spirit of Your Leader.....	56
CHAPTER FIVE:	
Virtues and Love	64
CHAPTER SIX	
Some Truths for Church Workers.....	72
EPILOGUE.....	76
DISCUSSION QUESTIONS.....	80
Appendix.....	82



Introduction

Your Church needs you! When you can help in either big or small ways in the work of the ministry, know that your involvement in the work of the ministry is priceless. Yes, you have something great to contribute and this book will help you take that step.

Maybe you are saying to yourself, “Am I sure I am called to serve?” Your salvation in itself is a call to worship God. The call to worship and service are intertwined. Neither of these are exclusive of the other. If your next concern is that, “I am not sure where I am supposed to serve.” Leave that to the Holy Spirit to figure out.

We have an ongoing need for volunteers in several areas of the Church. Do not be afraid to volunteer yourself to serve God. Do you know the Lord can use you to make the difference? The important thing is for you to take the first step by making yourself available and the Holy Spirit will take care of the rest by leading you to the place you are best suited. God will meet you there and take you to places you never imagined. Pray and ask the Lord where He wants you to serve. Speak to one of the leaders in your ministry today.

One area often overlooked in our relationship with God is service. God has called us to serve Him by serving others, particularly His family. In every Church, there is always a place to serve God. Volunteers are tremendous asset to any organization, especially organizations such as Churches and ministries which operate

under the Love-driven umbrella. Volunteering in the Christian context means love, respect, and submission to one another.

Christ is seeking individuals who are willing to lend their energies, enthusiasm, and expertise to serve in His vineyard. God has designed you to make a huge contribution as you use your Desire, Experience, Spiritual Gifts, Individual Style, Growth, and Natural Abilities (D.E.S.I.G.N) to make a profound impact on this world. All around us people are looking for volunteers. We are looking for volunteers in the Church, in business, and even in government. Where do volunteers come from? How do we recognize them? How is authority and responsibility given to them? This book will throw more light on these.

Most of us have been conditioned to think of volunteering in the way of the secular world. Your service is to the Lord and you do not receive wages or other compensation for your time. Church, unlike corporate or secular organizations is guided and directed by Jesus Christ through the Pastors and other Church leaders. However, volunteering in the Church is very different from volunteering in a secular organization for many reasons.

One area often overlooked in our relationship with God is service. God has called us to serve Him by serving others...

First, the One whom you are actually serving is God. (Exod. 23:25). He is the One who determines your service and grants you the enablement to serve. Of course, there are Pastors and Church leaders who coordinate your service under the direction of the Holy Spirit.

Secondly, volunteering in the Church is a life time commitment. It is not a service you sign up for any specific time duration. Even though the areas in which you serve may change from time to

time, yet, it is a lifetime of service in God's kingdom on this earth. God expects you to serve others in the Body of Christ. (Gal. 5:13). Jesus, our example, declares that He has not come to be served, but to serve. (Matt. 20:28).

Thirdly, as a volunteer in the Church, you are actually rewarded for your service. Like I mentioned earlier, your service is to God who is your Rewarder (Col. 3:24). God does not owe any man. As you serve Him, He will reward you in various ways. God's reward is increase in blessings: spiritual, material, etc.

Having established that a Church volunteer is different from a secular volunteer, for the purpose of clarity, I prefer to use the terminology "Church Worker" rather than "Church Volunteer." Henceforth, in this book, when you see "Church Worker", know

**God has designed you
to make a huge
contribution, as you use
your Desire, Experience,
Spiritual Gifts, Individual
Style, Growth, and
Natural Abilities.**

that I am referring to you who volunteer or want to volunteer in the Church, and not a person who works in the Church and gets paid a salary.

I could not have imagined myself writing this kind of book a decade ago. Like Moses, whose attention was

captured by a bush that burned without being consumed, the compelling force of the Holy Spirit would not let me go without writing this book.

I share the contents of this book with you, my brothers and sisters in the Lord, not as a man who has arrived or attained; but as a fellow brother in the service of our King, especially those in the service of the kingdom. Writing this book has been an incredible journey into the joy of discovery.

This book “Church Volunteers” is in series. “God’s Volunteers: The Strength of the Church” is the first volume. In this volume, you will understand who Church workers are, the type of services or ministries they are called to do, and how those services are to be carried out successfully, among others. The emphasis in this book is on relationships, responsibilities, qualities, experience, and limitations as Church workers.

I pray and long to see you as one of the beneficiaries of this book, who would join the band of saints to serve the King of kings.

Enjoy your reading and be blessed!

- Wole Adeyi



Chapter One

A CHURCH WORKER

A Church Worker is someone who has answered the call of the Lord to work for Him and with Him. The call of Jesus Christ to all who come to Him is a call to serve. Your response to the call of Jesus is to follow Him and to serve Him. It involves counting the cost and leaving all to follow Him, and this comes by having a closer and deeper relationship with Jesus Christ.

A Church Worker is a disciple of the Lord Jesus Christ. A disciple is not just a follower of Christ because a follower may choose not to follow when the going gets tough or when it is no longer fashionable to do so. A Church Worker is a faithful child of God, and a committed follower of Jesus Christ, always available for Him, and with a teachable heart. (Deut. 10:12).

“And a servant of the Lord must not quarrel but be gentle to all, able to teach, patient”. (2 Tim. 2:24).

Primarily and ultimately, the Church Worker is working for God Almighty Himself. This means that the reward of the Church Worker is from the Almighty too. In the world, every worker is committed to their employer. Likewise, a Church Worker is committed to Jesus Christ who is our employer. Most workers who work satisfactorily get extra pay or promotion from their

employers. Our Lord Jesus Christ, likewise, gives rewards to all committed Church Workers who work according to His will and specifications.

“Therefore, my beloved brethren, be steadfast, immovable, always abounding in the work of the Lord, knowing that your labor is not in vain in the Lord”. (1 Cor. 15:58).

“Behold, the Lord GOD shall come with a strong hand, And His arm shall rule for Him; Behold, His reward is with Him, And His work before Him”. (Isa. 40:10).

As you may know, not all believers are disciples. Also, not all Christians are Church Workers. A Church Worker is a learner who accepts the teaching of Christ, not only in belief, but also in the lifestyle by serving. It is more important to be a disciple working for Him than just being a number in the Church. As a Church Worker whom God has appointed, it is expected that you possess the necessary attributes listed below.

***Discipleship:** Christianity without discipleship is like Christianity without Christ. It remains an abstract idea, a myth which has a place for the Fatherhood of God, but omits Christ as the living Son. A Church Worker is a disciple. A disciple is a believer and a follower of Jesus Christ, chosen, ordained, and set apart from the world unto God to bear fruit, and whose fruit should remain because he continues in God’s Word.

In the world, every worker is committed to their employer. Likewise, a Church Worker is committed to Jesus Christ who is our employer.

“Then Jesus said to those Jews who believed Him, if you abide in my word, you are my disciples indeed”. (John 8:31).

“I am the vine, you are the branches. He who abides in me, and

I in him, bears much fruit; for without me you can do nothing". (John 15:5).

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

From these passages, it means that as a Church Worker, your service in the Church must be a blessing to others. You will only achieve this by being a disciple who cannot do without Jesus Christ.

***Submission:** Submission is the opposite of independence. A Church Worker cannot live a life of independence; rather he must live in submission to the will of God as he serves. Your life is totally dependent on God. You are totally sold out to God who has called you to serve.

A Church Worker is a learner who accepts the teaching of Christ, not only in belief, but also in the lifestyle by serving.

Also, submission is humble obedience to another's will. Pastors and Church leaders have been placed in positions of authority to direct the affairs of the Church. As

a Church Worker, you must recognize and acknowledge their authority by giving them due respect and following their leadership in service. (Heb. 13:17).

A clear understanding of this verse of Scriptures should help you know that you should always submit to the authority set over you. The one who submits will enjoy the power and the covering of the person he is submitting to. It is in submission that you can resist the enemy. (Jam. 4:7).

***Sanctification:** Sanctification is being set apart from the world

unto righteousness and God. It is a life of true holiness and the purification of the heart. Sanctification becomes a necessity for all Church Workers because after the fall of man, when Adam and Eve disobeyed God, sin began to manifest itself in the world. The whole world was plunged into moral ruin. The essence of sanctification, therefore, is for Church Workers to be conformed into the image of God. This is necessary so that they can work together with God and for God.

“But what things were gain to me, these I have counted loss for Christ. Yet indeed I also count all things loss for the excellence of the knowledge of Christ Jesus my Lord, for whom I have suffered the loss of all things, and count them as rubbish, that I may gain Christ and be found in Him, not having my own righteousness, which is from the law, but that which is through faith in Christ, the righteousness which is from God by faith; that I may know Him and the power of His resurrection, and the fellowship of His sufferings, being conformed to His death, if, by any means, I may attain to the resurrection from the dead. Not that I have already attained, or am already perfected; but I press on, that I may lay hold of that for which Christ Jesus has also laid hold of me. Brethren, I do not count myself to have apprehended; but one thing I do, forgetting those things which are behind and reaching forward to those things which are ahead, I press toward the goal for the prize of the upward call of God in Christ Jesus”. (Phil. 3:7-14).

In order to live to please the Lord Jesus Christ, it is important that a Church Worker should, among other things, be sanctified, considering the moral failures in our Churches today. There can be no other doctrine more important to understand than sanctification.

***Commitment:** Those who have ever accomplished anything in life are known to be committed to it. Commitment is the key to

Excellence. As a Church Worker, when your commitment level is high, your success level will also be high. Success in any field is costly but the man who will pay the price can have it, and the reward is worthwhile.

Spiritual greatness has its price. For any Church to be spiritually great, the workers must be committed. For any meaningful achievement including spiritual greatness in our Churches, commitment is required. Without it, nothing can be accomplished, nor achieved until the work force really gets committed to God and to the establishment of His kingdom.

***Faithfulness:** Faithfulness is required of all Church Workers. Faithful Workers can train themselves readily to do whatever God is calling them to do. They succeed where qualified workers fail. They are always available to do whatever is required. A worker cannot be faithful without being in submission. Faithfulness is born out of submission to God's will. Every Church Worker must first know God's will and calling on his or her life, then work faithfully to achieve that calling or ministry.

Faithful workers succeed where those who have the experience and skill fail.

A Church Worker should start slowly from the bottom of the ladder, working faithfully there, submitting to those over you, and in turn to God. Work with others, with one mind and in one accord. God rewards faithfulness, not talents, ability, or qualification, with promotion. Do not promote yourself; God will do so as you remain faithful to that which He has called you.

“His lord said to him, ‘Well done, good and faithful servant; you have been faithful over a few things, I will make you ruler over many things. Enter into the joy of your lord.’ (Matt. 25:23).

“A man's gift makes room for him, and brings him before great men”. (Prov. 18:16).

***Discipline:** Discipline is a major attribute of servanthood. Discipline means training or mode of life in accordance with the rules of work to be done. It means subjection to control or to strict or severe training. The areas that every Church Worker must achieve discipline includes but not limited to truthfulness, faithfulness, prayerfulness, forgiveness, punctuality and regularity.

Faithful workers succeed where those who have the experience and skill fail.

“You therefore must endure hardship as a good soldier of Jesus Christ. No one engaged in warfare entangles himself with the affairs of this life, that he may please him who enlisted him as a soldier. And also if anyone competes in athletics, he is not crowned unless he competes according to the rules”. (2 Tim. 2:3-5).

“Then Jesus said to His disciples, “If anyone desires to come after me, let him deny himself, and take up his cross, and follow me”. (Matt. 16:24).

Discipline is necessary to achieve readiness for battle. It develops patience, longsuffering and experience.

***Devotion:** Above all, Church Workers must be devoted to God. Devotion is defined as the state of being ardently dedicated and loyal. This is a key and tool for success.

“Be diligent to present yourself approved to God, a worker who does not need to be ashamed, rightly dividing the word of truth”. (2 Tim. 2:15).

Church Workers must be devoted to the Word of God. The Bible is the basis of our faith. It is the embodiment of God’s Word to man. The Word of God is quick, powerful and sharper than

any two edged sword; it has integrity. It gives new life, comfort, peace, wisdom and understanding. It converts souls, heals, promotes faith in us, and is capable of transforming us.

Every Church Worker who is devoted to the Word of God must read it over (Rev. 1:3), search it out (Acts 17:11), think it through (1 Tim. 4:15), pray it in (Ps. 119:11), live it out (James 1:22), hold it up (Phil. 2:16), and speak it out (2Tim. 4:1-2).

***Loyalty:** As a Church Worker, being dedicated to the work of God involves being loyal to your Pastors and leaders. Loyalty means strict and continuing faithfulness to an obligation, trust and duty. It is the quality or state of being faithful. Loyalty is something you give regardless of what you get back, and in giving loyalty, you are getting more loyalty; and out of loyalty flow other great qualities. Working in the Church demands loyalty and responsibility, and it gives you back fulfillment and peace.

“No one can serve two masters; for either he will hate the one and love the other, or else he will be loyal to the one and despise the other. You cannot serve God and mammon”. (Matt. 6:24).

BIBLE QUALIFICATIONS OF A WORKER

In life we have qualifications. There are some people who want to do something they are not qualified for. For instance, there are qualifications to gain admission into a medical school to read medicine! So when people talk about qualifications and say it is unfair; they must understand that it is a way of life. Therefore, as Church Workers we need qualifications to be able to work for God.

The Holy Bible, as the Christians' constitution tells us, is that the minimum qualification any Church Worker must possess is 'B.A

Degree'. This simply means Born Again. This is basic; for no child of the devil can work for God (Amos 3:3). Every Church Worker must be genuinely born again. (Matt. 6:24).

“Jesus answered and said to him, “Most assuredly, I say to you, unless one is born again, he cannot see the kingdom of God.” Jesus answered, “Most assuredly, I say to you, unless one is born of water and the Spirit, he cannot enter the kingdom of God. That which is born of the flesh is flesh, and that which is born of the Spirit is spirit. Do not marvel that I said to you, ‘You must be born again.’” (John 3:3, 5-7).

Each Worker has an equal chance and potential to be used of God. The level of usage of each Worker (Vessel) depends on how each handles his life and presents himself unto God. You must be delivered from sin and every sinful habit. Church Workers must be purged of carnal attributes, made pure and holy. (2 Tim. 2:20-21).

Other areas of purging required of a vessel in order to be meet for the Master's use are: selfish ambition, comparison and competition, uncontrollable appetites, tribal consciousness, idleness and pleasure, slothfulness, envy and other attributes of Mr. Flesh.

The one who would qualify to be a Church Worker must have satisfied the following conditions:

***Deliverance from sin** and every sinful habit. A Worker could make mistakes but should not commit or live in sin. (Tit. 2:14; Gal. 5:1; 2 Tim. 2:19-22; Judg. 14:1-3, 16:1, 21; 1 Sam. 2:12-14).

***Holiness or sanctification** is a prerequisite for a Church Worker. Therefore no worker can work for our heavenly Father without fulfilling the preconditions of being sanctified. Sanctification can be defined as purity of heart, separation to God, removal of

the adamic nature, to make free from sin, to cleanse from moral and spiritual corruption.

“They are not of the world, just as I am not of the world. Sanctify them by your truth. Your word is truth”. (John 17: 16-17).

Sin can be classified as internal or external. External sins are the more visible forms of sin, like the branches of a tree. Internal sins are salient sins, fountain of corruption, adamic nature, or sin principle deeply entrenched in man like the root of a tree. (Ezek. 36:25-26; Deut. 30:6; 1Thess. 4:3, 5:26; Gal. 5:19-23).

God has the power to destroy sin. While salvation is a one time affirmation of receiving Jesus as Lord and savior, sanctification is a process of dealing with the deep seated roots of sin in order to uproot its venom and implant the love of God.

Once more, while sanctification is the practical outworking of the reality of what God has done for us and in us, salvation is an instantaneous experience whereby we receive a new heart through faith. It is from this point onwards that we are to grow in sanctification. It is an experience for consecrated children of God. It is not freedom from temptation, but rather grace to overcome temptation. It is not mental perfection but perfection in love (1 Cor. Chapter 13).

Sanctification is a requirement because it is divinely commanded by God who is holy Himself. It is the reason for our calling (1Thess. 4:7), besides it is God's will. (Heb. 12:14). It is a proof of genuine conversion, and makes our witness to unbelievers effective and powerful. Above all, it is promised and Jesus Christ died for it (Heb. 13:12).

***Water Baptism** is a physical demonstration of a spiritual death, which is an outward sign of an inward work (reality of genuine conversion). It is an open declaration of separation from the

world. This is a requirement because it is a commandment, not an option so long as a believer remains alive after conversion (Mark 16:16; Matt 28:19). It is to follow the example of the Lord Jesus Christ in fulfilling all righteousness by being baptized by John the Baptist (Matt. 3:3-15; 1 Pet. 2:21), and be identified with His death, burial and resurrection (Col. 2:12). And above all, for us by so doing, enter with Him into the kingdom of God (John 3:5).

By water baptism we do not mean sprinkling or infant baptism, but immersion in water as a testimony of death to sin and resurrection to a new life in Christ Jesus. We see this affirmed in Romans 6:4:

“Therefore we are buried with him by baptism into His death that like as Christ was raised up from the dead by the glory of the Father; even so we also should walk in newness of life.”

We encourage that Church Workers should be baptized in the name of God the Father, God the Son and God the Holy Spirit (Matt. 28:19).

*Infilling of the Holy Spirit is a necessary requirement for Church Workers.

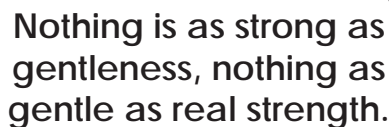
“But you shall receive power when the Holy Spirit has come upon you; and you shall be witnesses to me in Jerusalem, and in all Judea and Samaria, and to the end of the earth”. (Acts 1:8).

Infilling of the Holy Spirit is the platform upon which all the other gifts of the spirit takes off. It gives rest to the weary and it is also refreshing (Is 28:12). It enables edification or growth as one engages in speaking in tongues (I Cor. 4:4) and it also elicits the mystery of God in its outworking (I Cor. 14:2). One becomes strong in the Lord and in the power of His might as one is so engaged. As we see in Acts 6:3, it is a requirement that qualifies a man to serve in the Lord's vineyard.

“Therefore, brethren, seek out from among you seven men of good reputation, full of the Holy Spirit and wisdom, whom we may appoint over this business”.

***Gentleness** is an attribute of the Holy Spirit. Church workers must be filled with the Holy Spirit to receive grace for gentleness. Nothing is as strong as gentleness, nothing as gentle as real strength. Here are a few things that gentleness is not: Gentleness is not weakness or cowardice. Gentleness is not passiveness or inactivity. When you think of gentleness you might think of a gentle animal, one that is tame and placid and easily led. Biblical gentleness is not about being tamed, compliant or docile. It is not about weakness, cowardice, or inactivity.

Firstly, gentleness is strength. Patience and gentleness are powerful and strong. They



Nothing is as strong as gentleness, nothing as gentle as real strength.

achieve results. All the examples of gentleness in the Bible are people who are strong and in control, not weak and

out of control. (Prov. 25:15). Gentleness is strength, but it is strength under control. It is restrained strength.

It is a person in a powerful position, choosing not to use his power against a person in a weak position. Why would a powerful person restrain his strength? It is for the benefit of the weak person. Gentleness is all about care and concern for others. God is gentle. The area where we should be most gentle is in conversation. A gentle answer turns away wrath, but a harsh word stirs up anger. (Prov. 15:1).

*The word “**patience**” comes from the Latin word for suffering. Patience is self-suffering.” It is not an accident that we call those in our hospital “patients.” To be patient is to suffer for the sake of

God. Being patient is also a major requirement. Church Workers need a lot of it. In fact, lack of this can mess up a lifetime investment.

More than this, as Church Workers, we should rejoice in our sufferings, knowing that suffering produces patience, and patience produces character, and character produces hope, and hope does not disappoint us..." (Rom. 5:3-5).

"Be completely humble and gentle; be patient, bearing with one another in love". (Eph. 4:2).

***A Church Worker must be a cheerful giver.** Specifically, he must be a tithe and offering payer, and be an example to the congregation of spending and being spent for God. Paying tithe is God's command, therefore, it becomes a vital prerequisite for Church Workers. In addition to this, your life, time, profession, energy, and all must be spent for God. I mean God should take priority over all.

"Bring all the tithes into the storehouse" (Mal. 3:10).

"And I will very gladly spend and be spent for your souls; though the more abundantly I love you, the less I am loved". (2 Cor. 12:15).

"I have been crucified with Christ; it is no longer I who live, but Christ lives in me; and the life which I now live in the flesh I live by faith in the Son of God, who loved me and gave himself for me". (Gal. 2:20).

"So let each one give as he purposes in his heart, not grudgingly or of necessity; for God loves a cheerful giver". (2 Cor. 9:7).

***Church Workers must be blameless** and be without blemish in the congregation. This means that a Church Worker ready to work for God must be spotless and clean. No charge against him can be proved to be true. He should be a man of irreproachable character for truth, honesty, chastity, and general uprightness.

“Do all things without complaining and disputing, that you may become blameless and harmless, children of God without fault in the midst of a crooked and perverse generation, among whom you shine as lights in the world, holding fast the word of life, so that I may rejoice in the day of Christ that I have not run in vain or labored in vain”. (Phil. 2:14-16).

***A Church Worker must be of good behavior.** Your character leads people better than what you say. Think before you talk. Say what you mean. Mean what you say.

“Let no one despise your youth, but be an example to the believers in word, in conduct, in love, in spirit, in faith, in purity”. (1 Tim. 4:12).

“.....Does not behave rudely, does not seek Its own, is not provoked, and thinks no evil”. (1Cor. 13:5).

***Church Workers must be able to teach others.** Workers cannot give what they do not have. Blessed is the servant who his master when he comes shall find him doing so. ‘Teachable’ means people who are constantly excited about what they are learning, and therefore, eager to pass it on to others. If a man wants to be an elder, let him be teachable in the hands of the Master and open to the teaching and reproof of others. The man who has nothing to learn has nothing to teach, and there is no place in the ministry of the Church for such a man.

“And the things that thou hast heard of me among many witnesses, the same commit thou to faithful men, who shall be able to teach others also”. (2 Tim. 2:2).

***Every Church Worker must be hospitable** exhibiting true brotherly love.

“Let brotherly love continue. Do not forget to entertain strang-

ers, for by so doing some have unwittingly entertained angels”.
(Heb. 13:1-2).

Church Workers are to set good example by showing hospitality, which all believers should follow. To be hospitable means to be fond of guests. To do that you must love people and desire to help them. Of course, love is the distinguishing mark of a true follower of Jesus Christ. Most people find it much easier to show hospitality to those like themselves. But the Bible makes it clear we should show love in practical ways especially to those from other countries. You may be the only Christian they will ever come in contact with. So, they may judge Jesus Christ by how you act toward them.

**Your character leads
people better than
what you say. Think
before you talk**

It is natural for most people to help their friends; people who are like them. That is why the Bible specifically tells us to show hospitality even to strangers; people who are not like us. It is not wrong to be nice to the people you know and like. But God appreciates it when you help others; and He will reward you for it.

***Church Workers must not be double-tongued.**

“Even so the tongue is a little member and boasts great things. ---My brethren, these things ought not to be so”. (Jam. 3: 5-10).

Apostle Paul equally wrote and outlined in details some of these qualifications. You may find this explicitly declared in 1 Tim. 3:1-13.

a). A Church Worker must be husband of one wife. It is expected that a man or a woman should not have more than one spouse, but in this computer and technology age, it is not so. This should not even be an issue to be debated.

b). Self-control is the main word. Church Workers must be temperate. A Church Worker is to take care of the people not to abuse them. He should be on his guard against sin in any form and must have a watchful care over his own conduct. His desires and passions should be well regulated with seriousness.

c). Church Workers must be sober-minded. A clear and sober mind is a valuable asset in this crazy world. The ability to calmly deal with the everyday struggles of life will win you respect from your peers and single you out as a person that can get things done, even under pressure. Being sober-minded is a characteristic that anyone can attain with a bit of discipline.

d). Not a novice. A new convert cannot start teaching in a Sunday school class. An apprentice needs to be taught first before he can give out what he has been taught.

e). He must not be given to wine by indulging in drinking alcoholic beverages no matter how low the alcohol percentage may be. He should neither pay for its purchase on behalf of others nor use it to entertain, no matter the conditions.

f). Church Workers must not be confrontational or argumentative. Aggressiveness is being violent, which is synonymous with being a street fighter. Hence he should not be violent or quarrelsome.

g). A lover of money will do more harm than good no matter his gifting. Therefore, Church Workers must not be greedy for money and must not be covetous. Money is good, but the love of it is evil. A Church Worker should be generous in his giving, including tithing.

h). Every Church Worker must rule well his own house, having

his children in submission with all reverence. For if a man does not know how to rule his own house, how will he take care of the Church of God? Charity begins at home.

i). The Bible says pride comes before destruction. No one should share His glory. Therefore a Church Worker should not be proud.

j). He must be reverent. A Church Worker must be respectful in all ways.

k). As a Church Worker you must have a good testimony among those who are outside the Church. You are the light of the world, not the light of the Church. As Church Workers, your light must overshadow the darkness outside. People must see the light of God in you.

In addition to these, other qualifications that the Church may from time to time consider necessary and essential for every Church Worker to possess include being:

i). a proven soul-winner (Mark 16:15-16),

ii). one given to fasting,

iii). a prayer warrior (1 Thess. 5:17),

iv). trustworthy, and

v). humble hearted (Matt. 5:5).



Chapter Two

SERVICE

“You are the light of the world. A city on a mountain glowing in the night for all to see. Don’t hide your light under a basket! Instead, put it on a stand and let it shine for all. In the same way, let your good deeds shine out for all to see, so that everyone will praise your heavenly Father”. – (Matt. 5:14-16).

It is written, “You are the light of the world.” It is always nice to be told that you make someone’s day brighter, but when the creator of the entire universe tells you, “YOU are the light of the world!” It means that is exactly what you are! Jesus intended for His message to serve not only as an encouragement, but as a proclamation of who we are through Him.

It is written, “Don’t hide your light...let it shine for all!” What an awesome reminder of the important role we have been called to play in this world. This light has been given to us as a precious gift and we need to share it with everyone rather than keep it to ourselves. Created in the very image of God, we serve as beacons to reflect His light to the world!

Therefore, a Church Worker is not only working for Him, but much more with Him. Working for God moves people towards common goals, principles and values; hence, a Worker influences

the destiny of people with the use of the light in his life.

Also, it is written, "Let your good deeds shine...so that everyone will praise your heavenly Father." Jesus is the source of our light and He wants us to shine. His desire is that our every deed, action and word will result in God being praised. Simply put, Jesus is telling us to live brightly. You are a Church Worker whose light is shining brightly to the extent that people are being blessed by you in order to bring glory to God. When we serve as an act of worship to God, then we are living brightly.

In this case, a Church Worker is the one who has the right tools such as the light to shine for God.

SERVING THE LORD

You cannot choose to serve God and the world at the same time. You serve the Lord by the way you live the commandments received from Him. It is reflected by the work you do to help establish the Kingdom of God on earth, and by the way you act towards your neighbor.

The question is who are you working for? "Are you serving the Lord or serving self"? The words "No Service" has culturally become a taboo. We do not like to see those words appear on our cell phones, or at a restaurant, a hotel, and especially in Church. When service is needed and necessary, but missing, it is a drainer of efforts already accomplished. Likewise, when God needs your service and you are not available, God feels the same.

You would like to get involved in serving the Lord, but you are just so busy. Remember, "Time is the currency of our culture." Throw some money out then you know its value. When you get involved in serving the Lord, then you know how sweet and beneficial it is to work for God. To communicate love involves com-

mitment of time and service. When you serve the Lord, it will take some energy, thought and time. By doing this you are telling God that you love Him. Serving the Lord is an expression of your love for Him.

“Each one should use whatever gift he has received to serve others, faithfully administering God’s grace in its various forms”.
(1 Pet. 4:10)

WHY DO I NEED TO SERVE THE LORD?

Jesus promised eternal life to those who serve Him: ***“Verily I say unto you, there is no man that hath left house, or parents, or brethren, or wife, or children, for the kingdom of God’s sake, who shall not receive manifold more in this present time, and in the world to come life everlasting”.***

Why should we serve God? Many have probably never paused to consider their motives. Why do you need to understand your motives in order to serve God or grow in godliness? The more you are aware of them, the better you will be able to serve God as He deserves. Motivations are often hard to discern and they sometimes overlap. It is clear that Christians can serve from either worthy or unworthy motives. It is healthy to evaluate your motives for serving God or for growing in godliness so that you may serve Him better.

You can look at this from these three points why you need to serve the Lord:

It was modeled by Jesus: Jesus our good example demonstrated this to us. After washing the disciples’ feet Jesus said, “I have set you an example.” Jesus never asked others to do something He wasn’t willing to do Himself.

Mark 10:45 says, ***“For even the Son of Man did not come to be***

served but to serve, and to give his life as a ransom for many”.

It was commanded by God: Throughout His Word, God repeatedly tells us to serve. He even tells us how to. The book of Ephesians 6:7-8 tell us to:

“Serve wholeheartedly, as if you were serving the Lord, not men, because you know that the Lord will reward everyone for whatever good he does, whether he is slave or free”.

It is needed by the Church:

In the Church, a member may have false assumption and say, “There are other people, so I don’t need to get involved.” But just the opposite is true. Church Workers are

It is healthy to evaluate your motives for serving God or for growing in godliness so that you may serve Him better.

needed because there are many areas of service which need to be filled in the Church. Your service is needed to advance the Kingdom of God in your Church. Paul says, ***“We use our gifts so that the Body of Christ may be built up.”*** (Eph. 4:12).

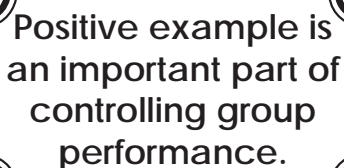
HOW DO I SERVE THE LORD?

A Church Worker can serve the Lord by being a positive example. The responsibility to be a positive example lies not only with the Pastors and Church leaders, but with every Church Worker as well. Every Church Worker has a special responsibility to set a positive example by rightly influencing others. As a Church Worker, you are constantly watched by those you work with. If you fail to set the example, why should you expect other congregation members to do any better? To help keep the congregation together and get the job done, everything you do and say should be in line with the best possible examples of guidance. When you set the example, you help facilitate the results needed for your

Church to grow.

Positive example is an important part of controlling group performance. As a Church Worker, no matter how good your work is, if you don't match it with your behavior, you will enjoy no respect and find it increasingly difficult to get the group to work with you. The failure to demonstrate simple competence to Church members can cause a Church Worker to be damned with negative results.

By being a positive example, wherever you are, whatever you are doing, know that someone in your Church is taking a mental picture of you when you are least aware of it. By showing a good example, you earn respect without asking for it from other Church members and from the leaders. It is a bi-directional way respect.



**Positive example is
an important part of
controlling group
performance.**

Remember that wherever you go, someone is undoubtedly watching you. What you do is far more important than what you say.

Church Workers are to act to deserve respect on every side.

Nobody who demands respect ever gets it, except as edge service, while they are around. Fine counsel may be confusing, but example is always clear. The best of all the preachers are the men, who live their creeds. I once told a Pastor friend that the Sermon he delivered may be very wise and true, I'd rather learn my lesson by observing what he does. For, to see the good in action is what everybody needs. I can say I will learn how to do it if you will let me see it done. For I may misunderstand you and the fine advice you give, but there is no misunderstanding in how you act and how you live.

Church Workers should show good judgment in relating to others: do not fool around, disturb others, or mess up. Being a positive example involves avoidance of crude or offensive language at

any time. Be careful about joking with someone you do not know well. Their sense of humor may be entirely different from yours.

Personal appearance, cleanliness, proper clothing, and neatness are all important elements that affect other's perception of the example you set.

If the Church Worker sets a certain tone conducive to getting business done, others will follow suit if he has earned their respect. By setting an appropriate example, acting mature and showing initiative, the group works together better and gets more done.

WHAT IS EXPECTED AS I SERVE THE LORD?

“But the Fruit of the Spirit is love, joy, peace, patience, kindness, goodness, faithfulness, gentleness, and self-control. Against such things there is no law”. (Gal. 5:22-23).

All Church Workers must manifest the fruit of the Spirit. By their fruits, we shall know them. The fruit of the Spirit is perfection that the Holy Spirit forms in us as the first fruits of eternal glory. This fruit is the result of growth in the gifts of the Holy Spirit. The fruit of the Spirit is a physical manifestation of a Christian's transformed life. In order to mature as Church Workers, you need to understand the attributes of the nine fold fruit:

Also there is need for every Worker in the Church to work together and be in one accord for the Holy Spirit to work through them. Unity is the product of the fruit of the Spirit.

“When the Day of Pentecost had fully come, they were all with one accord in one place. And suddenly there came a sound from heaven, as of a rushing mighty wind, and it filled the whole house where they were sitting. Then there appeared to them di-

vided tongues, as of fire, and one sat upon each of them. And they were all filled with the Holy Spirit and began to speak with other tongues, as the Spirit gave them utterance” And how hear we every man in our own tongue, wherein we were born”? (Acts 2:1-4, 8).

When Church Workers are serving in the Church, it should be in one accord. The Holy Spirit cannot work well in a divided house. The bible says the whole house was filled with the Holy Spirit and they received power to be witnesses. Not a few, not most, but ALL were filled with the Holy Spirit. This is a good indication that when Church Workers work in unity, they will all operate in power.

Further in this passage in Acts 2:14-47, out of twelve workers, Peter stood up and spoke. No one selected or appointed Peter as the spokesman, but when they received power through the Holy Spirit, they were all unified in the same spirit. Church Workers should work under the leading of the Holy Spirit and not by sight. At the end, three thousands souls were won. There is power in unity.

The United States of America is powerful: though each State diversifies, yet they all have a common goal and interest. In unity, we stand. This is the biblical doctrine that works in the secular, how much more when it is followed in the Church.

THE RESULTS OF SERVING THE LORD

“So it was, as the multitude pressed about Him to hear the word of God, that He stood by the Lake of Gennesaret, and saw two boats standing by the lake; but the fishermen had gone from them and were washing their nets. Then He got into one of the boats, which was Simon’s, and asked him to put out a little from the land. And He sat down and taught the multitudes from

the boat. When He had stopped speaking, He said to Simon, “Launch out into the deep and let down your nets for a catch.” But Simon answered and said to Him, “Master, we have toiled all night and caught nothing; nevertheless at your word I will let down the net. And when they had done this, they caught a great number of fish, and their net was breaking. So they signaled to their partners in the other boat to come and help them. And they came and filled both the boats, so that they began to sink”. (Luke 5:1-7).

Simon Peter and his brother Andrew were experienced fishermen, yet on that fateful day, their fishing expedition ended up in frustration. Simon complained to the Lord, ‘Master, we have toiled (worked hard) all the night, and have taken nothing. This tells me it is possible to work hard with nothing to show for it, if Jesus is not in the picture.

As a matter of fact, the Lord met them washing their net. This is an obvious acceptance of failure and defeat, marking the end of a bad day of business. Meanwhile, the crowd was pressing around Jesus to listen to the Word of God. The Master needed a boat and immediately made for Simon’s boat. You may wonder, why Simon’s boat?

Jesus was demonstrating the fact that He owns our lives and all we have, and that He is absolutely free to put whatever demand He wishes on our life at whatever time, irrespective of whether we are feeling good or bad.

Thank God, Simon gave Jesus a chance. At the end of His evangelistic campaign, Jesus decided to give Simon a pay-back for the use of his boat. He instructed Simon: ‘Put out into the deep water and let down your nets for a catch. If you give Jesus your time, ability, and everything and work for Him, He will surely pay you back.

Putting his past failure behind him, Simon obeyed the Lord and the result was quite amazing. They caught so many fishes that they had to call out to their partners for a helping hand. Not only did both partners get their boats filled with fishes, their boats actually began to sink. Whoever suggested to you that the Master would engage your services without paying back is not truthful.

Many believers today are in Simon's shoes. They toil so much, but they have practically nothing to show for their efforts. Several factors could be responsible for their inability to catch fishes. One obvious reason is the person you work for. Are you in the business of God or your own business? Unless you allow Master Jesus to be your employer, you will end up not living up to your full potential in life.

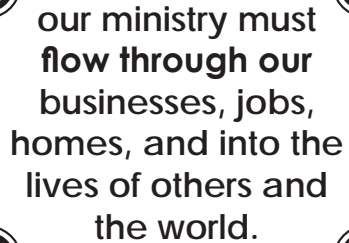
The truth I like to impress upon your mind, beloved child of the Most High, is that there are fishes in the sea. The fact that you have labored so much without catching anything is not an indication of lack of fishes in the sea. Like in the case of Simon, some unseen forces must have been driving away those fishes from his net. These forces, the Master neutralized by a superior authority. This happened just by letting go everything and letting God. Consequently, the fishes assembled where the net of Simon was later going to be cast. Indeed, our God is too faithful to fail. He is dependable, and more than enough. All you need to do is: first work for him like Simon did.

“But seek first the kingdom of God and His righteousness, and all these things shall be added to you”. (Matt. 6:33).

I do not mean quit your job and go into full-time ministry to serve in the Church. God calls you to serve Him and others in your local Church. Even though God has called us to a personal ministry, our ministry must flow through our businesses, jobs, homes, and into the lives of others and the world.

You may have toiled very hard, and for quite a while been on the high seas of life without making a catch. You may already be ‘washing your net’ in despair and resignation to fate. People may be calling you a failure. Do not be discouraged, the Lord is offering you a word of hope. Yes, you can make it, for there are fishes in the sea. How? Work for him and let Him be your employer by serving in your Church.

From the above text (Luke 5:1-7) let me briefly highlight six major qualities God needs to see in you to qualify you for His benefits:



**our ministry must
flow through our
businesses, jobs,
homes, and into the
lives of others and
the world.**

***Availability:** Observe that Simon made his boat available for the Master’s use. Is your ‘boat’ available for the use of the King of kings and His Kingdom business? Are you making your time and abilities available to serve in your Church? Anyone who makes himself available to be used of God will surely receive the benefits from God.

***Obedience:** Simon did not argue with the Master when He told him to pull out into the deep water. Are you willing to hearken to the Master’s voice in respect of your service? Remember, His instruction may not always appeal to your reasoning. The question is how do I know His will? Frankly speaking, the will of God for you is to be blessed and to be a source of blessing to others. In other words, His will is to serve Him and to be an instrument of His service.

***He acted in Faith:** You may be obedient to His Word and still be full of unbelief. Many today are good Church goers, but are not responsive to the covenant blessings of God through active faith. They are casting their nets with their hands, but their hearts are

far from their efforts. Hence, because it is not mixed with faith, it has become a venture in futility.

***The Word:** By the Master's word Peter connected with the supernatural. He put aside his fishing experience, a career he had engaged in for years, and followed divine instructions at the time it looked unreasonable to do so. Everyone that is knowledgeable about fishing knows that morning time is not the best time to catch a big haul. By this time fishes would have disappeared into the belly of the waters. Hence, the best time for a big haul is at night, yet Peter said “...*Master, we have toiled all night, and*

He put aside his fishing experience, a career he had engaged in for years, and followed divine instructions

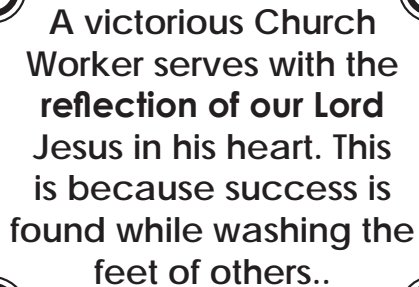
have taken nothing, nevertheless at thy word....” He responded to the power of His Word, not the logic behind His word. He responded to the Word who became flesh and dwelt among us.

***Humility:** The experience of Peter after his obedience and acting in faith humbled him. He fell at the feet of the Master in astonishment. The Bible tells us in verses 8 and 9 “...*Peter saw it he fell down at Jesus' knees; for he was astonished.*” He must have said to himself “In all my years of fishing, I have never seen it this way before.” He was indeed humbled and by implication he worshipped the Lord.

***Honesty:** His response to faith and the Word revealed his sinful state and he was honest enough to declare it. He cried “*Depart from me for I am a sinful man....*” I am too much a sinner for you to show me this kind of mercy or favor. However, he lacked the understanding of the fact that Jesus did not come for those who are whole, but those who are sick. Even though Peter believed, yet he was overwhelmed by the result of the Master's words. He caught more than he could ever have imagined or expected.

It was after these six conditions were met that divine intervention occurred. The situation was bad and frustrating until our Lord stepped in with supernatural power. You need a similar power to gather together all the fishes your net has hitherto repelled. Some Church Workers may say since they've been working in the Church, they have nothing to show for it. The question for you is this: Is your service born of obedience and availability? Or is your service out of convenience?

Your working for God is the price you need to pay to get His prize of blessings. The price could include time, effort, money, and even some insults with persecutions. Remember greatness is measured by service, not status.



A victorious Church Worker serves with the reflection of our Lord Jesus in his heart. This is because success is found while washing the feet of others..

“Yet it shall not be so among you; but whoever desires to become great among you shall be your servant”. (Mark 10:43).

If you want real victory, you must become a committed servant of the Lord, who is readily available to serve and obedient to his Word. A victorious Church Worker serves with the reflection of our Lord Jesus in his heart. This is because success is found while washing the feet of others. This shocking image goes against everything the world teaches us about service and reward.

“Looking unto Jesus the author and finisher of our faith; who for the joy that was set before him endured the cross, despising the shame, and is set down at the right hand of the throne of God”. (Heb. 12:2).

I strongly believe everyone who serves God is a potential victor. If you are working for God, then you are pursuing God's best for your life; your today is leading you to your tomorrow.

Align your expectations with His purpose and be willing to offer the appropriate service in the Church. And just as the fruit comes forth in the appropriate season, your blessings will spring forth when their time has come.

Furthermore, the parable of the Talents reveals the result of serving the Lord. (Matt. 25:14-30). What is the ultimate reward for the faithful Church Worker? In this passage, the two successful servants were not working for their own increase. It was not their money. They were working for the increase of their master,

**...everyone who serves
God is a potential victor.
If you are working for
God, then you are
pursuing God's best for
your life...**

and they shared in the increase to his estate. Their true reward is to share in their master's joy. So joy is the reward, and joy comes from serving. The Bible says, the joy of the Lord is our strength. (Neh. 8:10). The greatest reward of serving

the Lord is the joy of serving.

I know from experience that if I undertake some action to create increase only for myself, there is very little energy to it, and it does not usually increase my joy. But if I focus on creating increase for others, such as helping people grow, then I feel great joy in doing that, and it ultimately creates increase for me as well.

There is more to it than that. Joy is a quality that I inject into my work and something I derive from it. When I work for others' benefit, I tap into the deep wells of joy that are already inside me. Instead of trying to achieve joy, I joyfully achieve. Joy flows outward from me and into the work I do, so I experience it as an

inflow and outflow. Joy is something you inhale and exhale.

Serve to create increase for others, and JOY is your reward. Bury your talents, and you get “weeping and gnashing of teeth.” The choice is yours.



Chapter Three

IDENTIFYING YOUR UNIQUE GIFTS

“But to each one of us grace was given according to the measure of Christ’s gift. Therefore He says: “when He ascended on high, He led captivity captive, and gave gifts to men.” Now this, “He ascended”, what does it mean but that He also first descended into the lower parts of the earth? He who descended is also the One who ascended far above all the heavens, that He might fill all things. And He Himself gave some to be apostles, some prophets, some evangelists, and some pastors and teachers, for the equipping of the saints for the work of ministry, for the edifying of the body of Christ, till we all come to the unity of the faith and of the knowledge of the Son of God, to a perfect man, to the measure of the stature of the fullness of Christ.” (Eph. 4:7-13).

Recently, I was looking at my three sons and I noticed facial features in each of them that differentiated one from the other. Though all of them have different facial looks, yet all of them look like me. This tells me that though we are many, but we are one body in Him. Our gifts and callings are diverse, but we serve in unity.

All callings are important. One calling is not considered more important than another. Each has its duties and responsibilities

that are vital to the progress and advancement of the Lord's work. Not only do callings give Church Workers a chance to serve, but also an opportunity to personally learn and grow. (Rom. 12:3-5)

Your spiritual gifts do not depend on natural talents and aptitudes or developed skills. A spiritual gift is something that God gives for the purpose of service and building up others in a life of faith. Spiritual gifts enhance one's talents for service. Yet sometimes, the spiritual gifts seem to work against a person's natural endowment. God does not necessarily need your strengths, talents or strong points before He can use you. He delights in using your weakness, because whenever He does, you do not get to share in His glory. Know that your gift is what God gives to you. Your calling is what you give back to Him.

**Not only do callings
give Church Workers a
chance to serve, but also
an opportunity to personally
learn and grow.**

Moses, a stammerer, "no talent" received his calling and gifts to lead the Israelites out of Egypt. David did not have any skill or talent to be a King. Through his calling as a shepherd boy and a musician, he became a renowned king. The two rural fishermen, Simon Peter and his brother Andrew, became teachers and leaders who left a mark on the course of history. There are examples everywhere of people, who do not have training, are not highly skilled, have no particular talent, but when the time comes for them to benefit the Body, the gift is there. The Spirit takes pleasure in surprises and on turning the tables on the expected. It is wise to leave yourself open for such action. We develop skill, but God gives the gift. Where there's a gift, there's usually a natural ability and a developed skill that can go with it.

I have found out that the places where ministries flourish are the

places where peoples' gifts, talents and skills are identified and harnessed. Such places also refine and train peoples' talents. They also make opportunities for their use, and work hard to support them in their ministry.

Talents and spiritual gifts are interwoven, but they also can be distinguished. They are both talents and gifts given to you to serve God in specific ways. They can be distinguished in that talents are creational - "built into us by the sovereign work of God in our conception". Talents are special abilities for serving given to you by God, and that enhance your character in many different ways. (Matt. 25:14-30). By using and spending your talents, you can customize your character to fit your own personal style of play. For example, if I can write and speak fairly well, those are talents entrusted to me. Meanwhile spiritual gifts are inspirational - "workings and motivations by the direct action of the Spirit in us".

You are created uniquely. God has created each for a special purpose. Every Church Worker has unique talents, gifts, interests, passions, and purposes. We learn in a variety of ways, and process things differently. As a Church Worker, to help you grow spiritually and to serve productively, you need to learn about your own uniqueness.

God has given every member of the Body of Christ specific gifts and callings, which will benefit the body immensely. We cannot fulfill God's highest goal for our lives unless we discover, utilize and multiply our gifting. Most people are aware of the existence of callings, spiritual gifts and talents, but often do not understand how to identify their own gifts. Your spiritual gifts can help your Church grow. Every Church Worker has at least a minimum of one gift or talent deposited in him. (Luke 19:12-26). The spiritual rule on this issue is: use it or lose it.

The importance of discovering your place in the Body (Cor.3:5-15) are numerous. We are not called to do the same thing, instead we are called to complement. Different trees make up a forest. We will be rewarded based on using our gifts. No Church Worker can be effective in another Worker's place, because God's resources are given to you based on your calling.

It is important to know that we cannot experience spiritual growth or enjoy divine lifting without using our gifts in serving others. The use of our gift or operating in our calling is the fastest way to our spiritual growth. The use of gifts is the path to increase and multiplication of gift. You lose God's approval when you leave your appointed place to work outside your calling. Also, when you ignore God's restrictions as to your gifts and calling, you lose His protection. Moreover, as a Church Worker, God does not hold you accountable for another man's work. You suffer needlessly when you bear burdens God never intended you to carry.

Every Church Worker needs to discover his spiritual gifts. To begin, ask yourself these questions: Where do I seem to focus my attention? What life experiences have shaped me? What creates the strongest emotion within me? What issues grieve me? What truly excites me the most? What things do I enjoy doing? What energizes me? Or what subject in the Church would I rather talk about than any other subject? By answering these questions, you can get an inkling of what your calling and gifting is. Your greatest interest reveals your calling and gifting.

Also, knowing your personality and how you relate to people will shed more light on what your gifts and callings are. Is it your first response to seek the Lord on an issue? This is a prophetic gifting and calling. Do you comfort, listen, encourage or show love? This is a pastoral gifting and calling. Do you empathize, or cry with the grieving person? This is a mercy gifting and calling. Do you

tell people what they need to do? This is a teaching and counseling gifting and calling. Do you try to win people to the Lord? This is an evangelistic gifting and calling. Do you look for practical details? This is an administrative gifting and calling. Or do you readily share something you have with the other person? This is a giving and help gifting and calling.

Another way you can know or identify your gifts and calling is by exploring different avenues of service in your Church. Ask yourself: What do I have experience or practical skill in? Also, what gifts are seen and confirmed in me by others? Based on the answers to these questions, pick an area of service that corre-

There will always be times when no one's gifts or passions seem to match what needs to be done.

spond and serve there. After a while, evaluate your effectiveness in that particular area of service. If your effectiveness is great, then you have identified your area of calling. If your effectiveness is low, then move on to another area of service. ***“If ye***

know these things happy are ye if you do them” (John 13:17). Through experience and the leading of the Holy Spirit, you will get to your destination.

I first served in the Church in the youth ministry, which I was not excited about. My wife was a Choir member, and she had asked me to help out in the song arrangements. Until then, I never knew I was good at music, much more composing new songs. That was when I discovered that music was one of my gifts. Workers' spiritual health is boosted when they are matched in a good position. And we know that God does not always call us to what is easy. Yet when people are serving in a situation where their gifts are used appropriately, then they can more effectively maneuver through tough times or challenges.

You may identify your gifts and calling by serving in an area of need within the Church. Sometimes you may be called upon to serve in an area of service in Church outside of your interest to fill a need. When such happens, prayerfully consider it and trust God to help you if you accept. There will always be times when no one's gifts or passions seem to match what needs to be done. Then it is important to remember that people serve in the Church out of their faithfulness to God, not out of obligation.

Several years ago, our Church needed to rebuild the children's ministry. No one stepped forward to take up the responsibility of heading the children's ministry. So we asked a sister, whom we felt had the talent, though we knew her interests were elsewhere. We explained the duties involved and asked her for a one-year commitment. Although, she preferred serving elsewhere, she accepted. Surprisingly, after one year, we offered to redirect her when the mission was accomplished. She then realized out of her faithfulness to God that she actually has the passion for children's ministry. Since then, she has been in children's ministry and recently, she was made the Minister-In-Charge. Hence, she moved from being a member to worker and later to a Minister. What an awesome promotion!

Discovering your spiritual gifts is the effort. People keep commitments better when they are in the right area of service. In order to work in God's plan, the gifts of a Church Worker should determine the area of service or department in which he serves. A Christ-centered Church Worker makes every effort to discover his unique gifts and calling. Such a Church Worker should encourage himself to serve where God has equipped him to do so.

Service to Christ will always be a combination of faithfulness to Christ and stewardship of your gifts. The goal is to grow toward a gift-based ministry where you serve out of your gifts and passion.

HELPFUL HINTS

“Each one should use whatever gift he has received to serve others, faithfully administering God’s grace in its various forms”.
(1 Pet. 4:10).

In the Church we have many valuable opportunities where you can use your gifts and join hearts and hands with others for the purpose of sharing the Gospel of our Lord Jesus Christ that He might be fully known to others.

Since some opportunities require certain maturity, training, time commitment, or experience; I ask that you identify yourself from the following ministry descriptions. These descriptions are used to help you choose the right place to serve at this time in your journey. Here are the different ministries you can find an opportunity to serve:

- *Sunday School Teacher,
- *Music Department,
- *Technical Department,
- *Ushering Department,
- *Security (God’s Army Department),
- *Children Department,
- *Church Publication ministry,
- *Publicity Department,
- *Protocol Department,
- *Hospitality Department,
- *Special Duties,
- *Greeters department,
- *Youth Department,
- *Maintenance Department,
- *Cleaning Department,
- *Church Administration,
- *Singles’ Ministry,
- *Elders’ Fellowship,
- *Men’s Fellowship/Women’s Fellowship,

*Counseling Department,
*Intercessory Department,
*Treasury Department
*Drama Department
...and many others.



Chapter Four

COMING UNDER THE SPIRIT OF YOUR LEADER

I Samuel 17: 25-31

In the Church, there is hierarchy. At the top is the Lord Jesus Christ, the head of the Church. Next comes the Senior Pastor who oversees other Pastors and departmental leaders, and the departmental leaders oversee the Church workers. Depending on the size of the Church, the chain of command may be more elaborate.

Our Lord Jesus Christ too was under authority. (John 5:30; 15:10; 15:15). If not that Jesus Christ was under authority, He would have failed in the Garden of Gethsemane. If you are under authority, the one overseeing you will apply the brakes, when considered necessary. A good car without brakes is surely going to crash.

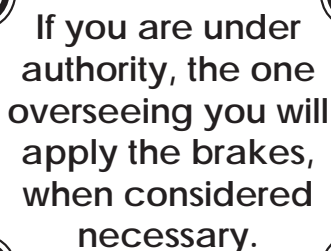
Joshua as an example of loyalty: For how many years was Joshua under Moses as a servant? Approximately forty years! Today how many people are ready to serve a fellow human being for forty years? To tell the truth, to serve under somebody is tasking because everything the man needs must be provided, even if it is not

convenient.

But Joshua was a good example of unwavering loyalty.

“Now Amalek came and fought with Israel in Rephidim. And Moses said to Joshua, “Choose us some men and go out, fight with Amalek. Tomorrow I will stand on the top of the hill with the rod of God in my hand.” So Joshua did as Moses said to him, and fought with Amalek. And Moses, Aaron, and Hur went up to the top of the hill”. (Exod. 17:8-10).

Here Joshua was sent to face the battle of the Amalekites, even though he did not go to any School of Defense or War College. When Joshua was told to go and fight, he did not refuse; he only said, “Yes sir, I will go.” Every time you refuse or accept an invitation of your leader to do something, God takes notice. Joshua was 100% united in the spirit with his leader.



If you are under authority, the one overseeing you will apply the brakes, when considered necessary.

“But Joshua the son of Nun and Caleb the son of Jephunneh, who were among those who had spied out the land, tore their clothes; and they spoke to all the congregation of the children of Israel, saying: “The land we passed through to spy out is an exceedingly good land. If the LORD delights in us, then He will bring us into this land and give it to us, ‘a land which flows with milk and honey.’ Only do not rebel against the LORD, nor fear the people of the land, for they are our bread; their protection has departed from them, and the LORD is with us. Do not fear them”. (Numb. 14:6-9).

By this time Joshua had discovered that there is a God behind Moses. This is a big lesson from this passage. Rebel not against

your leader, even when he has done what you do not like or looks unwise God is still with him.

In our Churches today, the major cause of disloyalty is disobedience to our leaders. Many obey physically, but disobey within. This is like standing outwardly and sitting inwardly.

Disagreement is another cause of disloyalty. This point is better explained in this same chapter under the challenges of supporting your leader during periods of disagreement. Whatever disagreement a Church Worker may have with his leader, your leader is still your leader. Your leader may make mistakes, just as you, yet he is still your leader.

“Now we ask you, brothers, to respect those who work hard among you, who are over you in the Lord and who admonish you. Hold them in the highest regard in love because of their work. Live in peace with each other”. (1 Thess. 5:12-13).

Unfortunately, nepotism on the part of the leader is another cause. This is simply put as favoritism because of personal gains. Nepotism in the Church occurs when Church leaders favor relatives or friends above others, with little or no regard for anything but kinship. An example is promoting relatives solely because they are family members, with no consideration for the qualifications or merit for the position.

Be unswervingly loyal to him. Loyalty does not mean sycophancy. Remember, whatsoever a man sows he shall reap. Joshua is an example of a loyal worker.

RESPONSIBILITIES OF CHURCH WORKERS TO THE CHURCH LEADERS

God's design for Church Workers is to serve in submission

(Mark. 10:41- 45; Rom. 13:4). Church Workers should have an attitude of respect and the inclination to follow their leaders (Heb. 13:17). Following should be active and not passive. They should seek out leadership, and find ways to help them succeed in accomplishing legitimate goals.

Whenever possible, Church Workers should be sure that they understand why their leaders are asking them to do something. This is important because such understanding enables them to follow their instructions more enthusiastically, and to do so “as to the Lord.” (Eph. 6:5, 7; Col. 3:22-23).

When the Church Workers find it necessary to disagree with a leader, they should do so respectfully, not out of rebellion or malice. They should explain their reasons.

But Peter and John answered and said to them, “Whether it is right in the sight of God to listen to you more than to God, you judge. For we cannot but speak the things which we have seen and heard”. (Acts 4:19-20).

But Peter and the other apostles answered and said: ***“We ought to obey God rather than men”.*** (Acts 5:29).

In most ongoing relationships, especially in the Church, Workers should have the courage to declare their intention. Church Workers could possibly find themselves unable to agree on a fairly important point. But not so important that they feel they should disobey their leaders. In this case, Workers should be loyal dissenters.

A loyal dissenter is unwilling to remain quiet about his dissent, but also unwilling to disobey. While such a posture of loyal dissent is permissible, it, however, needs to be exercised with special care to avoid division in the Church. Your dissent must be shared only in helpful ways.

Of course, the Bible's teaching on obedience does not mean the Church can outlaw dissent when expressed legitimately. Dissent is different from rebellion. Rebellion involves attempting to set people in the Church against the leadership. This is also division and schism, which are sinful and subject to admonition, and even formal discipline.

God does not require us to obey leaders outside the legitimate sphere of their authority. This is why a wife is urged to "be submissive to her own husband". (1 Pet. 3:1; Eph. 5:22).

In a nutshell, Church Workers are to obey their leaders, respect and make their work easier.

"Obey your leaders and submit to their authority. They keep watch over you as those 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". (Heb. 13:17).

"Now we ask you, brothers, to respect those who work hard among you, who are over you in the Lord and who admonish you. Hold them in the highest regard in love because of their work. Live in peace with each other". (1 Thess. 5:12-13).

While leaders have a pastoral role in Workers' lives, this is accomplished by influence, not by autocratic authority.

CHALLENGES OF SUPPORTING YOUR LEADER DURING PERIODS OF DISAGREEMENT

As a Church Worker, your role is that of a vision amplifier, therefore, you have to be careful how you amplify the vision. If you are not careful, you can put too much of your own spin on it and you can distort what you are trying to amplify.

In any organization, there can be only one leader whom the other

leaders and workers submit to. The same thing is in the Church. Moses was a number one leader, while Aaron, Caleb, Joshua, etc, were leaders and workers, leading and serving from behind. Keeping your role as a Church Worker in perspective is important, especially when you may not agree with everything that your leader says or does. Church Workers will function successfully without drawing people away from someone else's leadership by maintaining a "whole Church" view.

Personally, as a Church Worker, there is no issue that I cannot have a one-on-one conversation with my leader. It is also important to me to distinguish between big issues and small ones. On the small issues, it is okay for me to respectfully voice my disagreement within an appropriate forum such as the Workers meeting, etc. If the issue is a big deal, then I am going to talk to him behind closed doors and just tell him that we are moving in a direction that is uncomfortable for me and why.

Church Workers will function successfully without drawing people away from someone else's leadership by maintaining a "whole Church" view.

As a Church Worker, loyalty is a must to your leaders. This does not mean you should be a "yes-man." Loyalty does not mean you should not be politely frank. Let your leader know your reasoning and he will respect your objectivity. Most leaders respect their subordinates more when the subordinates speak their mind instead of grumbling. Remember, God hates murmuring.

There are various examples in the Bible of people who challenged the authority of their leaders and, as a result, suffered negative consequences. Remember Miriam who mocked Moses because he had a Cushite (Ethiopian) wife. She was stricken with lep-

rosy. Korah and his followers led the whole people of Israel to rebel against Moses' leadership. They were all swallowed by the earth. Michal remained childless because she despised David's holy dance. This shows that even a wife who despises her husband's leadership is aiming towards doom.

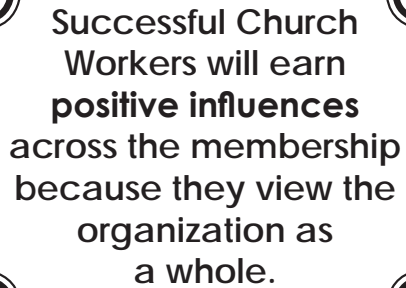
Remember Shimel in 2Samuel 16:3-14. He cursed and threw stones at God's anointed king, David. He was later executed at Solomon's order. Whatever seed you sow in one leader's life, you shall reap, may be through another leader. The youths who mocked Elisha and laughed at his baldness were killed by bears. What of Sanballat and Tobiah who spread rumors and lies to stop the building of Jerusalem's wall? They were frightened, humiliated and disgraced.

Hananiah contradicted Jeremiah's prophecies with false predictions; death came in two months later. Bar-Jesus, a sorcerer lied about Paul in an attempt to turn the Governor against him. He was stricken with blindness. It is dangerous to criticize and challenge God's leaders openly. It paints a picture of a divided house to the people. Any Church Worker who wants to live long and have a meaningful life must be cautious not to attract the wrath of God upon himself.

Church Workers must be careful about the way they react to peoples' complaint about their leaders. A Church Worker must try to carefully listen to what people are saying, and try to be discerning about it. When church members complain to me about my pastor, I always help them to do what I have done, which is to look more deeply into my pastor's heart and see the bigger picture. Then I tell them, "I understand your concern, and if you'll allow me, I'll take your concern to him." Afterwards, I leave my pastor a voicemail or speak with him directly to let him know what is going on. This will definitely breed loyalty instead of allowing a person's motives define the situation.

I think one of the worst things a Church Worker can do is to just go to his leader and tell him that there is this person or group of people who are not happy with his leadership without being specific about the issues at stake. Just telling him that people are not happy with his leadership does not help him evaluate what the issue is and the seriousness of it. You should go further and let him know how you feel about the matter.

What happens when you think your leader is absolutely wrong, do you leave the Church or do you pray for him? Pray for him. Ask God to throw more light into the situation. At the end you may be the one who needs to change.



Successful Church Workers will earn positive influences across the membership because they view the organization as a whole.

Successful Church Workers will earn positive influences across the membership because they view the organization as a whole. I visited a family and the man

said to me, “Brother Sam, I really like how you encourage better than your Pastor.” I told him that while I appreciate his affirmation of me, it is not about me, but God. My gifts and my temperament are different from my Pastor and from other Church Workers. I am not seminary trained, I am a physical therapist, very detail oriented; therefore, when I look at other Church Workers, I see my gifts as so different, yet so complementary to theirs. In my mind, it is never an issue of competition.



Chapter Five

VIRTUES AND LOVE

VIRTUES OF A CURCH WORKER

Virtue stands on three legs: character, competence, and communication. Of these three, character seems the most obvious, and the one that is most often singularly equated with virtue. Yet, it is the hardest to achieve.

***Character:**

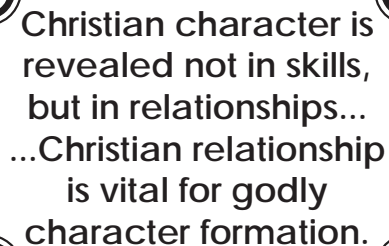
Character can be defined as a person's sense of moral fortitude, an inner compass that determines how a person acts when no one else is looking. Other definitions use terms like "reputation," "integrity," "virtue," and "core ethical values." At its root, the word "character" reflects the idea of etching something that is so deep; it not only identifies a person, but also defines him.

Christian character is revealed not in skills, but in relationships. I believe that the reason Church Workers get away with a lack of character is that they do not live in true relationship with other believers. I am not talking about a lack of fellowship or contact with other Christians. I'm talking about an absence of true identities among Church Workers. I am convinced that Christian relationship is vital for godly character formation.

How can you determine the depth of a Church Worker's character? Look for patterns in the Church Worker's day-to-day habits. How faithfully does the person handle time and money? Is he a faithful partner or faithless partner with those he serves with? The most important measure of character is the quality of the Church Worker's relationships. Does he embrace others or hide from them? A person of sound character is not afraid of the light; in fact, he welcomes it and even desires it.

***Competence:**

Competence is the ability to meet specific qualifications to perform some tasks. It is a standardized requirement for a Church Worker to properly perform a specific job. It encompasses a combination of knowledge, skills and behavior utilized to improve performance. More generally, competence is the state or quality of being adequately or well qualified, having the ability to perform a specific role.



**Christian character is revealed not in skills, but in relationships...
...Christian relationship is vital for godly character formation.**

For instance, a Church Worker is competent as long as the skills, abilities, and knowledge that constitute that competence are a part of him, enabling him to perform effectively within a certain Church environment. Therefore, one might not lose knowledge, a skill, or an ability, but still lose the competence, if what is needed to do a job well changes. It should be noted that different competencies predict outstanding performance in different roles. Incompetence is its opposite!

***Communication:**

Communication is the exchange and flow of information and

ideas from one person to another. It involves a sender transmitting an idea to a receiver. Effective communication occurs only if the receiver understands the exact information or idea that the sender intends to transmit. It is the chain of understanding that integrates the Church members from top to bottom, bottom to top, and side to side.

No one would talk much in society if they knew how often they misunderstood others. Faulty communication causes the most problems. It leads to confusion and can cause a good plan to fail. Communication is a process by which information is exchanged between or among individuals. For true communication, there must be a transmission of thoughts, ideas and feelings from one mind to another. Communication among Church Workers is often formed around respect.

Churches agree in principle that character is important; yet in

...yet in reality, many Churches and organizations allow competence and communication, to stand in for character.

reality, many Churches and organizations allow competence and communication, to stand in for character. While doing so may result in short-term success, eventually an individual's true character

will surface. This will not only erode many of its successes, it will potentially ruin that Church Worker's reputation for a lifetime. Even the Church itself may suffer for it.

I know of a Church Worker who indulged in extramarital affair. Today, this Church Worker is out of the ministry of serving and he barely managed to keep his wife and family. There are many in the Church that may never trust another Church Worker again because of his actions.

A Church Worker may have exceptionally competent performance with an excellent team-work relations and communication; but can his achievements and his words be trusted if he lacks good character? Time will tell, of course. That is the nature of character. It is proven over time, in multiple settings, both in season and out of season. The Scriptures talk about character as something that has to be proven and approved.

Of these three legs of virtue: character, competence, and communication, character seems the most obvious, and the most valuable. Up till now, it is the hardest to attain even in the Church.

LOVE: THE NEW REALITY

“And you shall love the LORD your God with all your heart, with all your soul, with your mind, and with all your strength. This is the first commandment. And the second, like it, is this: “You shall love your neighbor as yourself. There is no other commandment greater than these”. (Mark 12:30-31).

Love must be the primary motivation in serving the Lord and others in the Church. It is possible to let the need to rise up to the challenge, or sense of service or commitment stir us up to serve in the Church. Yet, these factors will only carry us so far in service. What will enable you to endure to the end is the service, which comes from the heart of love.

God is love and His love is shed upon those who serve Him. Anyone who pursues truth and serves God is loved by God and comes under the umbrella of that love which can be received from God alone. Any Church Worker who truly loves God will demonstrate it through service. He must give God sincere worship and humble himself before Jesus. A major part of service is to focus on loving your neighbor. The simple way to accomplish this is to put into practice the Golden Rule, that is, “Do unto others as you

would have them do unto you.”

The American Heritage Dictionary defines love as **“an intense affection for another person based on familial or personal ties”**.

A key phrase in this dictionary definition of love is the phrase “based on”. This phrase implies that we love conditionally; in other words, we love someone because they fulfill a condition that we require before we can love them. How many times have you heard or said, “I love you because you are cute;” or “I love you because you take good care of me;” or “I love you because you are fun to be with”? Naturally, we love based on feelings and emotions that can change from one moment to the next. For instance, the divorce rate is extremely high in today’s society because hus-

Love must be the primary motivation in serving the Lord and others in the Church.

bands and wives supposedly stop loving one another or they “fall out of love”, so they call it quits. Evidently, their marriage vow of “till death do us part” means they can part at the death of their

love for their spouse rather than at their physical death.

How does God Define Love? The Bible tells us that **“God is Love”** (1 John 4:8). There are many passages in the Bible that give us God’s definition of love. The most well known verse is John 3:16, **“For God so loved the world that he gave his only begotten Son, that whosoever believeth in him should not perish, but have everlasting life”**. So one way God defines love is in the act of giving.

However, what God gave was not a mere wrapped-gift present; God sacrificed His only Son. This is an amazing love. Another great verse about God’s love is found in Romans 5:8, **“But God commendeth his love toward us, in that, while we were yet sinners, Christ died for us”**. In this verse and in John 3:16, we find

no conditions placed on God's love for us. God does not say, "as soon as you clean up your act, I will love you;" nor does He say, "I will sacrifice my Son if you promise to love Me." God wants us to know that His love is unconditional, so He sent His Son, Jesus Christ, to die for us while we were still unlovable sinners. We do not have to get clean, and we do not have to make any promises to God before we could experience His love. His love for us has always existed, and because of that, He did all the giving and sacrificing long before we were even aware that we needed His love. God is Love, and His love is very different from human love. God's love is unconditional, and it is not based on feelings or emotions. He does not love us because we are lovable or because we make Him feel good. He loves us because He is love. He created us to have a loving relationship with Him, and He sacrificed His own Son to restore that relationship. As Church Workers, you must love as Jesus did.

A major part of Service is to focus on loving your neighbor.

"He that loveth not knoweth not God; for God is love. In this was manifested the love of God toward us, because that God sent his only begotten Son into the world, that we might live through him. Herein is love, not that we loved God, but that he loved us, and sent his Son to be the propitiation for our sins. Beloved, if God so loved us, we ought also to love one another. No man hath seen God at any time. If we love one another, God dwelleth in us, and his love is perfected in us. Hereby know we that we dwell in him, and he in us, because he hath given us of his Spirit. And we have seen and do testify that the Father sent the Son to be the Saviour of the world. Whosoever shall confess that Jesus is the Son of God, God dwelleth in him, and he in God. And we have known and believed the love that God hath to us. God is love; and he that dwelleth in love dwelleth in God and God in him". (1 John 4:8-16).

Now this is the message that we have learnt from Him and proclaim to you that God is love. It must be understood that true love among Church Workers reflects the totality of God. When you honestly love God, you will look for every opportunity to serve Him and His people.

FALLING IN LOVE

Jesus did not say to Peter, “Will you make the commitment?” His final question is not “Will you rise to the challenge?”

Christ says, “Peter, do you love me?”

“Yes, Lord.”

“Then feed my sheep.”

Jesus appeals to love and compassion, not commitment or the need to rise up to the challenge in commissioning Peter to serve. This is applicable to today’s Church Worker as well.

**Jesus appeals to love
and compassion, not
commitment or the
need to rise up to the
challenge...**

The phrase “Anna, will you be willing to teach children Sunday School next week?” is an invitation to commitment. Anna may do her duty and teach the children, but she will likely never fall in love with her class. In-

stead, you say, “Anna, we invite you to fall in love with this group of kids and give them the privilege of falling in love with you.” By presenting service to her in this manner, Anna will love those children in her class and pour the love she has for them into teaching them.

I encourage Church Workers to be love-driven workers by en-

joying their work for God, not for benefits. In the Church today, Workers typically serve with commitment and with challenging goals. That is regrettable. Research shows that when a service is built on love and compassion, it resonates among the people being served.



Chapter Six

SOME TRUTHS FOR CHURCH WORKERS

- Always expect great things from God.
- Pray big, believe big, and dream big.
- Your work and the people you lead will show a reflection of you.
- God has not only called you to be successful but to be faithful.
- Your availability to work for God is more important than your ability.
- You are not supposed to count the sheep but to feed the sheep.
- You cannot be everything to all people.
- Never Edge God Out. (E.G.O):
- When things go wrong in the Church, take blame; when things go well in the Church, pass the credit.
- Many blossom best in second position than first position.
- The cheaper the wood, the higher the gloss; the more expensive the wood, the lesser the gloss.
- It is only by way of relationship that mantle is transferred.
- Love from the centre of who you are, don't fake it. (Rom. 12:9-11.).
- Do not make room for your gift; let your gift make room for you.
- Do not make a name for yourself, make a name for Jesus.

(Jesus did not make a name for Himself, but God gave Him a name that is above all other names).

- If there is anything that you need to acquire, acquire a right heart.
- It is not act, but your heart. (Acts 24:16).
- Help your Leader to lead and you fill in the gaps.
- Update your Pastor or your immediate leader on what you are doing and keep the communication going.
- Protect your Pastor and your leaders by taking blames when issues or problems arise.
- Openness: Go up with your complaint and do not go to a colleague or people under you.
- Do not poison your Church members about your leaders; always resolve issues with your leaders not shortcut.
- All you need is a teachable spirit. (Prov. 12:1).
- Humility promotes you faster than smartness. Jesus washed the disciple feet. Your feet are beautiful when you use them for the Gospel.
- John the Baptist did not do any miracle, yet he was the greatest example because he died so Jesus can live.
- Jesus will force you to shine; you cannot force Him to shine.
- Life is about routine.
- The Gospel is still Jesus and the cross.
- The fact that you are suffering does not mean that you are not in the will of God.
- Be at the right place at the right time doing the right thing for God.
- God owns your contract.
- If you are not happy where you are, you will never be happy where you are going.
- God is not concerned about your reputation, He is concerned about eternity.
- Become friendly not familiar; Impart vision, do not impair vision.

- Be careful who you admire, because who you admire is who you behold. (Jonathan to David).
- You cannot despise what you want to become.
- Jesus made you who you are; without Him you are nothing.
- You get a lot done when you do not care who gets the credit; God gets the credit anyway.
- Friendships are formed when loyalty is proven (kill loyalty and kill friendship).
- If you want to last long -do not mess with power, money and sex.
- If you cannot be loyal to a man, you cannot be loyal to God.
- If you do not give God all, you will always doubt God.
- Be an amateur and not a professional.
- Do not be an Autopilot.
- To avoid sexual immorality get close to your wife and to God. The best time to go shopping is when you have eaten, not when you are hungry. Do not go near a barking dog.
- Do not misinterpret your Pastor's/leaders' decision.
- It is the Pastor's responsibility to make a vision for the Church, not your job. You are to implement.
- Pray concerning your circle of concern since you can only influence your circle of influence. When you pray about your concern your influence will grow.
- Your status can grow, but it will start from where you are now.
- You are to complete not to compete
- Ministry/Church revolves around trust. You only increase the platform of Ministry/Church to the level you trust somebody.
- If you are faithful in little, God will give you more.
- Know your Church vision, declare it, make it clear, work with it and update it.
- If you have a contradictory vision then you have to leave.

- Do not listen to gossip or be a part of it.
- Do not betray the platform of your ministry or Church.
- Maintain the unity of the Church.
- Do not be a gap finder, be a gap filler and do not supervise your Pastor or your leaders
- Compensate for your leaders' shortcomings
- Ask your Pastor or your immediate leader to rate you all the time (Consistent evaluation).
- Present an idea with a solution and submit your idea to your Pastor or your leader.
- Your primary calling is to serve God, then your Leader; and your Church.



Epilogue

There are a lot of hurting and confused people in this world, and there is no greater joy than helping them find healing and direction by pointing them to Christ. Some of you may have never experienced the thrill of being used by God. Make the decision to use your gifts for His glory. Serve the Lord and others —not out of duty, but out of devotion!

Apostle Paul, probably the greatest builder of Churches of all time, was very concerned that the Churches he founded lacked good work force. His instructions to the Church Workers at Ephesus on his last visit with them is reported in some detail (Acts 20:17-35).

“And from Miletus he sent to Ephesus, and called the elders of the church. And when they were come to him, he said unto them, Ye know, from the first day that I came into Asia, after what manner I have been with you at all seasons, Serving the LORD with all humility of mind, and with many tears, and temptations, which befell me by the lying in wait of the Jews: And how I kept back nothing that was profitable unto you, but have showed you, and have taught you publicly, and from house to house, Testifying both to the Jews, and also to the Greeks, repentance toward God, and faith toward our Lord Jesus Christ. And now, behold, I go bound in the spirit unto Jerusalem, not knowing the things that shall befall me there: Save that the Holy Ghost witnessed in

every city, saying that bonds and afflictions abide me. But none of these things move me, neither count I my life dear unto myself, so that I might finish my course with joy, and the ministry, which I have received of the Lord Jesus, to testify the gospel of the grace of God. And now, behold, I know that ye all, among whom I have gone preaching the kingdom of God, shall see my face no more. Wherefore I take you to record this day that I am pure from the blood of all men. For I have not shunned to declare unto you all the counsel of God. Take heed therefore unto yourselves, and to all the flock, over which the Holy Ghost hath made you overseers, to feed the church of God, which he hath purchased with his own blood. For I know this, that after my departing shall grievous wolves enter in among you, not sparing the flock. Also of your own selves shall men arise, speaking perverse things, to draw away disciples after them. Therefore watch, and remember, that by the space of three years I ceased not to warn every one night and day with tears. And now, brethren, I commend you to God, and to the word of his grace, which is able to build you up, and to give you an inheritance among all them which are sanctified. I have coveted no man's silver, or gold, or apparel. Yea, ye yourselves know that these hands have ministered unto my necessities, and to them that were with me. I have showed you all things, how that so labouring ye ought to support the weak, and to remember the words of the Lord Jesus, how he said, It is more blessed to give than to receive".

In this letter, Paul advised the Workers in the Church to stand fast and remain unmovable until the end; knowing that their service is unto God, and not unto man. He pointed it out that humility is needed in serving the Lord. Offence will arise, chains and tribulations will come, but none of these things should move you.

As a Church Worker, you should not count your life dear to yourself so that you may finish your race with joy, and the ministry which you received from the Lord Jesus. Therefore, take heed to

yourselves and to all the flock, among which the Holy Spirit has made you overseers in the Church of God which He purchased with His own blood.

Wolves will come in among you, not sparing the flock. Even from among yourselves men will rise up against you, speaking perverse things, to draw away the disciples after themselves. Be watchful and focused.

Paul, in his letters, emphasized on the character required of Church Workers. However, for the Church to be a true Church, it is important to note both the requirements and the limitations of Church Workers.

If ever a Church needed strong Workers, it was the Church at Corinth, which was beset by division and all kinds of problems. Yet, Paul addresses the qualities of Church Workers in Chapters 3 and 4. He stresses their servant nature, and that it is God's field and building they are working in (3:5-9). They will be tested at the judgment as to how well they have built on the only legitimate foundation, Jesus Christ (3:10-17). He mentioned the stewardship nature of Church Workers (4:1-5) and the danger of putting them on a pedestal (4:6, 7). It is not their eloquence, but the evidence of God's power at work through their ministry that counts (4:19, 20). Paul's goal is for a community where everyone, with whatever gift they may have been given, is a fully functioning member. Every person is to serve with his specific gifts, and every person is to be served in his specific need. All is to be done with love (chapter 13).

Church Workers are also Church leaders in the making and are encouraged to have a nurturing or shepherding role (Acts 20:28; 1 Pet. 5:1-3) with some emphasis on teaching (1 Tim. 5:17). It is the responsibility of the Church Workers to develop themselves and be deeply rooted in the Word. There is a need to know the Word

of whom you work for, so that when He speaks, you understand.

“My friends, I am sure that you are very good and that you have all the knowledge you need to teach each other”. (Rom. 15:14).

“Let the message about Christ completely fill your lives, while you use all your wisdom to teach and instruct each other”. (Col. 3:16).

“Encourage one another and build each other up, just as in fact you are doing”. (1 Thess. 5:11).

Another very important lesson in this book is the benefit of team work. Jesus first set the pattern by welding a group of very different followers into a working team in about two and a half years. I suspect that there are two reasons for this emphasis. Where there is a true team work there is less temptation for a leader to develop tendencies that will work against the Church. (1 Pet. 5:1-3). Perhaps a more important reason is that a team of the Church work force has the opportunity to model the kind of relationships that should exist in the rest of the fellowship.



Discussion Questions

Use these questions for individual reflection or for discussion with a group. They will help you not only understand some of the points in *Church VolunteersThe Strength of the Church*, but also integrate some of the book's messages into your own life as a worker.

1. As a Christian, what life lesson have you learnt from reading this book?
2. Are you a worker in your Church? If you are not a worker, why are you not serving?
3. As a church worker, what is your goal in serving at your local Church, in your 'specific' chosen or appointed area of service?
4. Do you find fulfilment and joy in your specific area of service in the Church, or are you struggling in that area?
5. How has your service in the Church affected your personal life? What changes have you noticed in your own life, since you started serving?
6. In the Scriptures Jesus asked Peter to feed His Sheep three times. Why was it so important Jesus had to ask Peter three times?
7. What specific talents, strengths, and personality traits will

help you be a part of achieving the overall vision of the Church, and the mandate of Christ to feed the Sheep?

8. From your point of view, how would you describe leadership in your Church? How has the leadership impacted your life as a fellow worker in the Vineyard?

9. Describe a relationship amongst your local Church workers you would like to see improved. What are the problems, the conflicts? How would your calling, talent and/or skill possibly help improve this relationship?

10. In what ways would you come to a peaceful resolution, if you do not agree with the point of view of your Pastor on a certain issue?

11. In what ways has your service in the Church made an impact in someone's life?

Conclusively, as a Christian, think about the most audacious service that have ever been rendered in human history. Which stands out to you as the most remarkable and positively impactful to the whole world? Spend some time studying about the man who rendered this service and brought the entire purpose for the service to fruition. Pay particular attention to when He discovered the vision and made it clear to all; and how that affected the process of achieving the overall goal. Was the road easy and smooth; was the goal self-serving...?

Record your observations, and try to match your own service in the Church, building upon that foundation.

Appendix

I would love to hear from you. Please send your comments, testimonies, concerns, and requests to me in care of the address below. Thank you.

Attention: **Wole Adeyi**
1008 Killian Drive,
Mansfield, Texas, 76063

Tel: 1-682-551-6497/8;
Fax: 1-817-478-2627.
E-mail: aadeyi@gmail.com
Web: woleadeyi.com

