

A Sowing:

Some Writings on Leadership



A Sowing

Not many Asians, neither men nor women, are writing on the subject of leadership. This seems to be true generally and specifically in YWAM, too. I am hoping that through ALLC we will be able to encourage more Asian leaders to write, especially those who have that gift and passion, as well as others whose life and leadership journey would be a wonderful study.

Thank you to all who so kindly responded to my request to write an article, some of you more than one, for this publication. Originally this was going to be a test case to determine if there was sufficient interest in such a project. I'm happy to report that the response has been very encouraging. While it was never our intention to hear from Asian writers alone, as it turned out the majority of the articles were written by Asians.

I am calling this effort 'A Sowing.' It's my hope that many of the articles will be like good seed falling upon the good soil of our readers, bearing much fruit.

Thank you to Somi Park for your diligent and hard work compiling and arranging the articles. Thanks also to Kaleb Soehardjo for your creative ideas. Thank you Gillian Lim for the cover design.

We hope to have a second publication out by the end of this year as more and more Asians begin to write about their experiences and leadership.

Alan Lim

Coordinator, ALLC



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Coming into our “original God designed capacity.”

by Kezia Jelfa

When we open our Bibles in Genesis 1, we'll find the story of creation including how wonderful the way God made us. We are made in His likeness, in His image. The reality after the fall is that we are “broken images”. But... our Lord is faithful to the end, from the time of Israelites until the present time, He desires to dwell among us. Despite our brokenness, Jesus loves to see us grow into our capacity as a person, holistically, in our; personality, identity, gifts, talents, etc.

In 2 Corinthians 3:18 we read that we are being transformed in His likeness. His grace working within us, enables us to grow from strength to strength and His glory is in us as well. What a privilege!

Each one of us has a different level of capacity. Each individual is uniquely made. We have different tasks as well in this world. Have you ever thought about how I can I play a part in the salvation story in this world? Saving the world starts with ourselves.

As a young leader, often in life we are wondering what God's calling in our lives and what does the Lord want me to do? As a growing person in our Christian journey, this is a common question. Here are some steps that could build our capacity so we can start to fulfill God's purpose in our lives.

First, build your joy capacity. We are made to be in relationship with God and knowing that He is present with us wherever we are. Our ultimate joy comes from a deep comprehension that He is with us and glad to be with us. Things that hinder us are in joy are often thoughts like: “I am all alone” or “I will never be good enough”, which is absolutely not true. He goes before you.

We often forget to connect to the presence of God which is our source of joy and peace.

To build our joy capacity we can:

- Practice His presence daily with thanksgiving.
- Live with remembrance of moments with God.
- To see God's presence in good and bad memories.
- Spend time with people that you know are championing you and glad to be with you.

Practicing God's presence... I will recommend the book called *The Life Model: Living From the Heart Jesus Gave You* by Dr. Jim Wilder to have a greater perspective to understand building joy capacity.

Second, build the spirit of collaboration instead of competition. Have you ever asked yourself why I have these thoughts of competition with others? Your heart wants to do things right but deep inside you are having thoughts of other people doing better than you. And your mind starts to compare yourself with others.

However, God created us with different personalities that include talents, gifts and strengths. I believe part of His glory is manifested in us. We ought to celebrate each other's gifts, especially when we work as a team. Remember the story of Cain and Abel. They had different skills and talents in life. Cain was a farmer growing crops and Abel was a livestock farmer. And we know how the story goes, God receives Abel's offerings but not Cain, and he was overcome with jealousy. And killed Abel.

How do I develop a collaborative mentality?

I remember many times when I watched my friends' achievements. I clap my hands for them and congratulate them but inside there is a small voice that tells me 'look at you, you should have been like them.' And I start to entertain this condemnation that produces a lot of negative thoughts about myself.

When you see your friend successful in their ministry and personal life, you start to think "Why am I not experiencing that?" Here are some steps:

1. My leader often told me it is important to be honest with yourself and to God. David wrote the Psalms with an honest heart at the worst time in his life and in victories. Learn to dialog your feelings to God, the negatives and the positives.
2. Look around you and start to thank God every little thing you have in your life. Look back on your life to how faithful God has been to you. We need to start to see ourselves from God's perspective. We have our own journey in life and wherever you are, what matters is that you are walking with the Lord.
3. Start to give personal compliments to a person that shared their achievements. Yes, even though you are clapping your hands but still have the thought of 'jealousy'. It is okay to start. This is part of doing it in an opposite spirit.
4. Keep continuing to discover the lies you believe about yourself. Sometimes the lies feel more truth than the truth. The truth comes from the Lord that you can discover from the Bible, time with the Lord and with spiritual mentors. It is very

important to have this revelation of the truth in your life so that your life is firmly based in Reality, Jesus.

5. Remember, the primary affirmation is coming from God. Affirmation from humans is secondary. When there is no one there to affirm you, know that the Lord is proud of you for the little things you have achieved. Our heavenly Father is a Father that loves every step we make. Have you learned to be a child?

Third, Harnessing the power of hardship. Romans 5:1-5, the word "endureth" is closely connected to the word resilience. The revelation of knowing who you are in God will bring us resilience in life to pass through her and suffering with a joy above all understanding.

Difficulties are our friends. There is always an opportunity to grow in times of difficulty. He loves to see us make those choices that grow in maturity, giving us the grace as we make difficult choices. What do I choose in this hardship? Do I blame myself, God or others? Knowing that He will be faithful to use today and tomorrow, His promises are everlasting in our life. We need to know with all of our being that we are His children, reborn in the Spirit and to know the strategies of our adversary. We have been bought by the blood of Jesus but often we still feel imprisoned. It is important to examine ourselves, to see if our lives are truly built upon the Rock, or on sand. We need to build our basic belief on the solid Rock, which is Jesus Christ. And Jesus loves to see His children become more and more mature. Our part is to take stronghold by stronghold in our life to overcome trials and hardship through which the character and person of Jesus Christ takes over in our hearts and lives.

To come into our originally designed capacity, it is important to live a sustainable life between 'being' and 'doing'. As we discover who we are in God, we will work together with Him and reign with Him. Let's lift up our gates, may the King of Glory come in our lives and fill this world. As our desire is to bring His glory through us here on earth as it is in heaven.



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Pruning: Vital for Greater Growth

by Judy Hayden

Shady Trees

On a recent holiday, I observed the huge rain trees along the edge of the Mekong River, their long boughs creating perfect shade with their foliage.

Storm Damage

It got me thinking about why pruning is necessary for healthy trees. In 2008, during Myanmar's devastating Cyclone Nargis, huge trees were toppled and broken branches swept along the road as if they were mere dust. I wondered not only at the power of the storm, but the weakness of those branches. If the trees had been regularly pruned, perhaps there would have been far less damage.

Protection from the Heat

During the hot, dry season in monsoon countries, little pruning is done because the branches provide shade from the heat. Under huge trees is where you see vendors selling, people eating, couples dating and labourers napping. Nobody wants to lose the shade and be forced to sit in the hot sun! However, by neglecting to sacrifice something of temporary value - shade, people might end up having to sacrifice something of ultimate value - life, during a disaster.

God's Pruning

The Bible has much to say about trees, pruning and fruitfulness which has direct application to growth in our character. What have we learned and applied to our lives during the past few years?

Dead Branches

Firstly, dead branches, if not chopped off, become the first to fall off during storms. We too, need to deal with any 'dead' or unfruitful areas of our lives so that they do not become a liability to ourselves or others during hard times. (John 15:2) The prophet Jeremiah said it was 'good ...to submit at an early age to the yoke of the Lord's discipline.' (Lam 3:17) The longer we put off dealing with sinful attitudes and practices

in our life, the more damage they are likely to inflict during times of trouble. The earlier we deal with them, the longer and stronger the 'roots' of our faith will grow, so that our 'tree' will stand tall during the storms of life.

Since childhood, I'd always wanted to be a teacher, but my first year in a middle school classroom was a disaster. I couldn't control my class, felt ill-equipped and lacked any mentoring from senior teachers. I got mad at the kids and felt like an utter failure. Only through the daily prayers of two faithful women did I cope without having a break down. For the first time in my life I was cast completely on God and prayed fervently just to be able to make it through each day. Some years later, I looked back and thanked God for that experience, because it laid a foundation of dependence on God and not my own ability.

Whatever our age, we can thank God for His discipline of pruning, because although it may be temporarily painful, it is good for us and enables us to share His holiness. (Heb 12:10,11)

Loss Exposes Wrong Attitudes

During these tumultuous times, many of us have faced loss of opportunity, influence and status, which may have exposed underlying wrong attitudes and responses to others. Some have had relational conflicts because of the pressure of extended lock downs. Others may have had to pay debts, hospital bills and expensive travel costs and front up to deep fears. Some have had their 'prosperity theology' challenged when faced with such loss. The blessing they had expected turned into a huge disappointment which has shaken their faith in God.

The prophet Jeremiah understood and sympathized with his own people, even though they had to suffer the humiliation of exile because of their sins. 'Though he (the Lord) brings grief, he also shows compassion because of the greatness of his unfailing love. For he does not enjoy hurting people or causing them sorrow.' (Lam 3:33)

Pruning: Temporary Loss

Secondly, healthy branches need pruning. People may mourn the loss of shade, but that loss is only temporary. After pruning, the nutrients, coming from the soil via the roots, are then concentrated on fewer nodules on the branches. The result is greater numbers of better quality fruit. The foliage also becomes denser, eventually providing more shade.

Greater Fruit

In our lives, the Father, our 'Gardener', 'prunes the branches that bear fruit so that they will produce even more.' (John 15:2) What is this life-pruning process like? Jesus gives us a clue when he says his disciples have been 'purified by the message I have given you.' (John 15:3) When we turn to Christ, we are made clean by His forgiveness. What is God's purpose when we lose privilege, freedom, love, friends, team, buildings, a successful ministry, our health or our loved ones? To bring us into greater intimacy with Christ, knowing that apart from him, we can do nothing. (v.5) We may never come to fully rely on Him until these things are stripped away. Unconsciously, we may have been operating out of our giftedness and experience, rather than daily humble reliance on His grace.

Inadequacy and Dependence

When we are pruned by the Lord, we may face many losses and feel a deep sense of inadequacy. In 2 Cor 12:10,11, where the Lord tells Paul, 'My power works best in weakness' (NLT), "the idea (of the Greek word) is ...of inadequacy....when a person lacks needed resources and cannot move situations forward or influence events as desired." (J.I. Packer) Similarly, when Jesus said, 'Blessed are the poor in spirit' (Mt 5:3), the meaning of the Greek is 'destitute' and therefore 'utterly dependent on God.' (Darrell Johnson)

When the Master Gardener prunes us, we may at first seem to be less productive, but the intimacy we increasingly enjoy with Him eventually results in greater long-term productivity in outward ministry, as we are sustained by the inner spiritual nutrients that feed our deepest soul.

Greater Intimacy

If the end purpose of our life-pruning is greater intimacy with the Father, then we, with Paul, need to 'boast about my weaknesses, (i.e. inadequacies) so that the power of Christ can work through me...for when I am weak, then I am strong.' (2 Cor 12:10) 'Through suffering, our bodies continue to share in the death of Jesus so that the life of Jesus may also be seen in our bodies.' (2 Cor 4:10)

Before the COVID-19 pandemic, I never realized how much spiritual and emotional strength I received from social interaction, Christian fellowship and group prayer. Lock downs and living alone took their toll. Learning a new language without face-to-face socialising was very difficult! However, this loss has pushed me into the arms of Jesus, where I have found great comfort and strength as never before.

The Benefit of Severe Pruning

Three months ago I could not see my neighbour's house because of the dense mango tree that blocked my view. Then one day they lopped off most of the branches, giving me a clear view straight into their yard. After such a severe pruning, I wondered if it would ever bear fruit again. Now, new branches and clusters of leaves are growing. Mangoes will one day appear, in greater numbers and with better quality than before.

Similarly, let us be hopeful even in our losses, knowing that His discipline is meant not for our harm, but for the flourishing of our souls which will eventually overflow to Kingdom increase.



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Hope For The Insecure

by Pudjiarto Boestam

If you are feeling insecure it doesn't mean that you cannot take any position in leadership.

One of the struggles a young leader face is battling his own insecurities. Being Insecure means lack of confidence. Insecurity hinders and leads you astray from God's calling.

Young leaders often tend to proof themselves, working hard and comparing themselves to each other, fear of failure and fear of what others may think about them when they failed. This creates more anxieties and increase insecurity.

Insecure, false secure, secure in God.

Insecure means no self-confidence, feeling inadequate, feeling not good enough, not qualified, no credential, i can't do it, i am not worthy.

False secure happens when someone put his trust or identity in others than God. It could be putting his trust in performance, knowledge, appearances, experiences, wealth, power, position or nationality.

Secure in God

Secure in God happens when someone put his trust or identity in good relationship with God, knowing the character of God, believing His written word in the Bible and believing that God will help them in time of trouble.

King Saul, the insecure man; 3 signs of insecurity

① Jealous and envious

Feeling threatened by others who perform better than you.

Saul was very happy that David succeeded in the mission he sent him to kill Goliath, then the women in Israel sang Saul kill thousands and David kill ten thousand. When Saul saw that David was very successful, he was afraid of him, did not please of David's success

② Made bad decision.

Saul made many bad decisions.

1Sam13:8-13 Acted as a priest. Saul offered burnt offering in Gilgal instead of waiting for Samuel to do it.

Acted Presumptuously could be a fatal decision for a leader.

1 Sam 14:24 Saul has bound people of Israel to make an oath saying cursed be any man who eats food before evening comes, thus made them starving and butcher animals and ate them together with the blood which was forbidden.

1 Sam 15 Saul did not obey the command of the Lord to destroy everything that belong to the Amalekites, not to spare them but to wipe them out totally.

1 Sam 28:7 Saul consult a medium for a council which is forbidden by the Law.

③ Fear of man or become men-pleaser

1 Sam15: 15, 21

Prov 29:25 fear of man become a snare to Saul by sparing Agag king of the Amalekites thus he did not obey fully the command of the Lord to destroy and not to spare human life and animals.

Because Saul didn't turn his insecurity to God and ask God for help, but constantly turn to others he ended up his life with tragic failure.

What causes potential leaders feel insecure and how to overcome it?

Ex 4:10 Moses,

I have never been eloquent, I am slow of speech and tongue.

Judges 6:15 Gideon,

But Lord, how can i save Israel? My clan is the weakest in Manasyeh and I am the least in my family.

Jeremiah 1:6

Ah, sovereign LORD, I do not know how to speak; I am only a child.

I am too young, I have no experience, I am not good enough, I am not qualified, I have no credential, I can't do it etc., does this sound familiar to you?

Friends, if you have a problem with insecurity and have not overcome it, you either admit it and deal with it or you can cover it up and it will always be exposed eventually.

Humility means to be willing to be known for who you are.

I think the basic root of insecurity is unbelief. Somehow you don't believe that the Lord is able to help you to do the task he asked you to do. So, the main key to overcome insecurities is turn your insecurities to God. Trusting that the Lord will help you and never leave you alone.

Moses and Jeremiah succeeded in overcoming their insecurities, Gideon did well in the early years but at the end he made a mistake by making a golden ephod in Ophrah and thus making people of Israel worship it and went ashtray while king Saul ended up in disgrace.

Three steps in overcoming your insecurities:

1. Embrace your weaknesses.

Find mentors who will come alongside you to help you overcome your insecurities, personal weaknesses, and character flaws.

Knowing of his weaknesses of insecurity, after a few years of reign, King Saul should have prepared his successor and willing to step down from his position as king and passed the leadership to his son Jonathan or even ask David his son in law, in due time.

Unfortunately, Saul has never done it and maybe it just something that would never come across his mind, the idea to quit and take another role of leadership responsibility.

2. Bring all your insecurity to God

If you have struggles with insecurity, you can be a member of the leadership team and exercise your gift and calling, but not to take the big or large portion of it, otherwise it can lead you to the bigger problems and issues, and you don't want to influence the people around you with the same issues you have been carrying. By being a member in leadership, gives you a space to observe other leaders, also you can ask them to observe and help you overcome the insecurity.

When God calls you, He will anoint you, when he anoints you, he will provide for you. Exodus 18 there are different level of leadership responsibilities, which is Leaders of tens, the fifties, hundreds, and thousands.

God know your capacity, He will give you the portion that fits you the most, and surely He will enlarge your capacity as you deal with some issues you have.

3. Understand God's grace is sufficient for you.

Grace means God's unmerited favor. Grace also means a substance God gave to you to do the will of God.

Once you are able to overcome your insecurities, you are free to take any leadership position whatever the Lord leads you.

Personal reflection

- Insecurity comes from inside.

God accepts you for who you are, he loves you with his unconditional love.

How many times do you make yourself busy to do something in order to get approval from others?

- Act presumptuously.

Instead of taking time to hear clearly from the Lord for direction, do you tend to lean on your own understanding, strength & experiences, assuming everything that I have achieved now is because of my brilliant ideas.

- Humility

God resists the proud but gives grace to the humble. Humility is a channel to get grace flow.

Do you seek the council of the Lord in making decisions?

Asia Leaders Learning Community

- Unbelief

The root of unbelief is pride and self-righteous.

Do you believe that you have to be successful to please God?

- Words to grasp on.

Your true value and security rest in your good relationship with God.

Psalm 34 : 4

Psalm 34 : 6

Psalm 34 : 19



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Learning to wait in a fast world or Busy waiting in a fast world

by Beat Kipfer

We are living in an increasingly fast pace world. Everything has to go fast. From fast food to communication technologies, which have evolved from letters to fax to email to messaging apps to Zoom and the next thing coming is the metaverse, many things in our lives are becoming faster and quicker. When we have a question, we google it or ask Siri, Bixby or Alexa. We can communicate and meet with individuals or large groups of people around the globe in an instant. These are all wonderful tools, making our lives and ministries more convenient, cheaper, more accessible and of course faster. We want to make use of these new technologies to live efficient lives and to build God's Kingdom here on earth. All these inventions give us the ability to reach out and train people almost everywhere in the world at the same time. We are especially grateful for all these new communication options in this current pandemic, when we cannot travel and meet in person. They help us to stay connected, and open many doors for fellowship and teaching. As important as it will be to meet again in person, we will keep and improve many of these online tools in the years to come.

I want to look at some of the flip sides of our "instant" lives. For once, using all these wonderful tools, doesn't make our lives less stressful. In the contrary, we are busier and feel we have to perform more and faster. We are getting so conditioned in our minds that we project this expectation to the way we live life and do ministry.

Impatient with People

We get frustrated with people we are reaching out to or are discipling, because they respond so slow. We forget that for most people, change and transformation is a process. We forget that in many cases, the journey walked is as important as the end result. As we are losing patience, we are in danger to cause spiritual abortions in our and other people's lives. We forget that God has been and still is very patient with us. In Exodus 34:6 God proclaimed to Moses: *"The LORD, the LORD, a God merciful and gracious, slow to anger, and abounding in steadfast love and faithfulness"*. I remember when I studied the Old Testament during my SBS. I often thought that I would have been one of the first to be killed in a rebellion against God. God was and still is so longsuffering! So, why am I so impatient with people I lead or reach out to? I sometimes find myself thinking: They understand the truth of the Bible, so why don't they just apply it and change? Why don't they just get it?

Vision and timing

How about discovering vision? Many young YWAMers are stressed and confused because they struggle to see the next step ahead of them. Some of us receive very clear long-term visions early on in our lives. For most of us however, it is a slow, step by step process during which God shapes our character as he unfolds his direction for us. The journey teaches us to be faithful to what he has revealed to us and most importantly, it keeps us depending on God. The journey is as important as the destination. It is a good thing that we can't google or ask Siri for such answers! Our spiritual father Loren Cunningham often says that we will discover our calling by serving and not by seeking. Sometimes God speaks clearly, but he doesn't give the timing. For example, during his DTS, FT a poor Indonesian, received a vision to go to Myanmar. It took 17 long years for him and his family to move to Myanmar and pioneer YWAM there. In the meantime, he pioneered two YWAM bases in Indonesia and planted many churches in the interior of Borneo! For me personally, I went to do a DTS exactly 30 years ago on Maui HI, only knowing that God has called me into missions. I spent three years there, during which God shaped my character and pointed me towards Asia. I went to Singapore to do my SBS and had no intentions to staying there beyond the school. I wanted to go to another more "needy" nation. I explored China, Indonesia and Thailand but nothing clicked. All I knew is that I am supposed to stay in Singapore, which was the least I wanted to do. At one point the leader of YWAM Singapore called me to his office and lovingly but plainly told me that I am most welcomed to stay in Singapore if I feel God calls me to do so and if not, I should consider leaving. I took it to heart, and initially quite unwillingly, committed to serve as SBS staff. I worked in SBS for three years, and looking back, these were some of my most formative years. During that time God opened the doors for me to help start YWAM Myanmar by supporting FT and other pioneers who moved in. I ended up staying in Singapore for 14 years, got married and had children. Only then, did God open the door for us as a family move to Myanmar. With hindsight, Singapore was the best and most strategic place for me to be. When I started, I had no clue and was confused, but as I look at the journey, me being placed in Singapore was key to getting YWAM Myanmar established. God knew much better than me! So, let us be gracious and patient with ourselves and those we lead, when it comes to discover God's leading and calling. At the same time, let us also be busy serving and growing while wait for God to open the door.

Is God slow?

Is God really slow? Peter answered that question in his 2nd letter in verse 3:9: "*The Lord is now slow in fulfilling his promise as some count slowness, but is patient toward*

you, not wishing that any should perish, but that all should reach repentance". God patiently waits for people's hearts to be softened until they respond to his invitation. We are also in danger of losing patience with God, especially during difficult times. Why is he not answering our prayers faster? Why is God not intervening in appalling and unjust situations? Those of us who live and work in Myanmar or other very challenging contexts, are asking these kinds of questions every day. Yes, godly anger and frustration have their place. Injustice and evil are never a good thing and we urgently need to cry out to God to intervene. Psalm 77 is a prayer by Asaph when he was in deep trouble and felt abandoned by God. Verse 9 says: *"Has God forgotten to be gracious? Has he in anger shut up his compassion?"* Like Asaph, when we feel God is silent, let him hear our questions and cries of anguish. What helped Asaph to walk through his "valley of the shadow of death"? He remembered who God is! In verse 11-13 he writes: *"I will remember the deeds of the Lord...I will ponder all your work...Your way oh God is holy!"* What helps me hold on throughout this challenging time are the words from Psalm 46:10: *"Be still and know that I am God. I will be exalted among the nations. I will be exalted in the earth"*. Or as Isaiah wrote in 55:8-9 *"For my thoughts are not your thoughts, neither are your ways my ways, declares the LORD. For as the heavens are higher than the earth, so are my ways higher than your ways and my thoughts than your thoughts."* I am learning to trust that God is in control and has purposes way beyond my understanding, even though I can't quite see an end to the current trouble in Myanmar.

The power in waiting

Let's look at a few characters in the Bible who had to walk long and difficult journeys before they received an answer and experienced a breakthrough. How long did Moses have to wait until God commissioned him to lead his oppressed people out of Egypt? 40 long years of tending sheep in the wilderness! How long did Isaac pray for Rebecca to conceive? 20 years of longing for children! How long was Joseph either a slave or a prisoner? 13 miserable years. How long was God quiet after the last prophets spoke to the people of Israel? Roughly 400 years of silence! And the list goes on and on.

How did these times of waiting end? Moses and the people of Israel experienced some of the most powerful miracles God ever performed, climaxing in the exodus from Egypt and the giving of the law. Isaac and Rebecca received not just one but two sons. Joseph rose from prisoner to the second most powerful ruler in Egypt in a matter of hours! After 400 long years of waiting, Jesus came to defeat death and to inaugurate the Kingdom of God here on earth. All these came out of seasons of waiting and wondering, when some of the people mentioned might even have doubted the very existence of God! How about us? Do we doubt God when things go very different than

we had expected? Do we have the tenacity to hang in there? As Darlene Cunningham often says: Hear from God, obey and never give up!

We also have stories in the Bible when people could not wait for God's timing. Abraham eventually took matters in his own hands, and Hagar bore Ishmael, who became a thorn in the side of the people of Israel for many generations. Moses saw the suffering of his people, killed an Egyptian had to run for his life and ended up tending sheep in the wilderness for 40 years. Saul, instead of waiting for Samuel, took on the role of a priest in blatant disobedience to God's command, and with that, lost his kingship. How many times have we thwarted God's perfect timing by not being able to wait?

Let's briefly return to Moses and Joseph. The Bible doesn't give us many details of the posture of their hearts while they were waiting for God to come through. However, we can observe the fruit that came from it. Numbers 12:3 states: "*Now the man Moses was very meek, more than all people who were on the face of the earth.*" Moses and meek? Isn't he the guy who killed an Egyptian earlier? How about Joseph. As a boy, he was spoilt by his dad, and didn't quite know what humility and wisdom were. However, after he was released from prison and rose to power, he displayed great wisdom and humility in the way he handled his brothers and eventually forgave them for what they did to him. What happened? God worked in their lives. In their time of waiting, he shaped their character to prepare them to accomplish great things for his glory.

No shortcuts

We are in real danger of trying to take shortcuts in our character formation if we live "instant" lives. Even the great apostle Paul, who was a very learned Pharisee, spent three years in Arabia (Gal 1:16-18), most likely spending time with God and re-studying the Torah in the light of knowing Christ. Yes, let us press in to God, let us have great expectation of mighty moves of God in and through us. However, let us not be impatient with people and God or take shortcuts in his endeavour to shape our character. Otherwise, our lives and ministries are in real danger to be flash in a pan, or we simply don't have the spiritual tenacity and character strength to walk the journey God has set before us.

It is not about works but grace. It is about relationship with our heavenly father, who desires to transform us and the world around us. It is about the posture of our hearts. It is about listening to God and people and the world around us. Do we hear his whisper, do we hear the cry of the hurting world around us, or are we too busy, too distracted and too impatient to wait long enough to hear?



Beat Kipfer is a Swiss who has been in YWAM for 30 years, of which 27 years in Southeast Asia. He and family have focused on and lived in Myanmar for the past 23 years. His passion is to see young people discover and released into their calling.

Mica's Story

by Peter Brownhill

I had known her for a while. Mica had a heart to know God more than ever before. Her competency as a worker and leader, together with her high levels of character and integrity, were admirable. Her promotion was swift. Responsibility came easily as she sought to help the best way she could. It was unavoidable that she would take on more and do more. Popular and charismatic, it was not hard to be around her and soon she was leading people who in turn were taking their cue from her. This was the beginning of Mica's leadership.

The tension of increased responsibilities within their own capacity marks a person as to whether they are able to handle more. The more responsibility, the greater the work; with this often comes the stress of dealing with less time, alongside growing demands on the person's emotions and psychological make-up. This in turn will reveal what capacity that person has.

It's like a formula: Responsibility + Ability to cope with stress = Capacity (the lack of capacity or greater capacity).

Here's another way of looking at it. God creates and shapes 'capacity'. It's the identity He originally gives when we are born and includes physical strength, strength of emotions, strength of mind, and gifts of all sorts. This is what I call our God given-capacity. However, when circumstances in our life hit - often of a rejecting kind and at times traumatic - they have the effect of clipping our wings, so that even though we could fly higher, we become restricted.

Mica's wings were clipped earlier in her life, but she did not realise how it affected her 'leadership capacity'. Her charismatic personality and many talents (including speaking and making things happen) had been forged, like the making of a battle sword in a heated furnace. When various different types of rejection from other people took place in Mica's life, it had the effect of shortening and blunting that amazing warrior sword. Facing a combination of fear and stress, Mica couldn't cope with the demands of leadership and was unable to face up to that stress internally. What had happened?

Growing up, there was often conflict between Mica's parents. Her mother had experienced deep trauma in her own childhood and this came through in her parenting. Many times there was abuse which was labelled as 'godly discipline'. Mica's parents made decisions that put their children at risk. As the eldest, Mica would often find herself parenting the younger children, and they would find refuge with each other. But this also meant that she carried guilt and responsibility relating to what happened to her younger siblings. She was a natural leader, but woven through that leadership was an unhealthy sense of responsibility and pressure. Her identity was connected to her performance in leadership. Later on in life, as she moved into areas of ministry, she

naturally took on more responsibility. For many years she functioned, staying too busy to notice the stress and anxiety that was building inside. But eventually it caught up with her. Suddenly, Mica couldn't cope, to the point that she needed to take time out. The traumas of ongoing pain and rejection had shaped her lack of capacity in stressful situations. Mica began seeing someone who suggested she needed to process those traumas.

An application of the Father's Love is when a distressed person is able to see someone who empathises and understands, who can ask questions and listen to their story...which often needs to be told in detail. Mica's story was told in chronological order. Specific situations came to mind, and through right and appropriately worded questions, Mica was finally able to give herself permission to be open about past events. She needed to discover through this process the anger mixed with rejection which had come from this injustice. It was helpful for Mica to recognise that what had happened was in fact, abuse, rather than 'godly discipline' as implied by her parents. Having been given permission to express the injustice and ask the questions that had been pressed deep inside, she could fully vent both pain and anger. Layers of the same event needed to be peeled back, as more injustice, pain and anger were poured out.

Each two-hour session would go deeper into several new traumatic events. At the end, being emotionally spent, Mica would share her heart with the Father in prayer. The counsellor also prayed the heart of the Father over Mica in her current situation, as well as in the events of the past. Going back in time and place, The Father reminded Mica that she had not been alone, but that He was there too, seeing her pain and injustice. He said that He was now catching up with Mica, healing and reshaping her view of herself and of Him. To cope with the pain, Mica had built walls around herself, keeping the pain deep, deep down, and everyone else out. Where Mica's foundations were in her broken past, God was bringing those situations into the present, aligning them to the truth that she knew in her mind. The Father reassured Mica that He was there, that He too was grieved and broken hearted over her past pain. This 'catching up' statement is often a reassurance to help people become fully healed. This was definitely the case with Mica.

Over four sessions Mica was caught up with the Father. Each session produced the anger /pain swing, which were both integrated with each other. Remarkably, as Mica came to the end of these sessions, there was a sense of relief and some healing. It was therapeutic for her to have someone who could listen and allow intense emotions to rage forth - to actually be able to speak with feeling about the pain. Mica is still on the healing journey, fully aware of her need for the Father. Little by little, capacity is being restored through healing. She compared it to having been running with a twisted leg that has undergone surgery, and now she is healing again - this time straight. Once it's fully healed, she'll be able to run with more confidence than before.

There are tens of thousands of 'Micas' in the church today who are being prepared for a process very similar to what she went through. The symptoms they experience

are anxiety, stress and an inability to cope. They conclude that something really strange is happening to them, yet they just don't know what to do about it. If they reach out to someone and try to be vulnerable, it could go horribly wrong, making the situation even worse. Those who experience this type of anxiety and stress need to be met by someone who hears their upheaval and can ask them some questions about their background. At this point, freedom needs to be given to let them talk about the situation in detail. The permission given by the listener helps give themselves permission to open up freely about the rejection and trauma cycle. There will often be a mixture of anger and pain which need to be fully released verbally in a narrative type story. The Father's ministry to them is to tenderly reassure them that the trauma was not His will, but that He was broken hearted and He understands their pain. This is important as it will stop feelings of fear and of doubt that the whole experience of their life is just a fabrication of their imagination.

Mica was just one person who was listened to and given value plus freedom to vent her feelings of both pain and anger. The counsellor spent much time listening and ministering the healing love of the Father with Mica as an individual. In the same way, The Father is involved with us. He knows our pain and feels the depth of our distress and longs to draw it out of us. Our pain, disease, and infirmity do not go unnoticed.



Peter has been involved with YWAM globally since 1976. In 1985 with his wife Shirley, they pioneered and established the work of YWAM Perth where Pete is recognized as our founding elder.

He has been involved in leadership and pioneering throughout his career in missions, with both ministries and training programs.

Peter is an experienced teacher on many diverse topics ranging from 'The Father heart of God' to 'Taking cities'. He is highly relational and consistently brings the personal element into his teaching creating a highly insightful and engaging presentation of scriptural truth.

Relationship with Him

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Run With Your First Love, First.

by Anais Burbidge

Have you ever felt a tug in your heart after someone said something to you and your mind froze? I did. It happened twice in two weeks. It was sobering. It was gentle. It was kind. The word that God gave, it was on time.

The words given to us before the end of 2021, were that we have drifted from our first love. The words pierced right through my heart.

Our leadership team was seeking God about our base finances, COVID has hit us quite badly the last two years as we were dipping into our last few months' worth of expenses. Our city has made it difficult for teams or volunteers to come with rigid and strict restrictions.

Not only did we receive these words within the leadership team, it was further confirmed during our base corporate worship. I believe that God has wanted our attention. God didn't want to touch on finances, He wanted our hearts.

Our ministries were on the acceleration pedal in the past recent months when our city's COVID numbers were kept to zero. We began to see the fruits of our waiting in 2020 when then, everything seemed to be on a standstill with COVID.

Perhaps it was the harvest that was ready Perhaps we were trying to double up when we "lost time" in 2020. Perhaps we knew there was only this window of opportunity in our city before major changes happen. Perhaps, we were too focused on our objectives. Perhaps we have developed the pandemic-fatigue that we began to fill up our spare time with more others.

That...we drifted from our First Love.

"And you shall love the Lord your God with all your heart, with all your soul, with all your mind, and with all your strength.' This is the first commandment. And the second, like it, is this: 'You shall love your neighbour as yourself.' There is no other commandment greater than these." - Mark 12:30-31

Did we resume business as usual? Did we give our attention more to ministry vision, to self-indulging pleasures, or to people? Did we only go to God for "admin" matters?

I started to look back at my own time with God. To be honest, I can say or make reasons to justify that I don't have more time for God. I'm leading the base, I have three children, including a 8 month-old baby who needs me often, I have to take care of the meals at home, I have to meet people in person or on zoom and so on. You get it, I am busy.

BUT, those are what I can use to defend myself with. I knew I haven't carved out enough time for God. I did not allow Him to have more of my time because I was busy. I chose to give myself time but not Him.

Time will never be enough if we look at the list of tasks we need to do. Time will be enough when we believe God is enough.

It's easy to say we put God first, but our lifestyle will reflect what we choose.

I felt that tug again when I reflected on my relationship with Him. It was not great the last year. I'm sorry, God. It must have hurt Your heart. How am I reflecting a life of discipleship when I am not allowing more time for God, and kind of treating this relationship as a "job"?

Priorities are what we decide. We decide who or what goes first in our hearts. I have committed this new year (2022) to go deeper in the Word and leave intentional space and time for God to speak into my life. I have made some pruning to my personal time.

Releasing those words into our community, we have both individually and corporately been reflecting on our time spent. We want to be careful that we don't use ministry opportunities or fellowship time to replace the time for God. We know that we are in missions, but we also acknowledge that the heart of missions stems from the love for God.

To my fellow friends and leaders, how are you doing? Has your time with God been intimate in this pandemic?

Are you running with your First Love? Or are you running away from your First Love?



Anais Burbidge is from Singapore and is married to Steve, a Canadian. She and Steve both lead YWAM Harbour City in Hong Kong. Anais is passionate about Jesus, crossing cultures and discipleship. One of her greatest joys is to welcome people for home-cooked meals and engage in deep conversations at her home.

Relationship With God

by Eileen Hartzler

"The fundamental fact of existence is that this trust in God, this faith is the firm foundation under everything that makes life worth living." The Message Hebrews 11:1

As leaders there is simply no way to over-estimate the importance of our relationship with God!

If you are leading in any capacity then you are in relationship with those you lead. If your relationship with God is not foundational and in place you will most likely harm those that you are leading rather than help and champion and bless them. Our relationship with God effects everything and most certainly directly effects all of our relationships with others!

- If we know him and trust in his goodness then we will walk according to his ways. (Even when we don't understand) But if we don't know him or trust him then we will do things our own way, looking for life and fulfillment independently of God- which the Bible teaches will ultimately lead to death.
- If we trust that he loves us it gives us strength to love others. But if we don't really know that he loves us then we will be too selfish or scared to love others.
- If we are connected to him and finding life and nourishment then we will have strength and peace to go about our day and various tasks, but if we are disconnected from him and from life, we will be dried up, no life, no energy, no ambition, we will be irritable and impatient. We will only be thinking of ourselves and hurt others as we try to make sure they don't hurt us.
- If we aren't in a trusting and loving relationship with God then we will mistreat others and perhaps even wound those we are leading. We will use them to get what we want: recognition, power, acceptance, worth, our ego's stroked, etc. We won't care about them and will end up harming them because we care more about ourselves and our selfish desires than we care about them.
- If we don't know that we are forgiven through the work of Christ standing in our place and taking the punishment we deserve, then we won't forgive others and our lives will be full of bitterness, unforgiveness, broken relationships, grudges, etc
- If we don't know that God has taken our shame away at the cross, if we don't know what he says about us, then we will be too afraid to let others get close

to us because they might see our faults, and when we don't let others in, then we miss out on love and life-giving relationships.

- If we don't know and trust him then we feel the need to control circumstances and those around us.

This is not an exhaustive list, this is what comes to mind as I think about how our foundational relationship with God effects all the relationships in our lives.

So this foundational, life-giving relationship has to be in place first. It is the foundation and source of everything in our lives. We will never have healthy relationships, until this foundational relationship is right! If you want to love others well, lead others well, be able to receive and give love, have a good marriage, raise healthy children, build thriving communities, then give time and energy and space for this primary relationship to grow and be nurtured.

King David in the Bible is an excellent example of a life lived in relationship with God and the results of that relationship. Later in his life, there is a time when everything is falling apart around him. His son has betrayed him and committed treachery trying to take the kingdom from him. He has to flee the city and run for his life. As he is fleeing, he has no promise of return, it looks as if its all over, he has lost everything, not to mention the heart-breaking betrayal of his son. Psalm 63:1-3 gives us a glimpse of how he responds to this situation, " O God, you are my God; earnestly I seek you; my soul thrusts for you, as in a dry and weary land where there is no water. So I have looked upon you in the sanctuary beholding your power and glory. Because your steadfast love is better than life, my lips will praise you."

How was David able to respond with such trust, such worship, such poise at a time when his world was falling apart? I would suggest to you it is because he lived his life in relationship with God. Eugene Peterson describes this as a " long obedience in the same direction." A person cannot respond like this in crisis if the relationship and trust and character is not already there. And this is developed in the day-in and day-out walking with God. Consistently placing yourself in His presence, listening to his voice, inviting him into your struggles, allowing him to meet you in your weaknesses, etc.

As leaders, we are often tempted to not prioritize time with God. Often we have many needs, people, activities, meetings, responsibilities pulling at us from all directions. It is difficult to find time, often we have to prioritize time with God at a cost to something else in our lives. Dallas Willard in talking about the cost of discipleship has this to say

about the cost of NOT prioritizing this foundational relationship, “ The cost of non-discipleship costs abiding peace; a life penetrated throughout by love; faith that sees everything in the light of God’s overriding governance for good; hopefulness that stands firm in the most discouraging of circumstances; power to do what is right and withstand the forces of evil. In short, non-discipleship costs exactly that abundance of life Jesus said he came to bring.”

I feel certain that most of us long for this abundance of life, so how can we live this way? How can we respond like David did in crisis? How we can lead others well, while maintaining strong relationship with God? What we want to do is to place ourselves in the path of God. Here are a few practical ways to develop and grow in your relationship with God.

Bible reading- How else can we know God and understand his ways, and character and nature if we don’t read his Word to us? This is where he tells what he is like, what he wants from us, what he has done for us, how much he loves us, we need to be reading it!

Bible meditation- We need the Word to dwell in our hearts richly. Sometimes just reading it, it doesn’t stick, or convict us or change us. But when we slow down and really think on it, it has a chance to get in our hearts and change us and convict us and teach us.

Prayer: Spend time with him, invite him into what is going on in your heart, joys, pains, struggles, doubts, victories, just like you would in any close relationship

Worship- Center yourself on Him and His majesty and greatness daily!

Intercession: Praying for others and listening to God for others

Meet together: With friends or Bible studies, church, Sunday school, small groups, etc.

Fasting: Try to take time to fast to let God speak to you. What I have found in my own experience is that the first thing to come to the surface when I fast is the darkness in my own heart. This leads to repentance and a deeper dependence on the Lord.

These things are for the purpose of helping us grow in relationship with God, don’t look at them as something you have to do to be a good Christian, look at them as something that is a joy to do because you get to know God more! Charles Spurgeon said, “I must take care above all that I cultivate communion with Christ, for though

that can never be the basis of my peace- mark that-yet it will be the channel of it.”



Eileen is from America and serves in Ywam Myanmar with her husband Byron and two children. Her passion is helping people encounter God on the pages of his Word and to help Christians to see and apply the countless implications of the gospel in their lives and communities. Eileen did DTS on board the Anastasis in 2001 and right after that did her SBS (School of Biblical Studies) at YWAM Montana. After getting married her and her husband pioneered an SBS in North Carolina. After fulfilling their 5 year commitment to see that school up and running they moved to Thailand to help Shan Project start an SBS in Northern Thailand for people from Myanmar. In 2014 she and her family moved to Myanmar and have been their ever since. She helped her husband Byron start an Adventure Tourism company in the mountains of Northern Shan state. And most recently has pioneered DBS (Discipleship Bible School) for YWAM Myanmar.

Ministering the Father

by Peter Brownhill

In the early 1980's my wife and I visited a friend from my training years in Hawaii. We were chatting about his life and how his father abandoned him and his sisters. Up until this point I had never ministered the Father to anyone. I had a previous example of it being done to others and also of it being done to me. While we were chatting, my wife and I were impressed that I should pray for him with a sense of compassion that was fatherly. I asked if he would mind me hugging and praying for him. He was moved deeply and grateful for the time; much emotion was poured out of him when he encountered the Father.

In this appendix I want to inform you on how to deliver the ministry of the Father to a person similar to this friend of mine.

Who can Minister the Father?

John writes to a group of churches in 1 John 2:20 encouraging them, teaching them and exposing the errors that had crept into the church:

"...But you have an anointing from the Holy One, and all of you know the truth..."

It seems that the qualification for the anointing here is firstly that they are a part of a church community because of what was said in verse 19,

"...They went out from us, but they did not really belong to us. For if they had belonged to us, they would have remained with us; but their going showed that none of them belonged to us..."

Also that they are in the truth. The New Testament letters/epistles are written to churches and meant to be interpreted in the context of us all together. In so doing, checks and balances could come from community members regarding anything erroneous.

If someone is plugged into a community, in relationship with eldership, walking in integrity and truth, then they can proceed fully in the anointing of God and will have had victories in their relationship with Him. The key here is that they have had a vibrant real encounter with the Father themselves.

A few years ago I was asked to come and speak on the Fatherheart of God in a south east Asian nation, where there were over three hundred participants. This was wonderful, but it posed a challenge. The challenge I have learnt over many years that a subject like Father Heart cannot be taught in a vacuum. That is, it can be taught but

does require the opportunity for ministry - or at least the opportunity is given for people to acknowledge their need and to come forward to receive ministry.

In this case, I knew that people would want to take advantage of the opportunity. The movement of churches I related to have that culture as well. Since I knew ministry would be required and that vast numbers would probably want it, I was able to train a number of people from that church in doing Father Heart ministry. They were older people who had walked with God for many years - even though I had not been able to minister the Father to them, I thought it was strategic that people like this in the church movement knew how to do this vital ministry.

I had also been able to train forty YWAM young people between the ages of twenty and thirty. All of them were on their Discipleship Training School outreach. Each one had a week's teaching during their lecture phase on the Father Heart of God and each one had received the ministry according to their own need.

The key principle here is: if you have received the ministry of the Father you can give it. Age is not a factor. It has to do with being humble enough to acknowledge the pain and opening up to the light of the healing of the Spirit of the Father. Most of these people I had trained were nervous but I paired them up so that they could pray in tandem of male and female to maximise the opportunity to minister to either gender. When the time came for the ministry, most of those who came forward were older. We had asked those doing the ministry to conduct a little interview to ask where the pain in the lives of those being prayed for had come from.

During the conference I had taught on the seven categories of pain. I'd mentioned this to the team who would be ministering since those coming forward would probably be using that language to describe their pain.

I facilitated the process, watching close to a hundred come forward. I observed the ministry teams doing their little interviews, then asking if they could hug followed by prayer or speaking in the first person of the Father. Some lingered in the arms of these young people, reluctant to let go. They had found that the Father was a refuge, kind, understanding and comforting.

Each of these people now has a ministry of the Father. Whether they are teaching in church, chatting with friends or hearing stories of devastation, they can then be available to the Holy Spirit to minister the Father.

The Interview or the Conversation that reveals the need for a ministry of the Father

A person has come to you. Ask them questions about their life. Such as:

What was your relationship like with your parents?

Were there good aspects of parenting from your parents?

Were there ongoing areas of pain with your parents?

If so, what were these painful feelings? (*1)

What happened?

See if you can get an overview of the history of pain and rejection from parents, authorities or

older siblings.

Was there any abuse - physical, emotional, psychological abuse or, sexual abuse from

anyone?

As you are asking these questions, keep in mind the seven categories of pain.

If they have not heard of the seven categories you may want to go over them quickly - it gives language for what happened to them. Here is the list again:

- pain from authorities
- pain from breakdown of trust
- pain from distorted values
- pain from lack of affection
- pain from the lack of presence of a loved parent
- pain from the lack of acceptance
- pain from lack or excess of communication

Hypothetical Case

This is an extreme case I've made up. I have added lots of issues to help identify what to pray for which may give an idea of the 'how' of the prayer.

Let's say Susie and I are chatting. She mentions that her relationship with God is up and down. Quiet times don't go well because God doesn't seem to speak in a real way to her. I ask her how she got saved (checking first that she'd had a salvation experience). I enquire about her growing up years. Her mum was abandoned by her husband when she was young. Her mum remarried and her step father was verbally abusive and had anger issues. As Susie got older she sought love in relationships where there was a lack of kindness, care and protection. This resulted in more hurt by her being further abused in relationships with men.

This is basically a quick story and overview. In ongoing counselling sessions there can be more details.

Details of Ministry Time

If you are a counsellor with Susie then it is essential to have another person there. When a person has experienced abuse type treatment I sometimes ask if they could bring someone along that they trust. Jesus thought it wise to send the disciples out two by two. There is so much wisdom in that approach because everything can be verified and confirmed or denied by the second person that you have invited to be a helper. If the person being ministered to is the same gender as you then it is still wise to have a third person with you as physical contact is inevitably needed. Beware of the 'setup' where a guy or a girl (opposite gender) comes to you saying things like, "you seem to really understand me. Nobody else takes time like you, you're the only I can talk to about these things". As soon as that is said it is a warning that you must have someone else in the room.

Once you have heard the story, you would sense some trigger words and thoughts which automatically make you think of one, two, three or more of the hurts in the seven categories of pain. Let's look at the response of Susie again.

Susie mentioned that her relationship with God is up and down. This is a trigger comment that Quiet times aren't going well as God doesn't seem to speak in a real way to her.

I ask her how she got saved. (Checking that she had a salvation experience)

I ask about her growing up years. Her mum was abandoned by her husband when she

was young which then means she was abandoned and possibly shocked.

Her mum remarried and her step father was abusive, verbally with anger.

As Susie got older she sought love in relationships where there was a lack of kindness, care and protection. She was also hurt by being further abused in relationships with men.

Developing a Plan to Minister to Susie

The plan for ministry is being developed, although often I have started ministering and praying for the person and subsequently been led by the Holy Spirit into areas that were not anticipated.

Quiet times aren't going well - perhaps a skewed view of God the Father - Authority, trust and affection categories of pain.

God not speaking - perhaps not anticipating being with a Father who could be like her stepfather. category of authority and lack of presence pain.

Abandoned mother - Susie had a solo mum until she met another guy who she married. Categories of affection and lack of presence pain

Abandoned as a young girl by her dad - feelings of rejection, self-blame, self-hatred. Feelings of broken trust and the lack of paternal affection pain.

Step father - abusive, verbally and violent. Susie has little example of faithfulness, gentleness and care - could be all seven areas of pain.

Relationships with guys not working - these guys are like her step-father and biological father being cruel, rejecting, angry and abusive. All seven areas of pain.

In this case, since men have been a common denominator of hurt it may be best to have a woman who could start the ministry. Remember The Shack. It was the Mother Heart of God that started the recovery of Mack to a place of restoration. In saying this with both men and women I have often initiated ministry of the paternal Father heart. Yet I come in a spirit of gentleness, tenderness, brokenness, and reassurance to the person being prayed for that I am not like the authority figures who have caused pain, broken trust, withdrawn their presence, not given loving gentle affection and, that as a Father, it's impossible to ever hear anger in His communication. When ministering to people with anger pain coming from an authority, keep in mind the family of anger traits such as impatience, irritability, frustration, loss of temper. These traits and others that have been repeated over and over brought deep scarring. In the ministry of the Father when He speaks in the first person He keeps reassuring, saying "I am not impatient and never irritable, how could I ever be frustrated with you. I am a Father of unconditional love who longs to show mercy and grace and forgiveness. In your pain I experience pain too.

Forgiveness Extended and "the Hug"

A good starting place is always to ask if she (Susie) has forgiven these people. Has she forgiven her biological dad, her stepfather and the guys who broke her heart in relationships and were abusive?

If you are a male ministering to a girl the female helper with you could ask, "Would you mind Susie putting your head on my shoulder or could I hug you"? If she says yes, then you can move on. If she says no, you could ask, "Could I hold your hand or put my hand on your shoulder"? If she says no, you could ask if you could pray from a close distance. This is rare but illustrates the great degree of hurt, violence and abuse that has taken place.

Mostly though it's fine for them to place their head on your shoulder and you could put your arms and hand on their head and shoulders. It is a warm action of closeness and affection. The closeness and touch emphasise the type of intimate father /son or father / daughter or mother / son or mother / daughter relationship.

Next, and this is a matter of preference, I have noticed that others doing the ministry pray / intercede for the Father to show his love and tenderness with all sorts of variations of prayers. People respond and are touched by the Spirit of the Father. It's a practice I've used when I have already ministered to the person in the first person of the Father; when this has finished I go into a time of intercession for them. This is another layer of prayer where the Holy Spirit goes deep into the soul and spirit of the person. It's sort of like a second layer of the love of the Father. Also in the ministry of the Father they finish up, and usually in the circles that I move there is a group of people waiting to receive the ministry of the Father, where the person that has just been prayed for can be gathered around by peers who will also pray the love of the Father - so this is like a third layer. As you can imagine this is just so rich and healing comes for the person who, for the first time in their life, has been able to validate their pain and to allow the Father to show His love, His healing and understanding of that pain.

First Person Father speaking conversationally

I prefer to go into the first-person Father where the Father Himself is saying directly that He loves the person being ministered to. I think this is important as they have possibly never heard from a father figure, "I love you". Furthermore, the Father may say other things like: "I have never left you or abandoned you. I saw your pain when your father left and you were alone. I came close as I heard your cry, although you were in too much pain to hear my voice. But now I have drawn you with cords of loving kindness to me and I have caught up with you. There is much I want to say and reassure you of. The devastation that happened was not from me but from the evil one who put thoughts in the minds of those close to you to try and destroy you. But little one, that was not me. That's the enemy who has come to steal, kill and destroy. I have come to give you life and life more abundantly..." and so on while the Father continues to speak words of love and truth in exposing the lies. There is much reassurance in times like these as the Father speaks out His love in different ways.

As this is happening the person will usually be crying - or at least getting misty eyed - as the Spirit of the Father ministers to the pain while they become comforted and healed. At

times there can be much emotional upheaval so always good to have tissues close by. There can also be snot over your shirt where the shoulder is. I generally have a towel when I am doing this in groups. However, when I have not had a towel and there has been deep emotional healing coming from the ministry where snot and tears have gone onto my shirt it is a badge of honour.

Once that time is over, they give feedback. There are often testimonies of how wonderful, tender, gentle, understanding the Father is. It is at this point that many begin their relationship with the Father in contrast to side stepping Him due to the

perception that He was like the bad things of their father or mother. They end up being wonderfully surprised to know that He is kind and loving.

Posture and body positioning in Ministering The Father

As a grandfather, I know what to think about as I am considering physical contact particularly with a girl. It's crucial that there is someone else in the room who is of good character that is known to yourself and the person being ministered to. I find it helpful that the other person is known to me as well.

Next, I am considering how the physical contact is to be done. If she is sitting I prefer to put both my knees on the other side of her or his knees. With this position I can still have their head on my shoulder and it shouldn't be difficult to sustain for ten minutes (sometimes it can be longer). The problem being that inadvertently it may work out, if the process is not thought through, that one of your legs is between the knees of the girl or the guy. This is not appropriate to either of you. This body posture position is also good because she is leaning only and there is distance between her breast area and any close contact with yourself.

All of this is necessary as bodily contact can be used as a façade to gain physical intimacy. This can be offset by having another respected person of character in the room and planning ahead how body contact should be taking place.

Ministering the Father is something of an opportunity presented to you when you are face to face with a person in need who has been injured by authority figures. Remember the reason why the Father Heart ministry is so effective is because God is the ultimate authority. In conversation with the person, the pain is obvious. You remember how you were reassured and convinced of the love of the Father when you were ministered to by the Father. You remember not only the ministry but the procedure, place, time and the other people who were present. You have a heart to see healing take place, not just on a surface level, but in a meaningful way. You were once the son, now you are the father.

This is the final goal in receiving Father Heart ministry. You move from being the child to being fatherly or motherly as a representation of the Father's love. This idea of becoming like the Father has been with me a long time but it was brought home in a way I did not expect through Henri Nouwen's book, *The Return of the Prodigal Son*. (*2)

Henri Nouwen - The Prodigal Son (*2)

In his journey to know God more Nouwen came across a photo of Rembrandt's Painting of the Prodigal Son. He was so drawn to it, being aware of the difficult life of Rembrandt during the time of him painting this particular painting. This continued until

he resolved that he had to see the original painting. He enquired where to find it, discovering it was in the St Petersburg Art Gallery. He journeyed there and, through a favourable acquaintance, was able to sit in front of the painting almost all day.

He writes of his insights of the painting but also the lessons learned from meditating on it. In his closing chapters he starts to expand about how we become like the Father yet it in ways I'd never read before:

"Rembrandt's painting and his own tragic life have offered me a context in which to discover that the final stage of the spiritual life is to so fully let go of all fear of the Father that it becomes possible to become like Him." (*3)

"Indeed, as a son and heir I am to become His successor. I am destined to step into my father's place and offer to others the same compassion that He has offered me. The return of the Father is ultimately the challenge to become like the Father."

"...I know how much I long to return and be held safe but do I really want to be a son and heir with all that that implies? Being in the Father's house requires that I make the Father's life my own and become transformed into His image." (ibid pg 123)

Abiding In God Through Spiritual Disciplines

by Joanna Counts



Where
is GOD?

(https://retroavanguardia.com/gallery-of-friends/albums/Lew_Tau_Fei/?img=6103) I remember smiling and feeling comforted when I first saw the poster created by a local Malaysian artist, Lew Tau Fei at a creative media workshop many years ago. The title was 'Where is God? Here is God.'

"...This poster was created as a result from his conversation with God. At one point, he constantly questioned God's existence until one day, God turned his question mark into His full stop. That's when he saw God's answer in the midst of his question mark."

(<https://christianitymalaysia.com/wp/sowing-gods-seed-of-creativity-into-the-hearts-of-men-lee-tau-fei-founder-of-art-sowers/>)

The question captured me even though the answer was more obvious because I had often asked that question, especially in times of difficulty and pain. Realising and acknowledging God is right here with me at this moment (or at any moment) is significant. His presence right here means He is available for me. I yearn for more of Him when I learn and believe that He is more committed to us individually and corporately than me to Him. This revelation helps me to participate in various spiritual disciplines with excitement and joy. It motivates me to meditate, pray, listen, and serve. All these helps me to stay engaged with Him throughout the day. Our relationship with God is personal, growing, and dynamic. Therefore, spiritual disciplines can bring many delights to our soul when we begin on the assurance that He is present. Omnipresence is one of the many attributes of our God.

Spiritual disciplines must be introduced on the foundation of knowing and believing in the perfect attributes of God - His nature and character. As finite beings, we will never ever come to a place of perfect understanding of His limitless character yet believing in what has been revealed in His Word sets us on the right path for a rich spiritual journey. The written Word points us to Jesus, the living Word who has promised to be with us until the end of the ages. (Matthew 28:20). It is important for us as God's children to continuously take steps to build our lives on Christ, our cornerstone. We are urged to listen and obey His Word like the wise man who built his house on the rock in the parable of the wise and foolish builders (Matthew 7:24-27 / Luke 6:47-49). Spiritual disciplines can be the tools for building the house on the rock. They also can be like the speaker which amplifies the instruction we need to hear when we are in a noisy environment. These unwelcomed noises whether sounds of distraction, screams of anxiety, or whispers of temptation can give rise to doubt, confusion, and fear.

Among us, there are those who desire to grow in their faith and wanting to have a close personal relationship with God but do not know where to begin. While some others may struggle with sluggishness and lethargy in their walk and feeling somewhat lost, wondering what happened to the initial excitement of encountering Christ. Let's ask ourselves these questions. Have we allowed busyness or the demands of the day to overtake us? Or do we simply think we can continue going on with the little morsel we had some time ago? I remember a skit that I learned and participated in my DTS two decades ago. The skit showed 'Jesus' standing at a corner waiting patiently for the main character who was so caught up with various activities and pleasures that he seemed to have forgotten his faithful Lord who was present.

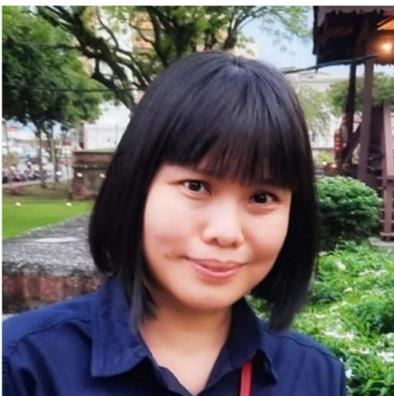
Spiritual disciplines whether methodical or innovative can bring freshness to our soul as we include them in our daily or weekly routine. It is vital for our well-being as God's people. Start by choosing a particular discipline, do it regularly and consistently for a season and then evaluate. Over time, you can add another discipline to your routine. Also, it is important to identify any unproductive or unhealthy habits that we need to break away so that we could make space for these disciplines and reap great benefits. For instance, does the mobile phone with its ever-growing features and functions dictate how we spend our time? Beware that the sleek device, which holds our money (for those of us who use digital wallet), may hold us hostage!

Asia Leaders Learning Community

Spiritual disciplines should not be seen as only time set aside to be alone with God – the 'me and Him' time. We are not to neglect coming together with other believers to seek God. The 'us and Him' time can be meaningful, enriching and fulfilling.

Community inclusion spiritual disciplines allow for mutual encouragement, interaction, and accountability. In this manner, we make ourselves available to serve one another and be a channel of blessings and love. I often recall the significant impact and conviction I experienced when I joined the weekly bible study on the Gospel of John many decades ago while I was a lukewarm believer. My friend was unashamedly persistent in inviting me to the Monday evening class and even provided transport to the church. Shall we who are journeying with God through the rough and tumble of earthly life invite others along the way so that they too will be encounter Him?

The purpose of practising spiritual disciplines is to be like Jesus. Abide in Him like the branch in the vine (John 15:9) so that we will be fruitful and evidently a true disciple. May the good works we do as an expression of our faith in Christ draw many others to Him who deserve all glory and honour.



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She enjoys crafts and sewing during her free time.

Practices for Personal Growth and Relationship with The Lord

by Averyl Aeria

Over the years what has helped me is discovering practices that help me in my personal growth and development and in my relationship with the Lord. These are a few that I practice.

Practice 1: Pausing, Reflecting and Evaluating

One of the best things we can do as leaders is to learn to take time to pause and reflect. It's a time of personal debriefing – it's checking in to see how I am doing in body, soul and spirit.

Body: How is my health? How do I self-care (recreation, rest, diet, exercise, sleep) to ensure that I am showing up at my best to God, to relationships and to ministry? Are my sexual desires appropriate and under control? How am I continuing to develop my gifts so that I am growing into the man/woman of God, that God wants me to be?

Soul: How's my character – where what I say, do, think and believe align with my values and are being lived out in my life? Do I have my "L" plate on? Drivers who learn have an "L" plate to show that they have not arrived but are learning. As leaders, how are we doing at being life-long learners? How am I doing emotionally? How able am I to express my feelings in appropriate ways in openness and vulnerability and stay in submission to God?

Spirit: How is my heart toward God? How's my passion for the things of God – His purposes, His Word? How's my prayer life – listening to the spirit of God and developing His heart for the nations? How is the Holy Spirit nudging me, how am I responding?

I find times of pausing, reflecting and evaluating in these areas important as a kind of "check-up" to see how I am doing and where I am at in my body, soul and spirit.

Practice 2: Influence

Who do you surround yourself with? We have the ability to influence and be influenced. One definition for leadership is "Someone who influences others to action." Paul says, *"I planted, Apollos watered, but God caused the growth."* 1 Corinthians 3:6. Our job is to influence people in such a way that they allow God to bring the growth. My first question for you is who is influencing or mentoring you? In this season of your life and

leadership, what are your needs? Identify your needs. Then pray for the right person who can mentor you. Look around you and then initiate the relationship (and if that fails ask the ALLC to help match you with someone). Share your desires for growth and change. Invite them to consider a mentoring relationship with you. It will be important to clarify expectations with the person concerned – how often, how formal or informal, have a time frame and then evaluate halfway to see how it's going and whether it's working well for both of you. Then, get started by setting a time. Being intentional is key!

My second question for you: Who are you influencing? Who are the people you are investing in? Besides having mentors who influence and mentor us, we need to be mentoring and investing in others. Take time and identify the contribution areas you have to offer. It could be something practical like mentoring someone on how to write a newsletter, doing a blog or cooking a meal. It could be mentoring someone in facilitating small groups, meetings or preparing a message in a DTS, a small group or a church. It could be about helping someone come up with a monthly budget, how to raise support or organize an outreach. It can be about anything and can be broad in its range. The encouragement I have is to reach out, look for people to mentor and invest in others around you with what God has given you in your gifts and strengths. Once you have identified your contribution areas, work at developing them. Pray for possible mentees. Initiate relationship with those who could benefit from your contribution. Share with them your interest in seeing them grow and develop. Invite them to consider a mentoring relationship with you. Clarify expectations like I suggested above and then set a time to get started.

Here are some definitions of mentoring:

1. Mentoring is someone imparting an aspect of their life to another that encourages growth. Mentoring involves intentional relationships in which a mentor imparts knowledge, skills or values from their experience to a person or group of people they believe in, who are teachable and responsive and desire to develop their potential. Stephen Mayers.

2. Mentoring is helping people grow to reach their full potential for God. Barry Austin

Summed up, you could say that mentoring is about nurturing and building others. Who is influencing you and who are you influencing? As a professional coach, I am in coaching circles and seek input from a coach supervisor in my growth and development. I also have a wide circle of peers where we encourage, challenge and spur each other on to develop our skills and competence.

Practice 3: Keep learning

Leaders never stop learning! If your leadership has plateaued and you have no desire to learn anything new, it's time to do a little soul-searching to find out why. Physical exercise builds your muscles. In the same way, when you are learning, the nerve cells in your brain are growing with mental training. As leaders we need to keep our minds open to new things and to keep discovering and learning.

The growth of your team is dependent on your growth as a leader! Whether that is through books, being intentional about seeking out a mentor, taking a course or seeking out a leadership coach to help you in your growth goals ... be a life-long learner! Leaders who understand the purpose of continuous development raise the bar and model something to their team and those around them.

A word about coaching. I have been in YWAM since 1983. I notice that students in our courses leave with many goals and desires to make changes. There is often not the follow-up needed to help our graduates apply and live out what they have discovered and learnt. That is where personal coaching comes in. I am a professional certified coach, both within YWAM and also to other mission organizations. I believe that coaching provides the support needed for leaders to live out and apply personal and ministry goals.

I leave you with these 3 practices that I am walking in: pause, reflect and evaluate, influence – who is influencing you and who are you influencing and lastly, keep learning.



Averyl Aeria is from Singapore and did her DTS in 1983. She was part of the base leadership in Singapore and served as the DTS Director. In 1995 she moved to Thailand where she currently lives. She served in the capacity of Training Director for YWAM Thailand for several years. Currently, Averyl is involved in leadership development with a desire to see leaders encouraged & equipped through offering life & leadership coaching, mentoring & training. She is a professional certified coach, coach trainer and mentor coach. Averyl values being a life-long learner & loves adventure, exercise & being active!

Passion & Allegiance.

by Anais Burbidge

What makes your heartbeat?

What makes you jaded?

What makes you question your calling?

What makes you question your faith?

What makes you keep going?

In this follow up article from Run with Your First Love, I would like to talk about passion and allegiance.

Are you someone who just joined the missions movement, ready and on fire to preach and evangelise to whoever you see?

Are you someone who's been serving for a few years, now at crossroads and unsure of your initial calling?

Are you someone who's become comfortable and somehow lost that desire and have stayed stagnant?

Are you staying on your route because there's no other way out?

Or are you someone who is just dreading life because of the emotional turmoils and burnout you have experienced on the ground?

I see that life is dragging us down into a pit of darkness. I see the pandemic pausing our lives, widening family gaps and added inconveniences. I see the wars within and between countries. I see self-centeredness, greed, violence and evil. I see struggling and suffering all around.

Passion: an extreme interest in or wish for doing something In Christianity, it means the suffering and death of Jesus Christ.

Allegiance: loyalty and support for a ruler, country, group, or belief (taken from Cambridge dictionary)

In Christianity, it means following Jesus Christ and His teachings.

Passion and Allegiance can be summed up in these scriptures, in my interpretation.

“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.” - Matthew 16:24

“But God demonstrates His own love toward us, in that while we were still sinners, Christ died for us.” - Romans 5: 8

Did you notice that in these scriptures, Jesus shows us a perfect model of both passion and allegiance? Passion can be radical. Passion can change something. Jesus is radical and has changed the definition of death. He lived allegiance to death.

There are times that the enemy of our souls plot our destruction through distraction... from God’s Word, God’s voice and God’s ways. As he did so with Jesus in the wilderness. When life (or the enemy) gives us unexpected curves, where temptations are irresistible, do your passion and allegiance still stay true to Jesus Christ? Do we die to our own desires so that we can change the course the enemy sets for us?

“Whenever Christ calls us, his call leads to death.” -Dietrich Bonhoeffer

This is where the inner war wages. It is a raging war.

As Paul wrote in Philippians to encourage unity and joy in Christ, "For many walk, of whom I have told you often, and now tell you even weeping, that they are the enemies of the cross of Christ: whose end is destruction, whose god is their belly, and whose glory is in their shame—who set their mind on earthly things. For our citizenship is in heaven, from which we also eagerly wait for the Saviour, the Lord Jesus Christ, who will transform our lowly body that it may be conformed to His glorious body, according to the working by which He is able even to subdue all things to Himself." - Philippians 3: 18-21

When we combine passion and allegiance, we become contagious.

Jesus and His disciples. They are contagious and the crowd keeps growing. I’m asking myself, is the root of my passion Jesus Christ and does my allegiance to Him stay true and through? This movement of passion and allegiance matters.

Do not lose your passion for Jesus.

Leadership

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A Self-Defined Leader

by Grace Lam

"A self-defined leader is one with a non-anxious presence"

I don't know about you, but I feel so much anxiety when I have to speak or teach, when I'm meeting someone for the first time, when I'm with a group of people who are different from me. There is such a desperate desire to impress, thoughts such as "Will they like me? Will they accept me?" emerge. Whilst some of the anxieties are normal, much of it is focused on gaining the approval of others. It is tiring to live and to lead this way.

The quote at the beginning of this article, is taken from Edward Friedman's book "A failure of Nerve". "Self-defined" doesn't mean that we decide what kind of leader we want/wish to be. Instead, self-defined must be seen in the context of God's shaping work in our lives, and drawing conclusions on what kind of leader He has shaped us to be and to do, not what the culture, family, friends or I dictate.

Growing up as a daughter in a traditional Chinese family... there are unspoken rules and loyalty towards the family. We will always be treated as kids by our parents. There will always be childhood stories and jokes shared at family gatherings about us no matter how old we are. It is hard to differentiate and break free from our family. Doing so will only upset them as they think that you are now against them.

"Growing up" in YWAM...

there are many leaders whom we respect and desire to emulate. They are visionary, apostolic, amazing story tellers and communicators. It is difficult to not compare and wish that we are like one of them.

Our culture and traditions celebrate a certain kind of leaders; like strong currents in the ocean, it'll push you to where it wants to take you but not where God wants you to go.

A self-differentiated leader is someone who know who God has shaped him or her to be (and not to be) and is ok with it.

God has not made me an upfront charismatic leader, an apostolic “a vision a minute” leader. Instead, He has shaped me to work in teams, be interested in the small picture of things and to care for people. To live differently would be to reject the potter’s work.

With my biological family,

I have found it helpful to be able to say that “I love you but I disagree with you because love is a choice. Being always agreeable doesn’t mean I love you”.

With my leadership journey,

I have found it helpful to say “this is who God has made me to be, therefore I need to step into it.. and this is who God has not made me to be and it is ok.. my identity is not tied to other’s approval but God’s approval”.

We won’t finish well unless we are prepared to make a series of choices and I believe this is an important one for all of us to make.

However, it’ll be a journey to get there because

- you don’t get there immediately
- along the way you get lost and need to recalibrate and ask for help/ directions
- you need to decide to make the trip and plan for it which will be costly
- you will get exhausted and feel like giving up
- not everyone in your family or circle of friends is agreeable on the destination

But make the journey!



Grace is the co-founder of TheBreakthroughPeople. Her desire is to help those around her know that they are valued and noticed by God and the people around them. To help them find their voice in who they are and the assignments that God has for them to do.

Before joining Joel in 2022, she served in YWAM Singapore for 16 years with the MemberCare team.

Ministry website: <https://thebreakthroughpeople.com/>

The Plague of Insecurity in Leadership

by James Chan

It is often said that the three major landmines of leadership is passions, possessions and power. However, I believe insecurity is a silent killer that has assassinated many leaders and destroyed many ministries. But because it is not sensational and often hidden, it rarely noticed.

As I have observed over the years, I am concerned how deeply insecurity has affected lives, families, business, politics, churches and even the mission fields. Wherever there is strife, jealousy, fear and doubt, insecurity is always working to sow its seeds.

Insecurity is destructive because it will cause leaders to do foolish mistakes not only detrimental to themselves but those under their leadership. In the scriptures, you could not find a more tragic example of an insecure leader than King Saul who had everything going for him but lost it because he allowed insecurity to dominate his life.

Called by God to be Israel's first king, Saul was charismatic, had good looks and had good leadership skills, but he was painfully insecure. Despite all the advantages, having God and prophet Samuel on his side and the general population in his favor, he let insecurity to hold sway over him that led him to a string of disastrous decision that ultimately destroyed him.

The truth is that many leaders struggle with insecurity in one form or another. It may be appearance, upbringing or education – whatever it may be, few is exempted from having to deal with insecurity. We see in the scriptures that even Moses revealed his insecurity when God called him to deliver the children of Israel out of Egypt (Exodus 3:11-12, 4:1-13). He ended up with requesting God to send someone else. He didn't believe he was adequate to complete the assignment despite God promised to be with him. Gideon felt he was too weak for the task (Judges 6:14-16) and Jeremiah offered the excuse that he was too young to be the spokesperson for God (Jeremiah 1:5-8). All these men mightily used of God were not immune to the plague of insecurity.

From our personal experience, insecurity affects our perspective, distorting and coloring our view of our circumstances and thus influencing our decisions and actions. Personally, I have seen leaders lie to cover their mistakes, abusive in the attempt to manipulate and control others and become defensive when they have been confronted with wrongdoings.

What is insecurity?

The American Psychological Association reports that insecurity is multifaceted. It pertains to an overall sense of uncertainty or anxiety about your worth, abilities, skills, and value as a person, conveying the message that you're at risk or in danger of something or someone.

It is often a feeling of being fearful, anxious, unsafe; an apprehension regarding present or future situations or circumstances. It is a lack of confidence or trust, whether in ourselves or someone else. There are many causes of insecurity, but chief among them is our failure to fully trust God (Jeremiah 17:7-8).

Common symptoms of insecurity are:

- An overriding feeling of inadequacy
- A lack of self-confidence, self-esteem, and self-worth
- A feeling that they are unable or ill-equipped to cope with stressors
- Anxious about their relationships with others

Insecure leaders exhibit some of the following feelings or behavior:

- Find it difficult to praise or affirm others.
- Feel threatened by the gifts and abilities of others.
- Want to have a say in everything
- Feel your self-worth is determined by your performance
- Want people to know your position (or desperate to hide it)
- Can easily become driven by the need for approval.
- Are quick to offer criticism but have little capacity for any kind of correction

The truth about King Saul is that he was not an evil man but a man just like us, who was plagued with consistent feelings of unworthiness and inadequacy. Though outwardly, he possessed the traits necessary to become a great leader and a good king, he was weak on the inside.

In conclusion, we cannot ignore the issue of insecurity in our lives. Left to breed, insecurity will in the end rob us and cause us to forfeit God's purpose in our lives. We see that clearly demonstrated in the life of King Saul. Worst, it can cause grievous hurt to those whom we love, our co-workers and others under our leadership. Like Saul,

not only he lost the kingdom, he lost his life and the lives of his sons and above all God's purpose and calling for his life.



James and Sarah have served with YWAM for almost 30 years. James had served as the national leader for YWAM Singapore from 1999-2012. Concurrently, he also served as consultant pastor for a Methodist church for 7½ years. He and his wife subsequently served as field leader in East Asia until 2015 when they moved there to mentor local church leadership teams.

Model It With Integrity

by Glenn. D

Leadership always starts with a small thing, how we learn to lead ourselves to be better than is the person we were yesterday, always be willing to learn and to be taught to develop ourselves in learning new things. Impactful leadership does not come in a minute, it requires a long process and time to reach a certain position in leadership.

The learning process to become a strong leader always begins from the process of being led, whether we allow ourselves to be led, corrected, taught, reprovved by others. In this process we learn to submit ourselves under the authority of others, this is a process that should not be skipped by every potential future leaders.

One of the biggest challenges in leadership is leading with integrity. People around us like to see their leaders become the source of values that they can trust. They look up to the leaders for clarity and certainty when everything seems uncertain. As a leader we have to have a courage to say no to things are not right, and a boldness to address those things right away. I've met many leaders who seemed like okay with wrongdoing that has become a habit or everyday norm in a society, compromising things that we know aren't right in order to fit with a society, shows how insecure the leaders are.

We have heard these sayings over and over again, "do first then teach", "do what you teach" . Theoretically we do understand how it works, but in reality or in leadership this could be something we struggle with, if we do not live the integrity out. Integrity means we say truth and we live truth, otherwise lack of integrity means we say truth and we live partial truth.

I love when king David said this in Psalm 86: 11 "*Teach me your way, O LORD, that I may walk in your truth unite my heart to fear your name*" One of the reason David was called a man after God's own heart, is that he had a humble heart, yes he had committed personal sin yet he acknowledged it before God and men. What then, can we learn from king David through this psalm?

He humbled himself before God and asked Him to teach His ways, rather than to cling on his own. As leaders we need to have this kind of attitude that David had, the attitude that has teachable spirit and willingness to always learn how to walk in God's truth and fear Him in every circumstance in our life, whether is good or bad.

Having integrity in leadership it also means that we have power to say no, not only for things that are wrong, but also for things that are not Godly (against God's will and

God's words) We live in a hedonistic society, where people would always try anything they could make themselves better, bigger, richer, more fame in order to fit in the world. Sadly, this lifestyle has already been in church for many years, using God's name to take benefit for themselves.

There are two Greek words used for "power", *dunamis δύναμις* and *exousia ἐξουσία*. *Dunamis* is human strength, the power to do things beyond natural ability, in scriptures it is most frequently used only for the description of miracles and signs, healing supernatural power. Where *Exousia* is the power not to do something that is within our power to do.

It takes *Dunamis* to do 500 push-ups nonstop, but it does take *Exousia* to say no to Netflix.

In leadership we have to have these 2 types of power, *dunamis δύναμις* and *exousia ἐξουσία*. The power not only to preach "run from temptation", but also the power to say no to temptation. I believe when we live out these 2 powers in our leadership role, we would impact more people with more values to become more like Christ, which is the ultimate goal of all human existence.



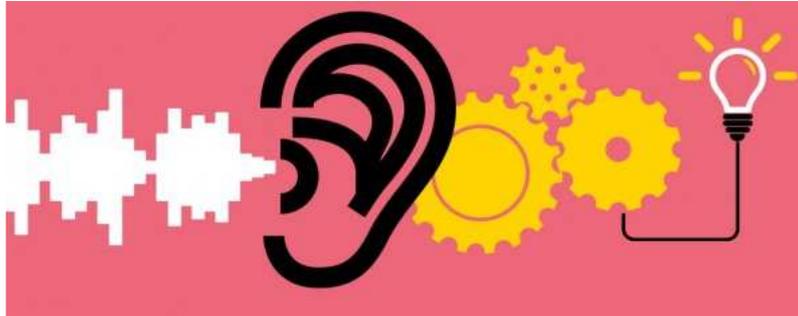
Glenn Daniel, with his wife Elza and his son Clay they are serving in Mojokerto, East Java Indonesia. They have been with Ywam since 2014.

Passionate about mentoring and teaching young people to discover their purpose and identity in Christ.

Glenn is a coffee lover, run a small coffee shop here.

A leader who listens creates result.

by Sungil Koh



1. A good listener is a good leader

Over the past few decades, we have conducted a tremendous amount of research on leadership in all areas of society. The researchers have each defined leadership based on their approaches. Some of these include characteristic approach, behavioral approach, normative approach, or situational approach. All these combined, leadership can be described as

“The process of determining the goals of an organization and achieving them while exerting influence on its members”

To shorten this further, leadership is “the influence on other people's thinking and behaviors”.

Leadership is a concept that does not exist apart from the organization in that it weighs its influence within the group and can be exercised and evaluated only in organizational activities.

So, considering that leaders influence others, a leader can be defined as someone who deeply understands people's needs and circumstances and is able to settle between the people's needs and the organization's needs to achieve goals.

In order for a leader to better understand an individual's situation, the leader must listen to the stories of individual members. Without knowing, there cannot be understanding. Without listening, there cannot be knowing.

To understand the purpose of a team or organization, the leader will have to listen to the organization as well. By listening and processing different understanding and ideas, the purpose can be better determined and better understood.

It is the leader's job to make adjustments for the organization after hearing both the members' and the organization's sides of the story.'

Communication is Sharing

Listening well is, in other words, communication. The etymology of the word communication is *'communcare'* which means 'to share' in Latin. It refers to the exchange of information such as thoughts and feelings between people through the usage of words, writings, sounds, facial expressions, and gestures.

The Chinese language uses two different base words combined to form the word communication: 疏通. The first letter 疏 means "*flowing smoothly with no obstacles*" and the second letter 通 means "*there is no misunderstanding between each other*". Putting these together, we can conclude that in order to fully convey one's opinions without misunderstanding, without interruption, and in completion, the ability to 'listen' is necessary. For decision making process, all ideas and opinions must be weighed. The ideas might not be complete or perfect. But we still need to listen well and fully understand the different ideas being shared to weigh them fairly and correctly.

Communication begins from not speaking, but listening. Listening is a virtue. In this hyper-competitive and hyper-speed era, it is not easy to listen to the other person's words. In particular, it is even more difficult for leaders to listen to people in lower positions. Leaders can misunderstand that they know everything, and that misunderstanding makes listening more difficult by giving them the false conception that they already have the answers to the opinions of their team members. Teams or organizations with leaders who don't listen will become less motivated and less productive.

Stephen Covey, the author of "The 7 Habits of Highly Effective People," suggests 'empathic listening' and emphasizes listening while understanding the other person.

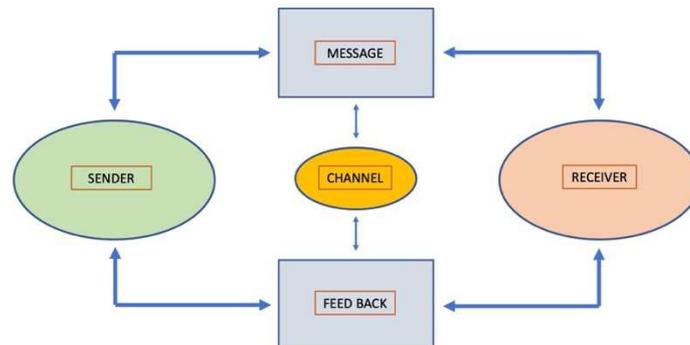
Asian cultures place importance on vertical hierarchical relationships, and in such cultures, a leader's listening has meaning and effect beyond just listening.

It means building trust and giving opportunities to team members by listening and empathizing. In return for listening and trust, team members can produce better results through voluntary commitment to the organization.

2. Ways to listen well

Communication composes of a sender, a receiver, a message, a delivery channel, and a feedback.

In a diagram, it looks as this:



Communication is not the process of delivering a message to the other party, but the process of *handling* the message through interaction with the other party. Therefore, for successful communication, it is important to express the information in an easy-to-understand manner based on how the other person would receive it.

In other words, the basic attitude for communication is to listen. By listening, you respect the other person as an individual, as well as accept them as they are without evaluating, criticizing, or judging their feelings, thoughts, and lives.

By listening, leaders treat their team members with sincerity. This refers to the attitude that honestly expresses the feelings and thoughts from the relationship, whether positive or negative. A sincere attitude helps the leader and team members to communicate honestly and exchange emotions.

By listening, the leader empathizes with and understands the position of the member. This is to make the members feel that they are being understood, rather than trying to understand them with prejudices such as their own thoughts, feelings, values, and morals.

Habits that interfere with listening

Everyone agrees that listening is important, but it is easy to see leaders who find it difficult to listen to other people.

First, let's look at some of the habits that prevent from listening well.

1) Guessing

Rather than listening and accepting the words of members, leaders find the clues that can fit into his/her own thoughts and confirm their preconceived notions.

2) Preparing responses

It means listening to the members and focusing on thinking about what the leader should say next, and not listening to what the members are saying. In the end, the leader becomes absorbed in his/her own thoughts and cannot properly respond.

3) Filtering

This is when the leader listens to the members but does not fully listen to the message. Filtering means that leaders block out things they don't want to hear.

4) Judging

It refers to not listening properly because of negative judgments about members or listening for the purpose of criticizing members.

5) Giving advice

Some people are too eager to solve other people's problems. If the leader intervenes to give advice at the end of a talk, the members cannot finish the talk properly. Just by listening to the story, members can clarify the thoughts on their own and come up with an adequate solution.

6) Arguing

Arguing is just listening to members for the sake of arguing. No matter what the members say, the leader stands firm and defends himself. Arguments are a typical communication pattern in a problematic relationship.

7) Avoiding

If the conversation becomes too private or threatening, the leader tries to change the subject or joke about it. When a leader uses humor to get out of the serious conversations or intentionally focus on some other topic to avoid problems or negative emotions of members, the members' real concerns will be lost.

8) Rushing

It refers to agreeing too quickly to comfort or please the other person. Their intentions are good, but they are too eager on supporting and agreeing as soon as the words of concern or anxiety are out, they don't give enough time for the emotions to be expressed.

In order to get rid of these habits and listen well, leader must understand the thoughts and feelings of his members by standing in his position.

Active Listening

In the attitude of active listening, empathic understanding of accepting what the member is feeling from his point of view is important. The leader must discard his/her own stereotypes, convey honest feelings, and not deceive the members. A sincere attitude is essential.

The attitudes for active listening are

- ① Let go of a critical, advice-giving attitude
- ② Pay attention to non-verbal expressions
- ③ Express attentiveness while the member is speaking
- ④ Don't get excited when talking.

Active listening skills

Consider these more detailed skills for becoming an active listener.

① Pay attention

You need to be an active listener, paying close attention to everything the speaker is saying. You have to learn how to bridge the gap between the speed of the speaker and the speed at which you understand the message.

② Predict

If there is a time gap during a conversation, try to guess what the other person will say next. These guesses help you pay attention and listen.

③ Relate to you

Think about the message being conveyed and relate it to your own life, purpose, and experience. Understanding the message in terms of your own interests will help you focus.

④ Ask questions

Even when your question may not be answered immediately, asking a question will make you more active and more focused.

⑤ Summarize

Summarizing the content of the conversation periodically during a conversation helps to clarify the message and to predict the thoughts and information being shared.

⑥ Respond

Feedback is what you do when you talk about what the other person said, ask questions to clarify your understanding. It is an opportunity to confirm that your perception of the other person is correct, allowing you to correct any misunderstandings. Also, if you accurately communicate your feedback to the other person, not only will it give you information about what you're doing, but it will also allow the other person to accept your point of view.

Maximize the effectiveness of feedback

There are three rules to maximize the effectiveness of feedback; it must be immediate, honest, and supportive.

Immediate means not wasting time. In other words, as soon as you think you understand what the other member is saying, it's better to clarify it and give feedback right away. As time goes by, the influence decreases.

Honesty means showing not only the real reaction you feel, but also the emotions you want to control or the negative feelings you don't want to show. For example, if you feel that you have done something wrong to the other member and feel threatened, you should be able to give honest feedback about these things.

Being supportive means that you should not be cruel just because you are honest. When expressing negative opinions, it is necessary to find a way to express them smoothly instead of hurting the other member's pride, taking advantage of them, or using threatening expressions. This interactive communication gives important feedback for speakers and helps listeners practice good listening skills.

3. A leader who listens creates result.

There are three major effects that a good listener can bring to a team.

Building trust, providing opportunities, voluntary commitment

Leaders build trust with their members through listening and, as a result, provide opportunities for them. The members who have been given the opportunity put in more effort than expected through voluntary commitment. Consequently, they can create the best results. In other words, listening is the starting point for promoting the developmental interaction of trust, opportunity, and commitment.

Richard Sennett, a professor of sociology at New York University and London School of Economics, said, "Listening well is a necessary social skill to live with others."

In our daily life, we encounter many moments where we have to interact with others. Listening well can benefit ourselves, others, and the community as a whole by enabling more cooperative, more "dialogue-like" conversations. More personally listening can give a sense of respect and recognition to a team member, even though the leader may not be aware of it.

Listening skills can be utilized to improve the communication culture of the organization, especially in Christian organizations where cooperative activities are requested.

A Christian organization is an organization that fulfills the vocation of the gospel through interpersonal relationships. Therefore, Christian organizations have a responsibility to live the gospel life through the promotion of interpersonal relationships in their lives and ministries, to deliver the gospel and to put the gospel into practice on this earth.

Today, referred to as the era of the 4th Industrial Revolution, a social-distancing culture in which we are all restricted from meeting in person is becoming commonplace amid the spread of COVID-19. Therefore, face-to-face meetings are less frequent and

relationships are more likely to become superficial. Nevertheless, people still have the desire for interpersonal relationships and miss real encounters. At this point, leaders of Christian organizations need to seriously reflect on their interpersonal relationships and the measures to improve these skills should be considered and implemented.

God has called us all to be leaders. He will give us dreams and visions, and send people to help us achieve those visions together. When they come to us, we need to focus on listening to them. Through listening, they will become our partners and be on the path to achieve those dreams together. One encounter can connect our hearts together and can send us to the path towards healing, recovery, growth and achievement.

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Sungil Koh has been serving with YWAM in New Zealand and Thailand since 2003. He has a passion for North Korea, North Korean Refugees, and member care too. Sungil is serving a transition seminar for missionaries and ministers.

Missional Character Building

by Eric Abaasa

A few years ago, I saw a five level building being constructed right from the foundation to its finishing. The engineers took much time to dig deeper for the foundation so that the building would be firmly rest on it. The engineers paid attention to every step and they gave each level necessary time to set for them to move to the next level. I love to refer to the formation of character as character building because I look at it as the process that entails a lot more things just like the builder goes through to have a strong house. Nobody can deny, today, that character forms a fundamental value in the growth and the development of any leader and the ministry that one is called to do. Evangelist D.L. Moody said that character is "what a man is in the dark." There are very many skilled and gifted young leaders that God is preparing to take up the mantle but it seems to me that God is interested in developing their character, for them to fully function in their giftedness effectively.

I want to say that character grows from one level of maturity to another level. God works through and in us to develop the character. The deeper the foundation where our character stands the stronger the ministry and the more effective we will become as we participate in God's mission. Every day we become aware of what God has called us to do and we passionately want to do all we can to be effective in that work. Some of us go for further studies, we spend time reading and studying God's word, we attend seminars on leadership and all other short courses. All these are intended to sharpen us for effective ministry. If all these that we do and intend to do, don't help us look into missional character formation and growth our success and effectiveness may be short-lived or it we are building on the sandy foundation.

Character is not something that we learn in a seminary, college or particular setting. But all we go through may be fundamental in building our missional character. Therefore, it is very important to be intentional in the processes that God allows come our way. *In his 10 Power Principles For Christian Service*, Wiersbe says that "Building character is a difficult process that involves all the experiences of life." God will always want to develop us steadily so that we will be able to function fully and effectively. A number of times, when God is developing us, the process may not be that one we enjoy. It may be painful and therefore unwelcome. We are in the generation of do-it-quickly, fast world and competitive world of business. This tempts us to think that we will do the ministry in the same manner. But God will not behave that way and neither does he expect us to have that posture. He seems to say to us, "hurry slowly for I am building something in you."

Robert Clinton, in his *The making of A Leader*, calls these process items. I want to think that every leader should have time to intentionally reflect on many things that go on in their lives. It is very important to pay attention to both what they have gone through in their past-our past experiences and what they are going through now. This also should help them to have intentional posture to what they will go through, paying attention to how this may be contributing to the work God is doing in them as far building their character is concerned.

There are very many lessons that we can learn from great leaders in the Bible and how God worked in their lives to develop their character for what He wanted them to do for him. It always amazes me how Moses' training took 80 years for a forty-year ministry. God divinely placed Moses in palace of Pharaoh and he was subjected to all kinds of necessary training, which I think Moses himself wasn't aware of. When we see Moses in Midian taking care of his father-in-law's flock, we are kind of surprised of how God prepares his servants. I would have thought that Moses, when he was in palace, it would have been the best time for him as the deliverer of the God's children. God knows that his character is not fully developed to what He needs him to be for the noble work. How many of us are ready to wait for "eighty years" in preparation for few years of ministry? How ready are we to co-operate with God as He is doing such tremendous work of building our character? You could go ahead and reflect more about Moses' life and ministry. What more could we say about David from the time of his anointing to the time he ascends fully on the throne? A number of times he has an opportunity to kill Saul-his adversary (according to his men) but he restrains himself from such kind of act. The list of such biblical leaders is long that we can study.

I want to also point out that, in building missional character, God will put us under mentors who will purposefully grow the character in the emerging leaders. Many successful leaders today have been under certain leaders that God has used to grow character in them. I have been studying a number of leaders in my context and I have seen that a many of the leaders who have "messed up" grossly in their leadership, did not have good mentors or ran away from the mentoring processes.

The relation between Paul and Timothy teaches me a lot about intentional mentoring and character building. Acts 16 tells a story of Paul's first meeting with Timothy on his second missionary journey;

Then he came to Derbe and then Lystra. A disciple was there, named Timothy, the son of Jewess who believed, but his father was a Greek. He was well spoken of by the brothers who were at Lystra and Iconium. Paul wanted to travel with him. So he took him and circumcised him because of the Jews who were in those places, for they knew that his father was a Greek (Acts 16:1-3)

This intentional selecting of Timothy and the subsequent shaping that happens in the life of Timothy reveals much about the values of developing a character in the ministry. It is a solid foundation for the ministry. We learn that Timothy had a good report from the community of believers and others as well.

I greatly admire the consonance of Paul and Timothy together in their ministry. It speaks much about the relationship and shaping that Paul did in the life of Timothy. When we later see Paul sending out Timothy to go to places on his behalf, we can fully affirm the trust that Paul had in him and the kind of maturity that Timothy had.

If we want to protect and use the gifts that God has put in us, the fact about our character formation and growth is inevitable. It is sad to be famous in what we are doing and all of the sudden we fall flat because we did not allow God to build the character that is worthy of our calling. For whatever we don't conquer will conquer us at some point. The talent, calling, gifts, and sound seminary training are not enough.

Now here is the king walking before you, and I am old and gray, and my sons are here with you. I have walked before you from my youth until this day. Here I am. Bear witness against me before the LORD and before His anointed: Whose ox or donkey have I taken? Whom have I cheated or oppressed? From whose hand have I accepted a bribe and closed my eyes? Tell me, and I will restore it to you." "You have not wronged us or oppressed us," they replied, "nor have you taken anything from the hand of man (1Samuel 12:2-4)

What a powerful example of servant of concluding his ministry! What a challenge of integrity he sets before us! We are not surprised by Samuel's ministry when we study the way God shaped his character from the childhood. Let us allow God to build the character we need as leaders and more especially the emerging leaders.



Eric Abaasa, received the call to the ministry when he was 14 years. He served in youth leadership positions and he later served as Associate pastor for more than 20 years. As part of his transition he founded Glocal Missional Ministries a few years ago. After his Masters degree from Fuller Theological Seminary, he is currently doing his Doctorate from the same seminary. He is married to Louise and they have 4 children.

Clarity at the crossroads

by Cosmos Kizito

Life is a journey to walk fuelled by choices we make in everyday practice. To every personnel, it is required that one comes up with a choice that directs and leads his/her own life, if not influencing a group of people for a cause.

If we make choices that leads us in life, does this then mean we lead our own selves? And does that mean everyone is a Leader?

The answer sounds more of a yes! Leadership begins with an Individual and emerges to the greater dimensions of life.

Genesis 1: 26

“God said, let us make mankind in our image, after our likeness, and let them have complete authority over the fish of the sea, the birds of the air, the beasts, and over all of the earth, and over everything that creeps upon the earth.” NIV.

Therefore, while experiencing a life of choices, there at times when we happen to be at the cross-roads. Not knowing the next lead-direction to take!

This highly requires a leading guide (more so like a tour guide) to induce the next clear move.

STRATEGIC LEADERSHIP COURSE (SLC) of ALLC is therefore one of the unique courses that I have personally experienced that purposely intends to equip and serve a guiding procedure to someone that seems to be at cross-roads, bringing clarity of a right direction to the visionary young present and emerging leaders around the globe, whom God has prompted with certain ministry choice visions in life.

I highly recommend this course to every young-emerging leader or any visionary person!

What to know in this Leadership Guiding Procedure?

Like any Guide, it tends to equip with the worthy tools/knowledge about the next clear decisions and how to go about it.

Leadership being the act of influencing/ causing a group of people including your own self for the purposed direction, there are these 4 significant key scopes that I wish to share with you, so that you are equipped, and can contribute to your clear direction and way of deciding while at the cross-roads.

- COMPETENCIES:

I can define competence as an ingredient that facilitates a smooth way of action. With an illustration of an instance where one buys a 'blunt knife' from the shop and then takes it to be sharpened so that the user can use it with easy to quickly (not struggling) and smoothly render it its purpose. While the user enjoys using this sharp knife with easy, the knife itself also enjoys the way it is working down on its purpose with easy and fluency. This is what competence is all about. You enjoy doing your call of life with an easy swing.

Now image if the knife was used while blunt! Yes, it could serve the purpose but struggling, producing no smart work and hence no quick progress and takes a lot of energy and time to do the same task similarly done by the sharp knife.

In the same way, leadership requires a skilful way (the ingredients) on how to induce decisions that help to bring clear, calculated and smooth directions of influence at crossroads. Hence minimising the many mistakes or short falls or the fall away from the pathway and get lost, that you would have encountered. Competence is an acquired ingredient.

How I wish you hunger for competence desperately!

- CHARACTER:

Character composes someone's behavioural styles of action/response towards the surrounding environment/situation.

A Godly gift is facilitated by character for its influence! In other words, a strong character provides and maintains a platform for a Godly gift.

You can certainly be having a sounding gift from God, but with a weak character, your gift is equal to no value! It shall have no space for manifestation.

The state of one's Leadership is determined by the quality of one's character. Character can be developed.

Prioritise in development of your Character!

- SPIRITUAL MATURITY:

When and how does the spiritual theories intervene in Christian Leadership?

With the reference from the first chapter of the book of Genesis in the Bible, we clearly perceive that the spiritual world creates everything what is seen. Leadership being a divine assignment, it needs a certain spiritual level stage of perception and understanding on the procedures of doing this assignment faithfully. This level stage is what we call Spiritual maturity.

How mature you are spiritually, is portrayed on the way you perceive and interpret spiritual events!

Different Christian Leadership dimensions takes different Spiritual maturity levels!
Do you agree?

This is where one can do a clear spiritual discernment and hence decisions that can cause what is seen. Spiritual maturity is a requirement tool in leadership!

- THE MISSION OF GOD:

Everything that is seen, started and shall end with God. There is this scripture from the Bible that says;

Genesis 2: 8

"8 And the Lord God planted a garden towards the east, in Eden, and there He put the man whom He had formed."

"15 And the Lord God took the man and put him in the Garden of Eden to tend and guard and keep it"

God being the initiator of every creation, he intends that everything obeys and submits to His will. While working upon this mission to let it be, He extends His authority through man, that man can 'tend', 'guards on God's behalf' and 'Keep'. Therefore, any mission(s) that God prompts you into for service is part of the big mission of God and all in all intends for the same purpose.

Asia Leaders Learning Community

Different mission fragments all contributing to the same purpose of God's Single mission in His Kingdom, where there is only one King and One Ordinance.

Leadership is one fragment mission that contributes to the big Mission of God. When one understands what he/she is called to do as a mission, and gets to know where it started from, you will then do this assignment with sensitivity towards God's ordinance.

I wish you for that clear sense of Clarity for perfection!



Cosmos Kizito is born from Central Part of Uganda- East Africa, raised in the catholic background family and received Christ at an age of 20 yrs.

He is married to Monica, and together they have 3 biological Children.

He has served in a number of ministerial Leadership positions under different ministries and currently he serves under Revival Centre Global Ministries-Uganda as a ministry Administrator and at the same time as an associate Pastor in Revival Centre Cathedral Church in Ntungamo South West part of Uganda.



Leadership Lessons from the Garden

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Leadership Lessons from the Garden

by Phil Porter

After ending a season of leadership and then taking a sabbatical year, the Lord invited my wife and I to a new location with the promise, "I am preparing a place for you, so that you can prepare a place for others." With that, He led us to a house on a piece of land (about 1/2 acre) in an area called "the green lung of Bangkok". Across the river from the busy, concrete mega-city, in this place daily life still feels rural, neighbors sell fruit and vegetables to one another, and we are surrounded by greenery, birds and a gentle breeze.

This was unexpected, but clearly a word from the Lord. And we quickly realized that there were desires of our heart that had been tucked away for years which could now be realized in this new place and season of our lives. We also realized that we were



God is the King of Hospitality.

พระเจ้าเป็นราชาแห่งการให้การต้อนรับขับสู้

being invited to contribute to God's green lung of Bangkok by planting more fruits, vegetables and flowers, and to go with Him on a journey of co-creating and learning from the garden. So for the past year and a half, I have been observing what He has to teach us from this experience. Here are a few things I've noticed.

The hospitality of God - After creating the garden, with all of its beauty and fruitful potential, God called it "good" and invited man to live in it and care for it. God is the King of Hospitality. Are we representing His hospitality to those we encounter in our lives? Are we inviting others into our garden space?

Dominion = caretaking - When we arrived, the garden was a mess of garbage, bare dirt, fallen leaves and overgrown weeds. But we noticed that as we began to tend and



water the garden, the birds, butterflies and bees began to come and enjoy it as well. Our mandate from Genesis 1:28 is not to "dominate" or control the garden, but to "have dominion" - which actually means to protect and care for it. "We are to act as if we ourselves had the same relationship of love with his creatures that God does." (theologyofwork.org)

At the same time, it is also unhealthy to just "let it go" or "let nature take its course". When we neglect the garden and do not tend to it, aggressive weeds begin to take over, choking out the productive fruit trees and flowers. Soon, there is no beauty to be seen and no fruit to be eaten. The garden needs a gardener, a caretaker with a heart of love to bring out the beauty and the fruit. Are we dominating those in our care, or are we tending to their needs out of a relationship of love?

Healthy soil - Everything depends on the soil. I made the mistake of planting some fruit trees in the existing soil, which is tainted by the brackish, salt/fresh water from the mouth of the Chao Praya River. Many died or did not bear fruit. Plants are living beings which need proper nutrition and water from the soil. We must feed and water the soil well. Otherwise the plants cannot grow properly and will not bear fruit.



The “belief tree” model reminds us that the soil represents our worldview. Are we feeding our worldview well so that our lives and leadership bear healthy fruit?

Compost - To “compost” is to take leftover vegetables, fruits and manure and let it decay together. Compost is a gardener’s gold! What starts out as the most foul, smelly garbage will turn into nutritious, rich soil over time. But it takes the right ingredients



and a lot of patience. God can take the messiest garbage of our lives and use it to create food for the soul and nourishment for others. Are we creating opportunities for God to compost the garbage in the lives of ourselves and our staff? Or are we quick to just throw it out and move on?

Spiritual warfare - I’ve discovered certain worms that can eat up all the leaves of a plant in a single day. There’s a fungus that wants to gradually destroy the vegetation before you realize what’s happening. Squirrels come to take one bite out of the fruit and leave the rest to rot. The enemy is always seeking to steal, kill and destroy. Betrayed trust can destroy a relationship in a day. Unforgiveness can slowly eat away at team unity until there’s nothing left. Gossip can be like taking a bite out of healthy fruit and then leaving it to rot



later. Death and destruction can happen quickly, but growth and fruitfulness takes time and patience - just like composting! Are we protecting the plants in our garden? Or are we unknowingly helping the worms, fungus and squirrels?

Maintenance - Our garden is too much for my wife and I to take care of on our own while doing ministry in other areas. Many days, I am overwhelmed with the enormity of this project the Lord has given us. But we hired a neighbor to come twice a week to sweep the fallen leaves, pull up the evil weeds, and water the plants. The same, unglorified job is required over and over again. He's not an expert horticulturist, but he can maintain what is there. And without him, our garden would be an overgrown, ugly mess! I thank God every week for his manual labor that keeps the garden looking beautiful! The groundskeeper is just as important as the one who harvests the fruit. Do

1 Corinthians 3:6-9
1 โครินธ์ 3:6-9

The groundskeeper is just as important as the one who harvests the fruit.
คนที่รักษาความสะอาดก็สำคัญเท่ากับคนที่เก็บเกี่ยวผล

we appreciate those doing the maintenance-type roles among us? Do we compare ourselves with others, valuing the "soul-winner" or the worship leader or the DTS teacher more than the ministry of the accountant or the administrator?

(1 Corinthians 3:6-9)

Interdependence - Science is now discovering that the roots of some trees, interwoven under the ground, actually communicate with each other. They share nutrients via underground fungal networks, and send distress signals to warn of threats. When a storm comes, their interlocking roots are what keep them all standing tall in the face of the wind. The Body of Christ, and humanity itself, is also

We are created to live in a community of interdependence.
เราถูกสร้างมาให้อยู่ในสังคมแห่งการพึ่งพาอาศัยกันและกัน

interdependent and connected. We were created for community. We cannot be transformed into Christ's image, growing in love, joy, peace, patience, kindness, goodness, faithfulness, gentleness and self-control - the fruit of the Spirit - without opportunity to actually exercise those things. This requires other people - community. Are we creating a community of interdependence, appreciating the gifts and strengths of each of our brothers and sisters, and bearing one another's burdens? Or is a spirit of independence more prevalent in our midst?

Jesus often taught using plants, seeds, soil and birds as object lessons. But many of us have never experienced these things, so we only hear a theory. I would invite you to take a walk in nature, spend a day outside, get your hands in the soil, and while you're there - LISTEN. After all, you're in His garden. And the Master Gardener still has much to teach us!



Phil and his wife, Cindy, are from the USA but have been serving in Bangkok for 30 years. He is one of the elders for YWAM Thailand. Phil is a worship leader and songwriter who enjoys encouraging younger leaders in Asia. He also loves running, being a grandpa, all types of music, and creating with God in the garden.

God Wants In but You Want Out! – Transition

What is a transition & how it looks like?

by Joel Lam

As the pandemic hit, some of us suddenly found ourselves in a strange place. A weird sense that something is happening inside us but we can't quite pin point what was going on. As we try to behave as our usual self and push past that feeling, nothing seemed to change. We tried to spend more time with God, doing all the right things we knew that would usually center us in Him but all that did not seem to work. The harder we tried, the worst it became... and that continued for months and even years.

Don't worry, you are not going crazy and it might not be much of your fault that you ended up in that place.

It has a name and it is called TRANSITION. Transition is a time when God does one of His deepest work in us.

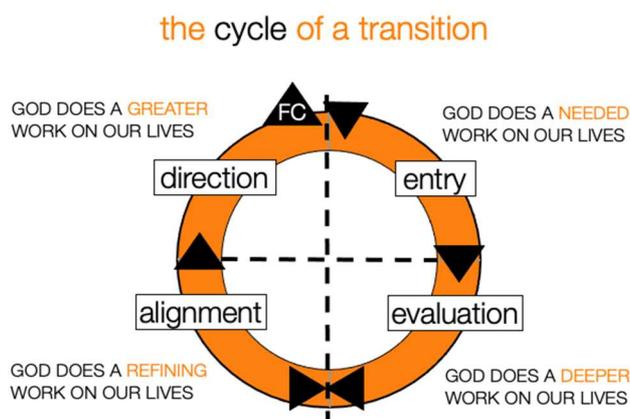
A Transition is an in-between time when God draws a Christ follower deeper in intimacy to Him.

A Transition is a time where God clarifies past lessons and takes a Christ follower from one phase of his/her personal development into another.

A Transition can last between 3 months to 3 years.

A Transition is a time when **God wants in but You want out!**

This transition model is from Dr. Terry Walling's book - Stuck! This model might serve as a useful tool to process your transition.



ENTRY stage in a transition often goes unrecognized. It is often characterized by emotions of restlessness, confusion, self-doubt, isolation, as well as relational trauma and a consistent lack of energy. Life crisis and relational conflicts happen. A prolonged season of these issues, creates a need for more perspective and deeper times with the Lord, moves a Christ follower from the Entry stage into the Evaluation stage.

EVALUATION stage causes a Christ follower to look back and evaluate past struggles, confront issues of wounding, consolidate lessons, deepen convictions and challenge life assumptions. These evaluations lead to a time of surrender and alignment to God's will. The evaluation stage and the alignment stage works together.

ALIGNMENT stage focuses on surrendering to God's sovereign will and agenda. Alignment causes a Christ follower to become more teachable, open minded and open hearted to needed change. Issues of pride, self-sufficiency, issues related to hurt from others, issues of shame and guilt over secret sin or past unaware issues are often surfaced. Alignment is not just about repentance but also about accepting God's grace and love in greater ways.

A Christ follower move to-and-fro between the Evaluation<->Alignment stage over a prolong period.

DIRECTION stage is where the breakthrough moment happens. There is no formula in getting out to the Direction stage. It can come in unexpected ways such as an unexpected conversation, a new thought or a throwaway line. Destiny experiences begin to occur and God reveals new direction for the future. As a Christ follower begin to act upon what God has revealed, destiny fulfilment occurs. The end of the transition brings a Christ follower to a crossroad of faith challenge. A Christ follower must choose to place his faith in the Lord to move into a new direction.

TRANSITIONS ARE HARD BUT DON'T QUIT!

Because He Loves You and His desire is to take you to a deeper level of intimacy.

- Therefore, since through God's mercy we have this ministry, we do not lose heart. (2Cor 4:1)
- But he said to me, "My grace is sufficient for you, for my power is made perfect in weakness." Therefore I will boast all the more gladly of my weaknesses, so that the power of Christ may rest upon me. (2Cor 12:9)

How to process Transitions:

- 1) Response - Get all you can from your transition. Get someone to journey with you.
- 2) Resolve - that He is sovereign and He has a plan and purpose for me. Resolve to stay with Him no matter what.
- 3) Re-learn – paradigms.
 - a. Your view of God
 - b. your view of you
 - c. your view of authority
 - d. your view of your calling
 - e. your view of your circumstances/roles

About this resource:

The source for many of the ideas, paradigms and concepts come from the teachings of Dr. J. Robert Clinton & Dr. Terry Walling (LeaderBreakthru). Adapted by Joel Lam (Thebreakthroughpeople).

Lifelong Development of a Christ follower

Introducing Leadership Development

by Joel Lam

The understanding of Leadership Development is crucial for a leader to run their race well and finish well. Many don't consider the path that they are on and fewer take time to discern the components of a godly leader.

Some definitions...

Leadership development is the study of a leader's ever-changing ability to influence God's people towards God's purposes.

In other words, God shapes a leader throughout his lifetime for His purposes. This ongoing shaping work of a leader's life is called Leadership Development.

A leader is defined as a person (1) with God-given capacity and (2) with God-given responsibility to influence (3) a specific group of God's people (4) toward God's purposes for the group.

Dr. J Robert Clinton in his research of over 5000 biblical, historical & contemporary leaders, have uncovered that God shapes the character of a leader by guiding him through a series of growth (development) phases. Each phase of development represents significant ministry or character formation in a leader's life. Below are the 7



phases that leaders go through.

Sovereign Foundations – Early beginnings of life, our historical background. This is the season where we have little or no control over our lives. Where we were born, the family we were born into, the neighbourhood we grew up in, the friends we played with... Understanding how our past helps make sense in light of our current circumstances. (Eph 1:11, Gen 50:20)

Inner-life Growth – Early beginnings in the faith and how these beginnings lay foundations of our faith. The denomination we grew up in, the discipleship program we were brought through. (Prov 4:23)

Ministry Maturing I (20s-30s) – Exploring skills & giftedness. Stepping into assignments that God has for us - The ministries and jobs that gave us the opportunity to discover and build up skills and experiences. (Luke 16:10)

Ministry Maturing II (40s-50s) – 2nd half of ministry maturing. Effective ministry flows out of who we are. God begins developing our ministry philosophy. (2 Cor 4:1, 5, 7)

Life Maturing – Season of deepening the character and authority of a leader if the leader remains faithful through some often hard lessons. (Ps 119:7; 2 Cor 1:3-4)

Convergence – Where a leader brings all of who they are to an unique ministry assignment. (Acts 26:19-20; 2 Tim 4:7)

Afterglow – Being a model for others to finish well.

These phases are not linear and at times one phase will overlap with another phase.

We all go through all these phases.

Research shows that 40% of leaders remain stuck in Ministry Maturing II phase. They plateau, face conflicts, temptations and challenges in life & ministry.

They don't make it back to the faith.

ONLY 1 OUT OF 3 Leaders Finish well.

Knowing where you are at, helps you focus on gaining all you can out of that phase. And when the time comes, God will lead you to transition into the next phase.

Transitions are key defining moments that God uses to move a Christ follower from one developmental phase to another. Look out for those transitions in your life as those are crucial times that God takes you deeper so you can go wider.

About this resource:

The source for many of the ideas, paradigms and concepts come from the teachings of Dr. J. Robert Clinton & Dr. Terry Walling (LeaderBreakthru). Adapted by Joel Lam (Thebreakthroughpeople).

Three Defining Moments

The Big 3 transitions in life!

by Joel Lam

Some transitions are more strategic than others.

There are 3 defining moments crucial to the growth and development of a Christ follower. God uses these to interrupt the normalcy of our lives to take us to new places for His Kingdom purpose.

- (1) Awakening Transition – Somewhere between our 20s-30s, we go through the Awakening Transition. This restlessness is fueled by a new hunger for meaning and purpose. To do life differently and not follow what culture, peers and others have defined as a Christ-like lifestyle. Discovering our Calling & our Values are key during this time.

Questions:

- Should I set a different course?
- Should follow my heart and head out on a different path?
- Do I really have what it takes?

- (2) Deciding Transition – Somewhere between our last 30s to 50s, more than a mid-life crisis, where life now involves greater pressure with career, family, leadership positions, we are led to sort through issues of meaning and significance.

Questions:

- What is it that I am really suppose to do?
- Isn't life supposed to mean something more than just surviving?
- Is there any time for me, and the passions of my heart?
- Could I live life differently?
- What are my ultimate Kingdom contribution?

- (3) Deciding Transition – Somewhere in our mid-50s through late 60s, the focus is about legacy and stewardship. There is something more beyond mere significance – living out my Ultimate Kingdom Contribution beyond my days.

Questions:

- What has God entrusted me with?
- How am I to empower others?
- Who are those I am to empower?

When, not if, you get to these transitions, get all you can from them!

About this resource:

The source for many of the ideas, paradigms and concepts come from the teachings of Dr. J. Robert Clinton & Dr. Terry Walling (LeaderBreakthru). Adapted by Joel Lam (Thebreakthroughpeople).



Joel is the Founder of TheBreakthroughPeople (TBP), a coaching & leadership development ministry desiring to help the everyday leader navigate life transitions to finish well.

Prior that he spent 12 years in the marketplace and later served in YWAM Singapore for 7 years before starting TBP in 2020.

Leadership Lessons from the Life of Moses

by Bronwyn Prommathat

In Exodus chapter three, God appears to Moses in a burning bush. Moses shows himself in the story to be a lot like us in ministry when God is asking us to lead others. Leadership is hard. Many times, we may find ourselves like Moses, shying away from difficult roles of leadership that God puts along our path. Leading people isn't always fun. It isn't often glamorous. It is usually hard, and oftentimes painful. Yet when God is calling us to it, despite our character flaws, we must walk into it knowing that He will be with us.

Here are some life lessons in leadership from the story of Moses in Exodus chapter three.

1. God told Moses the plan, but Moses was only a part of the plan

When God spoke to Moses in Exodus chapter 3, we see that God told Moses that He had heard the cry of the Israelites and that He was coming down 'to rescue them from the hand of the Egyptians and to bring them up out of that land into a good and spacious land, a land flowing with milk and honey'. God told Moses that He was sending him to bring 'the Israelites out of Egypt'.

Working in ministry is oftentimes like this situation with Moses. God spoke two things to Moses in the same vision:

- God was going to use Moses to bring them out of Egypt
- God was saving the Israelites and taking them to the land of milk and honey

When God speaks to us to lead others, oftentimes the promised land is meant for them and not for us. When we are called to lead, we put in the hard work, we walk through the wilderness with the people, and then when we reach the promised land, we have to release them to walk into it without us.

In our ministry as a family we have worked so hard to keep our hands open with regards to people that God has brought along our path. We call them out of difficult places, and we walk with them through their wilderness. When the time comes for them to enter their promised land, the place that God is calling them to, we thank Him for using us, and try our best to release them to walk into what God is calling them to.

Lesson: We must release people that we have been leading when the time is right.

2. Moses had no confidence in his ability to be a part of the plan

I find that for me, Moses is one of the most relatable characters in the Bible. He had no confidence in himself. God appeared to him in a burning bush and he had the guts to argue with God about his lack of ability to lead the people. Many times, when God has called me to lead others, I find myself saying what Moses said: 'Who am I that I should lead the people?'. It is important when we find ourselves asking that question that we remember that God's answer to Moses was not: you are a great and talented leader. God's answer was: 'I will be with you.'

Lesson: We lead because God calls us to. He promises that He will be with us.

3. God used Moses anyway

Even though Moses did not want to, and even though he tried to argue his way out of leading the people. God still used him. There are times in leadership when we will not believe in ourselves. There are times when we will doubt the call that God has for us. There are times when we may think that someone else will be better at the job. If God has called us, He will use us despite our own self-doubts. We just need to walk forward with him, and trust that He will speak through us.

Lesson: God uses us despite our self-doubts.

4. God led Moses with the people into the wilderness

Wouldn't it be nice if the story of Moses saw the people of Israel leaving Egypt and walking into the Promised Land? Instead, God asks Moses to lead the people straight into the wilderness. Not only does God ask Moses to lead them there, but God keeps them there, for a very long time. Moses, who was called to lead them, stays with them, through all of their complaining. He stays with them through all of their sinfulness on their journey. Moses stayed with them when they forgot God who had freed them from Egypt and created their own idols.

As a family, we have been involved in all kinds of difficult ministry over the years where we have had to lead others. One of the most challenging has been prison ministry. We have walked with many people from our prison ministry through their own wilderness. Some of them have made it to their promised land. Some of them got lost

along the way. We have been challenged to keep believing, to keep standing with them, to keep encouraging them.

Lesson: Walking with other people through their wilderness is a huge part of leadership. We may not get to enter the promised land with them, but standing on the mountain, seeing just one of them make it to the other side is a really beautiful thing.

Finally, if you have ever felt a little like Moses, be encouraged that God used Him in great and wonderful ways. Despite his own self-doubts, or the stubbornness of the people that God asked Moses to lead – Moses faithfully lead them, and God was with Him, just as He promised He would be. Moses might not have entered the promised land, but sometimes our journey is to see the land, and release those that we are leading into it.



Bronwyn is a South African who has been serving in Thailand since 2003. She serves in YWAM Thailand together with her Thai husband Noi, in Ratchburi. Bronwyn is a teacher at heart and loves writing.

Leadership is Influence

by Dwayne Frolek

Jesus had an amazing ability to gather followers. People wanted to follow Him. Jesus did not establish leadership structures and command people to submit to Him. Even though He was Messiah, He seemed to avoid using titles apart from Son of Man. He did not force people to follow Him. He did not threaten or coerce them. He did not bribe, pay or reward them. Often following Jesus came at a cost, and yet people still wanted to follow Him. Why?

The key to Jesus' leadership was influence. When we have influence, we don't need threats, bribes, titles, rules or force to get people to follow. Influence inspires others to follow us. Influence is the key to being fruitful in this world. Since God's kingdom is based on love and not rules or force, we need to understand the power of influence.

I have been training young leaders in YWAM for many years now, and I often ask them to think of leaders or people they have met in their lives who have inspired them. People who have influenced them. People who they want to follow. Through these discussions, we've put together the following list of various qualities that inspire us to follow someone:

- Passion for God – these leaders are on fire. They are zealous. They are in love with God. They not only speak about Jesus being the center of their lives, their lives demonstrate that Jesus is the center of their lives. They are not focused on religion, rules and religious activities. They demonstrate a living and dynamic relationship with God that impacts all of their relationships throughout the week.
- Integrity, godly character, holiness – they do not walk in sin. They demonstrate holiness in their public and private relationships. They demonstrate integrity in how they handle finance, how they relate to people of the opposite sex, and how they handle fame and power. Adultery is not only a sin against our spouse, it is also a sin against all those that we lead. If we are unfaithful in our marriage relationship, we demonstrate that we are not to be trusted in any of our relationships. When I meet someone with incredible integrity, I feel like I can trust them with my money, my wife, my kids, my life. People who walk in integrity and holiness will also develop structures to protect them from temptation and be accountable to others.
- Faithful, trustworthy – someone with incredible integrity is trustworthy. Broken trust is a sure way to lose our influence with people. Don't do anything that

would sacrifice trust. Don't steal from people. Don't lie to people. Don't break our promises. Be honest. When we see someone remain faithful in their relationships and their responsibilities, in the good times and the hard times, it inspires us. It helps us to trust them.

- Asks forgiveness – leaders are not to walk in sin (1 John 3:8-9), but we also know that no one is perfect (1 John 1:8-9). The image of the perfect spiritual leader is not biblical. As humans we do occasionally 'miss the mark' (Greek definition of 'hamartia' or sin). People are inspired when they see leaders take responsibility for their mistakes rather than ignore them or blame them on something or someone else. Godly leaders will humble themselves and ask forgiveness when they have hurt someone. When others see a leader confess, repent and ask forgiveness, it inspires them to follow. Even though they see that the leader is not perfect, they see that the leader is willing to humble themselves, confess and repent when they've made a mistake.
- Humility – they are genuine, real. They are not fake. They do not hide their faults but are honest with who they really are. They don't wear masks. They are teachable and open to being corrected. They are always hungry to learn. They are open and transparent. They are down to the earth. They are not proud and looking down on others. They relate equally to all people regardless of their status, wealth or power. Rather than demand others serve them, they are willing to serve others. They do not strive for status and power because they are secure in their identity as a child of God. They are not threatened and try to defend their leadership position. They treat others with worth and value.
- They are secure in their identity as a child of God – they are not threatened by other leaders. They are not threatened by people who are more gifted than they are. They are not jealous or envious of others. They do not attack others to make themselves look better. They do not try and compete against others. They do not compare themselves with others. They are more concerned about God's opinion of them than the opinion of men. They are not threatened if their followers surpass them in terms of influence and position. In fact, they are excited when their followers surpass them. They even cheer them on. They are not moved by success, by failure, by the praise or criticisms of men. They are only moved by God. They do not feel they need to perform or earn God's favor. They understand their infinite worth and significance as a child of God and affirm the infinite worth and significance of others as well.
- No hypocrisy – When we say something but do something else, we demonstrate that we are not trustworthy. Our public life and our private life must match. We must practice what we preach. Godly leadership is not about putting on a good show and looking spiritual or looking like an incredible Christian. We are called

to build the Kingdom, not entertain people. Some leaders can look like incredible men of God on Sunday morning when they are on the stage, but their behaviour in their families throughout the week is terrible. These types of leaders eventually get exposed and it has a devastating affect in regards to God's Kingdom. People do not want to follow people they know are hypocrites.

- Joyful – they are not negative but always communicate faith and hope. They are positive and optimistic. Negativity sucks the life out of people. The Bible repeatedly says that we can be joyful in all things, it does not depend on our circumstances. Joyful people bring life to everyone around them.
- Wholeheartedness – Joshua and Caleb had a different spirit from the others – they served God fully or wholeheartedly (Numbers 32:12). Whatever God calls us to do, we should do it with a whole heart. Pray whole heartedly. Witness wholeheartedly. Give wholeheartedly. Serve wholeheartedly. Love others whole heartedly. Advance God's Kingdom wholeheartedly. Wholeheartedness inspires others to be wholehearted as well. When people see their leader is not wholehearted, they will not be wholehearted either.
- Encouraging – Inspiring leaders encourage others. They affirm the gifts, talents, and abilities they see in others and help them to develop these things. They look past the faults and see the gold in people's lives. They make people feel valuable and significant. They believe in others. They champion others. They build capacity in others.
- Patient – they have been patient with us in our growth and development. Even though we fail and let them down, they continue to invest in our lives. They continue to pray for us. They don't react and explode at us. Often transformation is a process that requires time. Much breakthrough, healing and transformation has happened in people's lives because leaders have been patient with them.
- Caring, personal, approachable – we are inspired by leaders who are loving and caring. Although there is a Great Commission to fulfill, it can not be done at the expense of relationships. These leaders take time to listen to people. They notice us. They are concerned about us. They are interested in our needs and struggles. They rejoice in our victories and success. They pray for us. They are approachable, we feel comfortable to be with them. They don't rush by us. They are hospitable.
- Peaceful – they are not quick to get angry. They control their emotions. They are calm. When the storm hits and everyone is stressed, the leader is calm and secure. They find their security in God and trust Him. They do not use anger to change people's lives. They demonstrate grace and mercy.

- Perseverance – we are inspired by leaders who do not give up. We see them go through great difficulty, great suffering, and maintain their commitment to follow God. We see them persevere in ministry, in their relationships, in their struggles. When we see leaders who are willing to suffer, it encourages us to be willing to suffer as well. Perseverance demonstrates that the leader is not in his position for selfish reasons – for his own success and comfort. When we see a leader face a great challenge, persevere, and experience breakthrough and victory afterwards, it encourages us to persevere in our situation. Perseverance inspires hope, loyalty and commitment.
- Committed to the truth – they will speak the truth, even when others don't want to hear it. Their lives and words demonstrate a commitment to the truth because the truth brings life. Their ideas and views do not change from day to day because they have built their lives and ministry on the truth.
- Wisdom – they have an understanding of God and His Word. They are constantly studying the word of God and spending time with Him. They demonstrate that they fear the Lord, which is the beginning of wisdom. They walk in wisdom, placing boundaries in their lives to keep themselves accountable and to avoid temptation. Wisdom helps leaders to make right decisions and give godly advice. Understanding God's word helps others to feel secure. They have an ability to make God's word understandable to others.
- Commitment to a vision bigger than themselves – They are visionary and help others get excited about the vision. People want to give their lives to something of value and significance. If we are only building our own kingdom, it will be hard to get people to follow. But if we are focused on building God's Kingdom, it will inspire people. Godly leaders inspire others to be a part of something that will have eternal value and impact. People want to be a part of something that will continue to impact and bless people even after they are dead. People want to be a part of something that will transform lives, families, communities and nations for God's kingdom.

I am sure there is more that we can add to this list. It's not complete. It is interesting that if we look at each of these aspects that inspire us to follow someone, most of them are evident in the life of Jesus (apart from repentance and asking forgiveness!). Jesus modelled passion for God, integrity, godly character, holiness, faithfulness, humility, servanthood, joy, wholeheartedness, patience, love, caring for others, peace, perseverance, commitment to truth, wisdom and commitment to a large vision – bringing God's Kingdom to earth. If we study the life and teaching of Jesus, we will learn how to lead people as He led people.

As we model Jesus' leadership style, we will develop our influence with others and they will be inspired to follow us. Let's continue to challenge ourselves to develop these qualities so that our influence will develop in people's lives and we can inspire them to be a part of advancing God's Kingdom. Influence makes it easier to lead others and will end up producing more fruit. Hopefully, when people look at our lives as leaders, they will think "I want to follow that person," rather than "I am obligated to follow that person." Also, let's commit to not doing anything that would risk losing or destroying our influence with others.



Dwayne is originally from Canada and together with his wife Chantelle they have been serving with YWAM for over 25 years. Dwayne is one of the leaders at UofN Bali where he covers all the training. He has a passion to see nations transformed reflecting the fullness of God's Kingdom.

Multiplying Leaders In A Community

by Clara A. Balukh

Leadership in a community is very important. Whether a vision can be achieved or not, it depends on how a leader can function to the maximum. A leader is someone who works, prays, and thinks more than the people he/she leads. Vision in a community can be achieved when we have a corporate team. Vision always starts with a person who can see the end picture of a ministry and then achieve that in a team. To start a big movement, we need multiplication in leadership. It is like a snowball that is very small in the beginning and becomes bigger and bigger as we roll the ball on the snow. In Exodus 18, the bible teaches about how leadership should be. A ministry will never develop when we only depend on a person's leadership. It is impossible that a leader can have all the roles in a leadership. A leader needs a small team as his/her leadership team that will start everything. A small team that will birth new people who are able to lead. Ideally, a leadership team should have at least 2 people that have different leadership giftings and meet all the important needs in a ministry.

HOW TO MULTIPLY THE LEADERS?

1. **TEACHING.** In Exodus 18:20, the first thing we should do to born new leaders is Teach them his decrees and instructions, and show them the way they are to live and how they are to behave. In this first process, we can teach and train everyone. They have the right to know about his decrees and instructions, the way they are to live and how they are to behave. In this level, leadership starts with leading themselves.
2. **SELECT CAPABLE PEOPLE.** In Exodus 18:21, after we teach the people, we should select capable men from all the people—men who fear God, trustworthy men who hate dishonest gain. Those who have these requirements should be appointed as leaders. In the New Testament, the Apostle Paul gave a clear example of the kind of capable people to be the leaders in a ministry. Those who are appointed as leaders are the people who are good spiritually and in character. 1 Timothy 3:1-11 and Titus 1:5-9 explain about the qualification for overseers and deacons (leaders). In these two books, the qualification is same that those who appointed to be leaders must:
 - a. Be good in a relationship with his/her family. This is very important so that the leaders will not be a stumbling block.

- b. Able to manage their behavior and words they speak, able to control themselves or control their emotion and also generous.
 - c. Not a recent convert. The reason why we should pay attention to this is that the person may become conceited and fall under the judgment as the devil. It does not always happen but it is possible to be when we are too quick to select these kinds of people.
 - d. First be tested in every single thing.
 - e. Able to teach people
3. POSITION THEM ACCORDING TO THEIR CAPABILITY. Start with leading the small things and give the new leaders space to learn something more in a bigger capacity.
 4. The last step to multiplying the leaders in a community is the new leaders should REAPPLY point 1, 2, and 3 within a certain time after being a leader. That is the reason that one of the most important things the leaders should have is to be able to teach so that they can multiply or develop new leaders.

A successful leader is someone who is able to multiply the amount of the leadership team. If someone has led for years without release new leaders, he/she is failed and the ministry will not be healthy and impact. Jesus gave the best model in multiplying leaders. He started with 12 leaders who have been trained and the ministry impacting the cities and nations around Israel. Today we can see the impact of the multiplication where the people can see and know who Jesus is. That is the same thing that we should do in every ministry. The new leaders that have released will support one another so that we can create a bigger wave for our city, our nation, and also the nations. Imagine if a ministry can be able to have 12 new leaders in 2 years. Each one of the leaders can occupy a strategic position and born 12 new leaders again. In 4 years, we would have 144 leaders. How big is the revival would be in our city that will impact the nations?

As a leader, it is very good and healthy if you can start to think about this part in your ministry because God always wants to bring us to the highest level. Concern about the things to come and dream His dreams. He wants us to GO until the end of the earth, to every tribe and tongue and He promise to be with us until the end of time.

CHALLENGE

1. How long have you been leading in a ministry?
2. If you have been leading for 2 years, have you ever born new leaders?

3. If you NEVER, what should you do first? And if you EVER, what is the next step you need to take to multiplying more leaders?



Clara Balukh is Indonesian and serving in Manokwari, West Papua, Indonesia. She was born in a christian family. All of them are living in Kupang, East Nusa Tenggara. She did her DTS in 2018 and decided to staffing here since that time. For these 2 years, her team re-establish the youth in a local church and they disciple them. They have done many things and already raised up 8 leaders in this year. They do mercy ministry and evangelism in market place every saturday. They also have done a few concert to reach the youth in this city. Her team will start a movement in schools and campuses soon.

Certificates and Sacrifices

by Tom Hallas

The road to Alexishafen is paved with broken corral gravel, sometimes. It winds its way across little creeks, through coconut plantations and beside sago palm swamps. I lived there about 40 years ago in a shack alongside that road. I never got to Alexishafen but a story told to me of an incident that took place previous to my arrival has stayed with me for 37 years.....

The podium was filled with all the dignitaries that could and were able to gather that day. The main event for some – the dedication of the first massive bamboo and thatch cathedral of the Catholic Church – was over. The senior Archbishop presided over the ceremonies. The highest official of the Government, the District Commissioner, was there with all the chiefs and heads of clans for miles around.

The master of ceremonies was about to bring the official part to a close. The Archbishop would thank everyone for coming, say the benediction and offer thanks for the massive feast waiting to be devoured.

Out of the crowd three men advanced towards the front of the podium. They walked cautiously but quickly. The hush of those who were “in the know” seemed to quieten the masses. There was a sense that something unscheduled was about to begin.

The man in the centre could be seen from a good distance to be quite nervous. The District Commissioner’s sensibilities were alerted to prepare for a shock.

Suddenly, the man in the centre was laid on his back and held down by the man on his left. The man on his right produced a large knife previously concealed. Without hesitation he thrust the knife towards the reclining man’s throat and opened a deep wound from ear to ear.

Almost robotically having had many an experience of seeing fatal wounds inflicted by tribal peoples on each other, the District Commissioner was out of his chair shouting to his driver and, within what seemed to be an instant in time, he was down that road, where I had lived, speeding towards the Madang District Hospital. The poor man was confirmed to be dead on arrival. According to the record after many days of enquiry, it was discovered that the victim was expected to rise from the dead in three days. He would then lead his people into the knowledge of how to obtain materialistic goods from the white man’s world. Cargo cultism still gripped the minds of most of the tribes in the Madang province. Cargo cultists are preoccupied with materialism. They believe that everything comes from the spirit world: babies, goods called cargo, knowledge, life, everything, even the bad things from bad spirits that need to be appeased.

Apparently, the white man had cracked the code on how to obtain the cargo that was destined for the Madang District villagers. They were sure that all these goods – houses, cars, trucks, etc – were rightfully theirs, but, through obtaining some secret power or knowledge, the whites were able to intercept them and take the cargo for themselves.

They were convinced that it was the white man's Jesus who had given them this power and that what was needed was a tribal Jesus. They chose a good man - one known throughout the clans as a model person, known for his kindness and goodness according to tribal standards.

This was his tribe's moment. There had never been a gathering like it before. It was not likely that such a moment would happen again for a long time. It was highly unlikely that it would be possible to get the extremely divided tribes' vote of confidence about one person again. This was their fullness of time.

It is this last comment in the telling of the story that had stuck with me. The Fullness of Time.

What constitutes this moment? What criteria were in place to say this about the coming of Jesus: "In the fullness of time, God brought forth His Son" (Gal 4:4)?

How did those very simple living people with their horrific presuppositions, yet for them beautifully clear logic, come to the conclusion that this was the gathered tribes' "fullness of time", their moment in history?

"This was a repeat of Jerusalem", the answer came from the storyteller. All the political, religious and social systems were fully represented. Similar ducks all in a row mixed with the mystery and magic of the spirit world.

For the Apostle Paul, the Jerusalem moment was not a mixture of mystery and magic. To the Apostle, this was a moment when mystery was taken away. This was an open show (Col 2:15).

I've often wondered, why was the first Century AD chosen to be the "Fullness of Time?" Why not before? Or later? Perhaps the 21st Century? In Texas where the death penalty is carried out with an injection - civilized, clean, no blood, no noise and in private?

Is there some dark side to God that requires the blood, noise and lots of pain? Do centuries of blood flowing from bulls and goats form a clear enough shadow of what the Father was to expect of Jesus?

Was the Father waiting for the human race to evolve sufficiently to produce such a violent civilisation as that of Rome in order to satisfy His blood lust and huge anger towards sinners?

It could be debated that He may have gotten more satisfaction from the Chaldeans. One could argue that the Vikings would be excellent candidates as well.

Jesus prophesied to His disciples that He would be handed over into the hands of evil men and that they would do with Him as they pleased. The Chaldeans would have skinned him alive. The Vikings would have dragged him naked across ice and snow.

I've been talking to a friend for over 30 years about the Story of God. I'm afraid that the first few years of our dialogue were laced with heavy doses of punitive justice ideas from me. Recently, she blew up in my face. She's now 83. "I will never have anything to do with a God who is preoccupied with sin and blood".

"Whose sin are you worried about" I asked. "Yours?" Her silence indicated that my question had been given a response.

"Well". Said I, "He doesn't hold your sins against you". "What?" She had never heard anything like it before, least of all from me.

I read to her from 2 Cor 5:19: "God was in Christ reconciling the world to Himself, not counting our sins against us". "Are you part of the human race" I asked. "Now don't take yourself out of the human race either as a special or hopeless case," I interjected, before she could answer. "Well, what about all the blood and guts of those terrible Jewish sacrifices, and that ghastly movie made by that extremely violent man....what's his name?Gibson". "What's that all about?"

"Good questions" I enthused.

It has always been a point to be clarified for me. What is there in God that needs to be satisfied? Is this His pre-requisite before forgiveness can be made available? Didn't He originate the plan and commit to the processes relating to reconciliation before there was even a relationship breakdown? The Godhead decided on the forgiveness plan before humans were created and before they ever sinned. How can the Originator and Source of forgiveness suddenly have some huge reservations that can only be taken away by such hideous violence? That psychological profile could only be assessed as bipolar, extremely schizophrenic.

Some would offer even a worse explanation...like God planned that humans would fail so that the only way to relationship with Him was through His redemptive process that required the satisfaction of His wrath against sinners.

Jesus was to become the Father's punching bag.

God did actually give us the power to reject Him, but not the permission or approval. For us to participate in His reality, to enjoy relationship with Him and live relationally as He does, we had to be designed with the capacity to voluntarily give our responses

of love out of liberty and the depth of our distinctiveness. The downside of this empowerment is the risk of rebellion and all its darkness. Without the risk, no freedom, no volunteerism, no love, from us. The best is that we would be magnificently designed, yet totally pre-programmed robots. Offering conformity, but not worship with genuine love and affection.

The bad news is that the downside happened. The amazing news is that the initiators of this wonderful story have given themselves as real participants in the solution to reconcile us and restore us to fellowship free from condemnation or accusation.

I said to my friend, "The Scripture says that those who say that they have no sin are liars". "By what standards? She pouted. "By what standards would you prefer?" I appealed. "Sharia law?where you could be stoned if your husband accuses you of adultery?" "Hindu law? ... where you could be drenched in gasoline and set alight, simply because your husband's family have judged you unacceptable and rejection-able?" "Perhaps tribal law is better?....What tribe? And in what era? The Maya, the Inca, the Sawi? Or maybe by some ancient tribe that has captured you during a battle?"

"What if we put all the standards together and then bring a judgement against your behaviour?" "Oh my, aren't we thrilled that we live in the enlightened and liberal era of the 21st Century?"

It is not Yahweh who is hungry for blood but the demonically inspired masses and individuals throughout the centuries who have tried to satisfy their lust for revenge without fulfillment. The rage continues today. 'Where are your accusers?' Jesus asked the woman caught in adultery. "Neither do I condemn you". This, spoken in the face of the law of Moses that clearly identified stoning as the required punishment according to the accusers.

What about the systems that would investigate and accuse us as well as individual accusers. What shall we call the record of these accusations? Col 2:15 (NASV) calls them 'Certificates' or the written code with its regulations. The Romans had them, the Jews had them, and Herod had his, particularly when it was convenient to condemn somebody. The traffic cops in Australia have them.

What standards came to bear down on Jesus? He was innocent and yet he was condemned by all their systems. To God, these systems and the civilisation that existed, are representative of the total of what human penal justice would demand. I say 'representative', not an exact measure, as it is the one who was condemned that makes this whole act representative.

It is His life, applied as a substitute for us all and a substitute for all that can be certificated against us that makes this to be the moment that it is.

That is just what it is - a moment in space and time when all converges in to this life - the One who spoke the worlds into existence and He through whom all things came into being. This was the time in the mind of the Father, Son and Spirit, that the gathered assembly of accusers, through the life of His Son, could become sufficiently representative of what all of humanity could offer as a standard into which the innocent Son of God be placed to carry the weight of the total volume of the certificates that could be written against us (Col 2:14). He bears also the effect of the regulations attached to the certificates.

I asked my friend, "Who could write certificates against you?" God is not writing any. He is taking the certificates against you upon Himself... nailing them to the Cross. They were torn up in His body and are therefore cancelled out. "He has taken all my certificates?" she asked in amazement. "Yes," I said, "that is what it says - all of them".

It does not matter in which era you live, by what standards you are accused or even how severe the consequences or the punishment. They have been torn up.

When the systems could not get better or worse

When they could not be more united over a single issue

When the Fullness of Time had come and the issue of the written codes in the hands of our accusers had been settled in the Cross, God raised Jesus from the dead. So now He can declare us forgiven without the possibility of some accuser nullifying God's work of reconciliation.

Oh yes, we still have to face the court of today with their regulations and take the consequences if accused correctly, but heaven declares us to be forgiven in Christ.

"What about all the blood?" she asked. The desire for blood is in the heart of the accusers. God made it quite clear to Abraham His friend that he was not like the blood-thirsty gods of the nations.

Some required infant or child sacrifice. Yahweh was not demanding sacrifice. It is a revengeful spirit that demands sacrifice. It is an accusing spirit that convinces us that a sacrifice is needed. Yahweh is the only one who sacrifices Himself in order that the accuser has no more power through accusation. He made an open show of Him triumphing over him through the Cross (Col 2:15).

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God was in Christ reconciling the world to Himself, not holding our sins against us and bearing the worst consequences that the most severe combination of systems in human history could subject us to.

We were dead in our sins. Dead men walking.....losing our sense of being. Becoming non-beings. If we are to be subjected to all the punitive demands of all of history's penal codes, then we are undone. But God made us alive together with Christ and He forgave us all our sins (Col 2:13).

Forgiveness was always in the Father's heart. Now He can declare it openly without the possibility of contradiction by any accuser. In the fullness of time He made an open show of all our accusers and the powers supporting them and He triumphed over them on our behalf. He tore up the certificates... all of them.

I am convinced that the scene in Alexishafen could have been a whole lot different had the clans understood that they had already been included and that Jesus was truly their Christ.

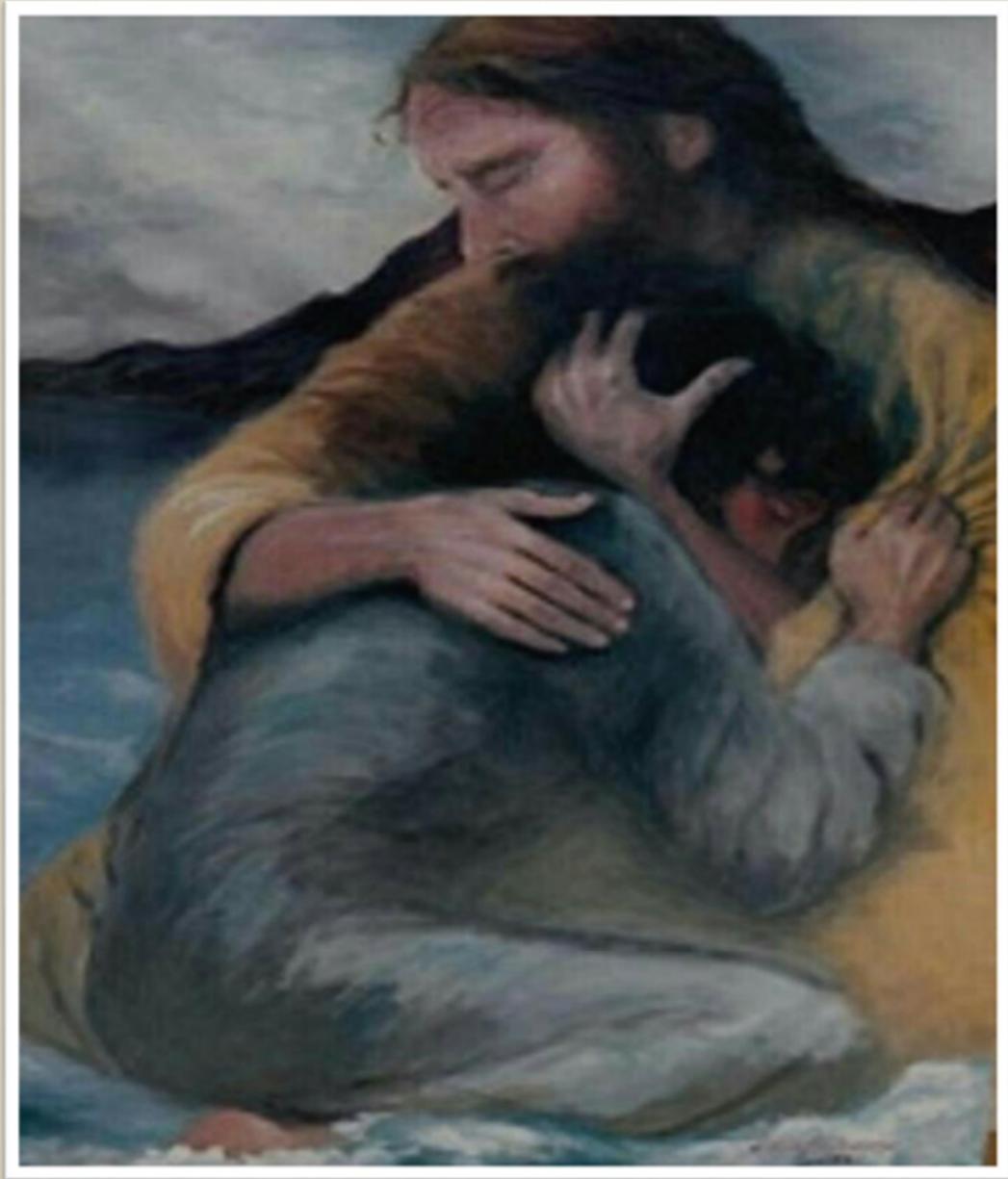
This is the real challenge. How many of us accept that we have been included in the generosity of His beloved Son? Or are we like the clansmen? Do we still think that there is another sacrifice to be made?



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LOVE: Pursuit & Acceptance

LOVE: Pursuit & Acceptance

by Maya Gasly

Luke 19:1-10 (New Living Translation)

Verse 2 – “There was a man there named Zacchaeus. He was the chief tax collector in the Region, and he had become very rich.” Zacchaeus is the chief tax collector, who was rich (another translation: he became very rich)

Tax collectors at that time were those who collected taxes from the Jewish community at that time. The requirement to become a tax collector is not just a random person, but they must be good at reading, writing and even counting. During that time, only people of noble descent received education.

But they were hated by the Jewish community. Why?

- Because the Jewish community felt burdened by taxes
- Because tax collectors were a job given by the Roman government (which was the occupier of the Jewish nation) they were considered enemies by the Jews because they did not respect the traditions of the Jewish people, which means those who worked for the Roman government were traitors to the nation.
- The tax collector asked for more than the tax that the Jewish people were supposed to pay. And they enriched themselves from collecting those taxes.

And because of those reasons as well the Jews considered tax collectors to be included in the category of the sinners.

It does not say whether Zacchaeus had met Jesus before or whether he had heard of Jesus, but it clearly says in verse 3, “He tried to get a look at Jesus, but he was too short to see over the crowd.” In another translation says “He wanted to see who Jesus was”. This means we can conclude that Zacchaeus may have heard of Jesus. From whom? From other Jewish communities? Maybe not because he was hated so much by the Jewish community, so there was no way he could get along with them. But probably he's heard from other tax collectors, and he's the chief of tax collector, so it's most likely from his subordinates. We often find in the Old Testament where Jesus talked a lot with the sinners, one of which was a tax collector, where we can see that one of Jesus' disciples, Matthew, came from a tax collector background.

As Indonesians, we are very happy with the leadership of Mr. Jokowi Widodo. We heard a lot of good things that were done during his tenure as president, good things that

advance the economy and the government of Indonesia, and because of what we hear that makes us curious and want to meet him face to face.

And I believe that feeling was also experienced by Zacchaeus. Even though he was hated and even his physical body didn't allow him to see Jesus in the midst of the crowd, it didn't stop his desire to see Jesus.

Which we then see in verse 4, "So he ran ahead and climbed a sycamore-fig tree beside the road, for Jesus was going to pass that way." He took a step faster than everyone else (he ran) and climbed up the fig tree.

The fig tree is a tree that is full of meaning for the Israelites, especially in the Old Testament. The fig tree is a representative of the state of the Israelites at that time, because the fig tree is very important for the smooth life of the Israelites. Jesus once cursed a fig tree that did not bear fruit, representing Jesus' disappointment with Israel (Mark 11:12-25). Fig trees have 2 types, cultivated for consumption and the other for furniture or coffins. According to research by experts, what Zacchaeus climbed was a fig tree for woods.

The fig tree is a small, short, many-branched tree with very thick leaves. So this tree is not really a tree that can be climbed. But the limitations of his surroundings, reputation and physical condition did not dampen his longing and desire and his curiosity about Jesus hindered him.

From Zacchaeus we can learn that people who truly long for God will do anything to meet Jesus (pay the price). What price have we given to God?

Or are we ashamed to admit Jesus in front of others through what we do, we are ashamed just to give thanks in public for the food that the Lord Jesus has given us or we are ashamed to testify to others about our faith in Jesus and so on. We need to think about this deeply. Jesus will always be there to see us, he will always pass the same way but whether we have found Jesus, it is our part to respond.

Verse 5 "When Jesus came by, he looked up at Zacchaeus and called him by name. "Zacchaeus!" he said. "Quick, come down! I must be a guest in your home today."

The meaning of the name Zacchaeus comes from the Greek word Zakchaios which means pure or sincere.

Parents give us names, or we give names to our children usually have meaning and of course our hopes and prayers for the child will grow according to the meaning of the name. Names are very important to the Jews. The Jews thought that it was important

to know a person's name before knowing the person. But what Jesus did was to show Zacchaeus that he knew about Zacchaeus and he knew Zacchaeus long before Zacchaeus could know. Maybe this is the first time his name is called, maybe all this time he has been nicknamed as a traitor to his nation, a sinner, cursed, from the point of view of the Jews, other words all the demands of the law are in Zacchaeus and no one is dare to say his name because his behavior is not representing his name. But Jesus was calling him loudly "Zacchaeus!" Jesus was wanting to say to Zacchaeus and to the crowds "Zacchaeus your name has been redeemed as a pure and sincere person, you are a pure and sincere person, nothing is impossible with God. There is nothing that cannot be redeemed in Jesus."

Likewise, what Jesus has done in our lives, there is no sin or transgression that cannot be redeemed by Him. He died for us on the Cross, gave his life for the salvation of mankind, no sacrifice can be compared to the sacrifice of Jesus. His love is great for us human beings, even though sometimes we refuse Him to work in our lives, but He remains faithful waiting for our response to come to Him without judgment and accusation, but lovingly He calls our name "Maya" come, your time has come. Zacchaeus, it's time for you, come because you are redeemed.

And I believe this is what made Zacchaeus repent. Verse 8 "Meanwhile, Zacchaeus stood before the Lord and said, "I will give half my wealth to the poor, Lord, and if I have cheated people on their taxes, I will give them back four times as much!"

We can see, the proof of love is acceptance, and acceptance will bring people to Jesus and experience repentance or new life. Jesus understands very well who we are, He comes to where we are, He chases us in our sinfulness. He will never stop to pursue and be God in our lives.

Verse 7, "But the people were displeased. "he has gone to be the guest of a notorious sinner," they grumbled" People grumble, why? Because what we have discussed earlier, tax collectors fall into the category of sinners. The Jewish belief is also in how they classify the righteous and sinners. For example (tax collectors, adultery, even sickness and physical condition, poverty is included in the category of the sinners because they believe it is a curse. And the righteous are those who keep the Law.

We can see here that the Jewish think that they are the most righteous. In this story, we begin to see how they began to judge Zacchaeus and even Jesus. Or maybe some of the crowd who followed Jesus thought that Jesus would come to Zacchaeus' house and He would rebuke

Zacchaeus. Maybe someone hopes so. But we know that's not what happened. Sometimes we see ourselves in the same position as this "crowd". Sometimes we feel we are the most righteous compare to others, and other people cannot be forgiven and

cannot be given a chance, they need to be punished. We use Bible verses to justify what we think is true, but in reality the Bible only teaches one thing, called "LOVE". The whole story of Bible from Genesis to Revelation told very clear about God's love, saving man from the broken to lives. God never gave up on humans, from beginning to end.

Who are we who easily judge, stop praying for the salvation of others, give up on someone's repentance and withhold forgiveness from those who deserve our forgiveness while we ourselves live and enjoy grace because of the death of Jesus Christ on the Cross. We used to be the same as them but only because of the acceptance and forgiveness of the Lord Jesus we are justified, not by our own efforts but because of His grace.

I grew up in a Muslim family. My father was very fanatical about his religion. Until one day God came to my mother through a missionary from Italy who lived and served in where I came from in Indonesia, Toraja City. Long story short my mother accepted Jesus, my four younger brothers and sisters and I. Of course our decision did not please our father, but at that time he was sick so he could not do anything. Time passed, my father finally has accepted the fact that we all follow Jesus.

*For years my mother and us prayed for our father's salvation, but for years we were rejected. Even everyone who came to our house to evangelize Him, shared about Jesus being cast out from the house unkindly. Some people often told me, why are you bother live on another island serving in mission but your own father is still not saved. Those words made me discourage sometimes and want to give up my time in mission but God who is faithful always strengthened me and has often said that he has His own time for my father. **"Never give up" he said. Do your part!"** Many have given up on trusting God for my father's salvation, even one pastor once said to us that there seems to be no hope for your father to accept.*

One time my was very sick, and I heard an urge from the Holy Spirit to go back to my home and to share the gospel once again, but again I was rejected. But God continue to strengthen us and our families to not give up and stop praying and doing our part. Until the end of 2016 in July my father had a dream meeting with Jesus. In his dream he saw a light so bright, which he had never seen in his life. He then followed the light and when he reached the source of the light, he was surprised that the light was came from the hollow belly of a man who was standing hovering above the ruins of the mosque and above the man behind him was a cross. The man came up to him and gave the light to my father and said "take this, this is a free gift, but if anyone wants it, there is a price to pay (which means "to believe" in Jesus). And then he woke up from his sleep.

When he was still sick, I remember one time Jesus made me kneel at my feet for two hours praying one more time for my father's salvation with a specific prayer "to asked his body and soul" to be at war with the enemies that try to hold him from accept the gospel. I was wept, cried, roar, for my father's life. Then 4 days later my father went with the Lord. The day before he died, one Pastor came to our house prayed and challenged my father again to accept Jesus, and on that afternoon my father accepted Jesus as his Lord and savior even though he was in a very weak condition. The next morning few minutes before he went with the Lord, my mother whispered in his ear, don't be afraid, the Lord Jesus came to pick you up, and my father nodded slowly, and closed his eyes quietly.

From this story we can learn that never give up for someone's salvation even if we are rejected again and again, and even maybe we don't see yet a change in that person but keep doing your part, don't give up or even judge. Pray and pursue them, ask for their life until they meet Jesus.

In Luke 19:10 – "For the Son of Man came to seek and save those who are lost." God does not come for people who feel good and righteous but God comes for those who are lost and sick.

Psalm 103:-14 – "The Lord is compassionate and merciful, slow to angry and filled with unfailling love. He will not constantly accuse us, nor remain angry forever. He does not punish us for all our sins; he does not deal harshly with us, as we deserve. For his unfailling love toward those who fear him is as great as the height of the heavens above the earth. He has removed our sins as far from us as the east is from the west. The Lord is like a father to his children, tender and compassionate to those who fear him. For he knows how weak we are; he remembers we are only dust."

Have a heart and character like Christ. Come to Him for help so that we can be strong to face the pressure and even rejection. We cannot love the way we are or the way the world loves. But love the way Jesus loved, who died for us, received the punishment and save us from our sin.

See what God sees, love what God loves and do what God does! Amen!



Maya is from Indonesia.

She is living in Bali and doing ministry with her husband Jae Yoon Lee from South Korea. She is serving as a worship leader and also leading School of Worship in Indonesia. She and her husband are focused in reaching out to the Balinese and also focused in discipling them.

Connecting With People For The Sake of The Gospel

Prayer Loop - Starting with PAIN, PRAISE, and PRAYER.

by Regan

My arrogance once allowed me to think that within a 30-minute conversation I had enough skill to convince someone to admit all they had done wrong and bend their knee to worship ME....oh oops I guess I should say Jesus! Nowadays, I would rather meet ten people for just 3 minutes each and filter through them to see if any are supernaturally prepared to want to hear more about Jesus.

In Luke 10:16 Jesus says: "Whoever listens to you listens to me; whoever rejects you rejects me; but whoever rejects me rejects him who sent me."

Wherever I go there are people in spiritual need. If I have met them previously or they are a new face, I can quickly share my PAIN, PRAISE, and PRAYER. I often ask people to pray for me even if they are from a different religion and don't yet follow Jesus. This earns me the social "right" to ask them for their prayer request and complete the "Prayer Loop" where I can pray for their needs. Let me share an example of how this looks:

Me: Hi, how are you today?

They: Oh fine and you?

PAIN

Me: I'm much better now ... I was feeling [PAIN] (Example: worried about my health.) (This can be physical pain, sickness, or emotional like worried, stressed, concerned, fear, down or depressed. Your experience can lead you to share other pain.)

PRAISE

Me: So I spent some time praying to Jesus [PRAISE] and now I feel much better.

PRAYER

Me: Would you be praying [PRAYER] that I don't feel that way again?

They: Uhhh... sure

Me: Thanks so much. How can I be praying about a need in your life?

They: Ohh ummm... just that we (common responses: stay safe, healthy or wealthy).

Me: Ok, well I will just take a moment to pray for that now:

"Jesus, I ask that you keep them (healthy) and protect them. Amen!"

They: Oh...OK.... Thanks....

Me: Ya sure, Can I ask what you felt when I just prayed for you?

They: (Multiple options)

- *I felt offended you prayed for me because....*
- *Uhh I guess I didn't know you were going to pray for me now*
- *I felt a bit awkward.*
- *I felt so thankful that someone is willing to care for me or even pray for me.*
- *I felt something supernatural in my body or spirit when you prayed for me.*

Me: Can I tell you why I wanted to pray for you?

They: Uhh OK...

Me:

There was a time in my life when I was (_____) and (_____).

Example (very proud) and (quick to anger.)

Then when I first started praying to Jesus I realized I was able to receive His forgiveness and follow Him.

Now He has given me a new life with (_____) and (_____).

Example: more patience and self control.

Do you have a story like that? (I listen to their story.)

I try to get their phone number (unless they have already rejected me):

- Me: I want to pray for you tomorrow. Can we take a selfie to help me remember? Thanks! Can I text it to your number? Or
- Me: I would love to hear how Jesus answers these prayers. Can I call you tomorrow? What's your number?

Tips:

1. Connect their spirit with Spirit of Jesus

How fast can we help someone get connected with a spiritual experience with Jesus? Logic about who Jesus is is helpful when they want it. People who have had spiritual experiences with Jesus usually want to know more about who He is. Logic without

experience can lead to debate about something that is only hypothetical to them. But a spiritual experience makes people respect the spirit and run away or become legitimately interested in how the experience happened. Focusing on the spiritual quickly can filter out the time wasters.

2. Friendly first three minutes

Use the first 3 minutes of grace that people will give you when you connect with them. Most people will want to prove to you that they are a friendly person in the first 3 minutes of a conversation. They will continue to smile and let you share almost anything in the first few minutes. If you wait for 10 minutes to bring up something spiritual you will have to "redirect" the conversation to something spiritual.

3. Don't freak them out

Don't do these things the first time you pray with them: long prayers, use fancy church words, close your eyes, touch them while praying. If you get invited to pray again you can decide if you want to introduce them to all of these traditions, but the first time you want to keep the experience super simple. Pretend that you can see Jesus standing next to them and you are asking Jesus to go get them a cup of water.

4. Just do it!

Don't ask for their permission, or give details about how you want to pray for them. Your prayer is going to take 10 seconds... Just do it and then answer any questions later. Your prayer is much shorter and more casual than anything else they have experienced. Asking to pray, may bring up memories of long, formal, prayers by old men in flowing robes in a cathedral from someone's funeral. Even though you will use the same word "pray" you are not going to do anything that feels like what they have previously experienced.



Regen” is from the USA and joined YWAM as a teen. He spent his twenties recruiting, training and sending young workers around the world. Now He lives with his wife and two daughters among an unreached people group in Asia. He relaxes by snorkeling in the tropical water near his new island home. To connect more with Regen Email: bebold4him@gmail.com

Which Parts Of You Are Saved?

by Jeff Patterson

Ro. 10:11- *As Scripture says, "Anyone who believes in him will never be put to shame."* (NIV)

There are 3 major worldview perspectives that are present in all cultures and people. They are Guilt/Innocence, Fear/Power, and Shame/Honor.

Most Christian theology around the world is based on the work and worldview of European & Western theologians who have had a long history (500 years since the Reformation) of scholarship and debate. This is a wonderful legacy of serious, thoughtful, practical, learning and costly application of the Word. However, one of the down sides to this legacy, is that it was developed largely from one worldview framework, that of the West (not to mention that about 99% of these theologians were men).

The primary Western worldview is that of guilt & innocence. This is certainly a major Biblical theme; but it is also not the only lens through which we should interpret Scripture.

What is the outcome of a theology and salvation based on a guilt/innocence worldview? For much of the West, this speaks to one of our deepest needs, to be declared "not guilty" (Ever notice how American TV has so many courtroom dramas?) But what about in the rest of the world? Family honor, saving face, being accepted in a community are things that are more highly valued than in the West. Innocence is mostly about individual standing with God. Honor is in the context of community.

The Good News is that we are saved in all areas. In Jesus we are declared innocent, in Jesus we are given power over sin and the enemy, in Jesus we are brought into God's family and our honor is restored. If we only understand our salvation in one of these areas, it may not touch the deepest part of our souls.

I would like to finish by listing several simple resources that you can use to explore this theme more deeply. By far the easiest place to start is at <https://honorshame.com>. This is a Christian site that has many resources including articles, videos, and books to help unlock some of these keys to understanding sharing the Gospel from different perspectives. Here is a quote from their site: "Worldview is shaped more by your cultural group than individual personality."

A fun and interesting way to start exploring this theme is by taking “The Culture Test” at <https://honorshame.com/theculturetest/>. It is best if you can take it with a group of people and discuss the results. Personally I have also found it very revealing to take the test a few times, but from different perspectives; first, how I would answer the questions now; then how I would have answered the questions before I was saved; then how my friend from a different culture might answer; or how an older auntie or uncle from a different culture might answer. This has given me a lot of insight into myself as well as others around me and helped me look for new ways to communicate with lost people, different Bible stories to share, as well as helped me to understand the Bible in new and deeper ways, thereby transforming what I think about God, myself, and others.

5 minute video Honor & Shame 101: https://www.youtube.com/watch?v=r89-QVkq8_8&t=5s

1 page overview: <https://globalgospelbook.files.wordpress.com/2014/11/honor-shame-overview31.pdf>



Jeff P. and his wife have served in SE Asia for over 35 years. They mentor leaders, and help people to reach the least, last, and lost by focusing on skills training like how to learn and tell Bible stories, how to share your story, and how to start fellowships that multiply into movements.

A Pioneering Journey: My Adventure With God

by Ely Elasa

I felt led to write about what I have learnt during my pioneering journey as I have found myself on pioneering teams in most of my YWAM years.

“Forget the former things; do not dwell on the past.

See, I am doing a new thing!

Now it springs up; do you not perceive it? I am making a way in the wilderness and streams in the wasteland.”

Isaiah 43:18-19 NIV

This verse has been highlighted in my journey and here are some valuable keys that I would like to share.

Get Equipped In ASK (Attitudes, Skills & knowledge)

God knows how to prepare us. It is not just about the skills needed, but also the network that He creates for us. There is a saying, ‘It is not what we know but who we know’.

I led a small pioneering team on the Medical Boat Ministry (MBM) with YWAM Singapore to reach out to the UPGs along the river, who are in the largest unevangelised island on earth (according to <https://operationworld.org>). When I started, I had no former training in frontier missions nor community development; no knowledge about running a boat or starting a clinic. However, thankfully, God sent great people to work alongside us, who could give us advice, provide training, mentoring, member care, and serve in many different ways and meet the needs. Then, at the right time, God directed us to YWAM schools to be equipped and refreshed. Keep learning! It is a blessing to be in the YWAM ‘family’.

A good and positive attitude always adds value. And humility is needed to ask questions, to learn, to be corrected and to be accountable. Never forget to follow-through a task to its completion.

Intercession

What a privilege when God shares His dream with us. Intercession is a key in pioneering work where God shows us His heart and releases His strategies. In the secret place with Him, we conceive and birth God's given dream.

We were interviewing young doctors to join our pioneering team and run clinics on the boat. We asked God to direct us to a doctor He has chosen. One day during intercession, we felt God say that he is 'Gideon', and led us to pray for a Gideon who will rise up. One of our leaders also sensed that this doctor is 'a son of the river' who is not in that city at that time, but will be back for this project. To cut the story short, God connected us with His chosen doctor. His real name was not Gideon but one night, God woke him up, calling him 'Gideon'. He was from the city where the river is, and though he was working on a different island, he came back for this project!

During the times of intercession, we also learnt about the geography, people groups and the history of where God wants to send us. Take this precious time to listen to God's perspective; what He wants us to pray into and do.

Intercession also develops critical thinking skills (Paul Hawkins). Intercession is not about telling God what to do, but asking God what He wants us to do. Such prayer will transform us and prepare us for the tasks ahead.

Keeping a journal of what God had been sharing is also very helpful. It keeps us on track. I am always amazed and very grateful when I read them again.

Prayer Team

Building a prayer team is another main key for me. Share with the people whom God brings to you and invite them to be on your prayer team.

Do not limit your sharing to prayer points but also exalt God through thanksgiving and praise reports. Our prayer supporters, senders, donors are a part of our team. Our victory is also their victory. Beyond our ministry difficulties and needs, they deserve to know and be informed of what God is doing and the victories that we experience. Communication is key.

With the MBM, we sailed for 2 weeks every month. When we sail, we can only predict that the unpredictable will happen. We can only do our best and prepare for what we know. The rest is in God's hand. After the preparation before each sail, I would send a request to the prayer team and share our current prayer needs, which can cover the forecast of bad weather, engine problems, and more.

During the sail, we had ever confronted by river pirates, experience storms, thick fogs, run into engine problems, attend to emergency cases at the clinic, to name a few.

However, at the end of each trip, we were always amazed by how God brought us through them. That is what we share with our partners. Each prayer is valuable and counted by God!

God Is Doing A New Thing

Pioneering calls us to recognise that God is doing a new thing. It could refer to something we have never heard of or seen before. So wait, and listen, do not jump to conclusions or run ahead. Obedience matters.

God will direct us step by step. In my experience, God has not given me the whole picture of what He is doing at any one time. I think it will be hard for me to believe it, and I would be overwhelmed. It is worth the wait. He will show us His ways, step by step, according to what we can deal with. God knows. Do not rush, but also do not delay when you receive His instructions, given in His perfect time.

Every ministry or project will always be unique. Do not fall into the familiar and adopt methods based on past experiences, or adopt ways in which others manage the ministry or task. Check with God first.

That is the adventure, the journey, and the excitement.

Do You Not Perceive It?

When we visit new territories, people and ministries – to explore and observe – start to look around the community, and see what God has been doing with them. Set your 'focus' right. Do not only uncover and focus on what the enemy has been doing. This will give us the right perspective and point of view, as we need to look through God's eyes. Do not forget to wait on God and His instructions, and try 'not to help Him'. He is the One who sets the timeline. Put ourselves on His timeline, in His storyline. We take part when we obey Him – fully, timely, joyfully. Remember what He has spoken in the place of intercession.

In the first few months, we could not open the clinic until the health department issued our license. However, we felt led to embark on our first sail on October 24, 2013. It is a significant date as we have been declaring Psalm 24 since we arrived in the city. We held a two-day sail with a time of praise, worship and declaration. Our National Director sailed with us and cooked for us!

Asia Leaders Learning Community

During those months before we received our clinic license, God directed us to visit and run day clinics at each of the five villages that we served. We had boat crews and DTS outreach teams who served with us. These were great bonding times with the teams, boat crews and the villagers. We walked on the land, prayed, declared who God is, made observations, befriended the villagers, got to know their culture and visited their homes.

Our boat crews were from the UPGs whom we prayed for. They stayed with us during the two weeks whenever we sailed and observed our lives closely. We could not go anywhere to hide when we were upset or had a disagreement. It is not a big boat! So we grew together. Discipleship started when they met us. We could never plan that. We walked it out as God led us.

Integrity

Regardless of the form and nature of the pioneering work we are involved with, integrity just like humility, is a very powerful weapon. It basically says, 'I will do what I say I'll do.' Make it a lifestyle. Start now (or yesterday!) Integrity builds trust. It starts with me. Do I trust myself? If I cannot trust myself, how can I ask people to trust me?

We can exercise integrity through very simple, daily's actions. For example, if I set my alarm for 6am, then I will wake at 6am (and not turn my alarm off and head back to sleep). If I have an appointment at 10am, I will plan to be there before 10am.

Financial integrity is very important too. If we compromise in this area, it will be hard to gain the trust of others. I learnt from a Leadership Development Course that the pitfalls of leadership result from issues of integrity – mainly the misuse of power, sex and money – which need to be guarded against.

We received our clinic license four months after our first sail. Whilst waiting, we did not bribe the authorities to accelerate or ease the process, which tends to be the way of the land. It is God's project. It has to be done in His way and in His timing. That was our commitment from the beginning.

Praise the Lord, we picked up our license on 14 February 2014!

Love One Another

"A new command I give you: Love one another. As I have loved you, so you must love one another. By this everyone will know that you are my disciples, if you love one another." John 13:34-35 NIV

We cannot pioneer any work alone. We have to work in teams, and unity is key to any pioneering success. That is how people will know that we are His disciples. There is an anointing in unity. Many missionaries burn out and give up not because of how hard the mission field is, but due to the challenges and struggles with the team.

Team-building sessions and activities are critically needed. Having a trusted and external party to process with the team regularly is very helpful. We need to know each other and evaluate our team's strengths, weaknesses, opportunities and potential threats. Dialogue and assess regularly, what the team has done well and how we can do better. We should grow personally and corporately.

As we keep listening and obeying God, He will lead us into an adventure that we could never imagine. God's people need to stand as one with Him and with each other, more than ever. Unity will close the gaps, so that the enemy cannot come in. May His will be done and His Kingdom come into our midst.

Last but not least, my encouragement for you ...

"Our authority comes out of who we are in Christ, and our capacity to intimidate the enemy comes out of our intimacy with God." (Graham Cooke)

"Relax: When God puts a calling on your life, He already factored in your stupidity." (unknown). Most comforting advice I've heard in years.

Finally, "I pray that from His glorious, unlimited resources He will empower you with inner strength through his Spirit. Then Christ will make His home in your hearts as you trust in Him. Your roots will grow down into God's love and keep you strong. And may you have the power to understand, as all God's people should, how wide, how long, how high, and how deep His love is. May you experience the love of Christ, though it is too great to understand fully. Then you will be made complete with all the fullness of life and power that comes from God. Now all glory to God, who is able, through His mighty power at work within us, to accomplish infinitely more than we might ask or think." Ephesians 3:16-20 NLT



Ely Elasa is a Chinese Indonesian who loves Jesus. She did my DTS in Tasmania in 1999.

God had led her to pioneer work in U of N Bali (2007-2011), and the Medical Boat Ministry (2013-2017) in YWAM Singapore. She has also been involved in the organization of several YWAM's international events and assisted some amazing leaders.

Increasing Resources

by Anucha Prommathat (Noiy)

There are two big obstacles that frequently stop us in our ministry, especially for Asians like myself:

A. Money

B. People

If you don't have these two things when you start in missions or a ministry project, it is very difficult. For Asians like me, these two things can stop me from doing what God has called me to do. We think that the things that God calls us to do are beyond the range of our own ability. I have stood in that place before: being limited by the things that I didn't have. One day, God helped me to see that I shouldn't be limited by my own range of ability, but it is something that God does through me. I needed to surrender to God to allow Him to expand the range of my ability. I was challenged to look at what I have, and what is around me that I could use in a creative way in ministry so that I wasn't limited by lack of money or people.

God showed me an example in the Bible: The Feeding of the 5,000

Matthew 14: 13-21 Mark 6:30-44 Luke 9: 10-17 John 6:1-14

- *What does a 'remote place' mean?*

A remote place is far away, and without convenience: there is no 7/11, no McDonalds, no KFC.

- *But yet Jesus said: "Feed them."*

The disciples were given what seemed to them like an impossible task within the range of their own ability.

- *Phillip said: "Even 200 Denarii would not be enough to feed all these people."*

Phillip was thinking like we often do in ministry. When God asks us to do something, this is what myself, and many others say: 'What could you do with only 200 Denarii?'

1. This is what God wants us to learn from this story:

- The disciples had to use what they had: *Look at what we have and use that.*
- They only had 2 fish and 5 loaves: *Sometimes 2 fish and 5 loaves are all we have.*
- The fish and the loaves came from a young boy: *what we have doesn't always come from the place that we expect it to come from*
- Jesus used what they had. *Don't look at what you don't have. Look at what you do have.*
- He didn't use money to buy them: *money is not always what we need.*
- *God knows*
- Jesus took the bread and gave thanks and gave it and the fish to the people. *Give thanks: God can do miracles.*
- *God multiplies what you have*
- The people had as much as they wanted. *God provides in abundance to bless people more than we can imagine.*
- The people were full. There was enough left over. *God provides more than enough.*

James 1:17, "Every good gift and every perfect gift is from above, and cometh down from the Father of lights, with whom is no variableness, neither shadow of turning."

2. Let's take a look at how everything that is around us can be our resource from God to be our support us.

When we consider what resources we have, we shouldn't just think inside the money box, but we should look at all things, and take action. Do it! God can use simple things to create something big - something great. God is not in a box. We shouldn't try and put him in a box. We have a limit, but God doesn't have any limits.

The place of increasing your resources

- Create the work first and the support will come after
- We should work alongside others: the government, local people, politicians, leaders of communities, places of education, wise man of the village, other organizations, private entities etc.

- We should work alongside the body of Christ – for example the local church or Christian organization. Work together for the Kingdom
- Sharing resources
- Working with different network groups
- Make your needs known. It's likely that someone already has what you need or knows where you can find it.
- Borrowing resources from the place that you are working with or another place.

3. Real life Ministry Example

This is a story of our annual kids camping trip: The Lord's Tents Camping. There are about 100-120 kids that attend each year. It is 3 days and 2 nights. How did we run a camp like this without much money or people?

- We asked for the location for free from the national reserve.
- They borrowed cooking supplies for us from the local temple. We gave them 200Baht.
- The transport was covered by an organization that works with Burmese laborers (we rented their vehicle for only 350 Baht)
- Some of the people from the local bank provided the fruit
- The thank you gifts for the National reserve were provided by the local bank staff.
- The bank staff and their friends from other companies also gave a small financial gift towards the camp costs
- We had staff from other ministries come and help us.
- The national reserve provided the wood for the campfire and bamboo for us to cook in.
- The national reserve provided a meeting room for free and tents for us to borrow and housing.

In total we used 550Baht to run the camp: 3 days, 2 nights, 120 kids.

4. Lessons in ministry:

4.1. Cost reduction

We should try to reduce our costs where we can, instead of always trying to find more money.

4.2. Nice to have – Need to have

We should ask ourselves if the things on our list are only 'nice to have' or things that we really need.

5. Warning in using resources:

We should use resources with understanding and know the value of those resources by: building; increasing; improving; joining together; sharing; looking after - so that those resources will always be with us.

Conclusion

Raising support is increasing all the resources that are around us, that God has given us and bringing them to be used to the highest benefit for your life and Gods ministry, through helping and supporting each other in a network.



Noiy is from Thailand and serves in YWAM Thailand together with his South African wife Bronwyn. He is passionate about Jesus, and helping other people to know Jesus. Noiy is a pioneer at heart and loves starting new and different ministry projects. He is an elder with YWAM Thailand.

Support Raising - Inviting Others To Invest In And Through You

by Melinda Tay

"I don't have support!", "I can't go or do it because I don't have finances!", "I needed to raise funds but I don't know how and who to approach!"

These are challenges that we hear often from field workers! Sadly it has hinders our ministry and may even cause some to not take the step of faith.

John Maxwell said "Assets make things possible, People make things happen!" We need both finances and people to do the work.

Here I like to offer and share my experiences in support raising. There are 2 principles or values that I hold tightly to

- God is the One who calls and He will provide
- Ministry is a team work, not just the field team but also the support personnel back home.

Know The One Who Calls You

I recognise that I am partnering and serving with my Father God. This means that my Father God knows the whats, hows, wheres and whens. I often remind myself that no good earthly fathers will want to see their children go naked and hungry. How much more will our Heavenly Father provide for us. Thus, in the context of this Father and child relationship, we can trust Him to provide and meet our daily needs. Do not doubt our Father God's character or ability to provide.

Team Work

The Christian ministry is not a one man show. The Bible shows us how the Triune God-head supports one another. We are told that we are a Body with many parts and gifting. In ministry, we have the field team as well as the home-support team. Not much emphasis has been placed on the support team compared to the field team. I used to serve as a finance clerk in the church and I viewed it as an important, crucial role in supporting my pastoral team.

In the same way, I esteem and value my prayer partners and financial supporters as part of my team. I see them as playing a very important role in what I am doing and without them I may not be able to survive or thrive in ministry. Each time when we

meet, I would share what God is doing in and through me and my team. When acknowledging their support, I would thank them for their investment in God's work and the trust they have placed in me in giving their hard earned money.

1. Not A Beggar

Sharing ministry and personal needs is not begging for money. It is an invitation to invest in what God is doing in and through us and our team. I often hear my supporters telling me that they can't be out there, so they invest in what God has called me to do. I am their representative!

Once I was "rebuked" by God for being selfish, not sharing my ministry with the church. At that time, the church was praying for me but not yet financially supporting me. My attitude then was all the perceived strings attached to the support. God wanted to invite the Church to invest in the work that I am doing.

We have to change the cultural mindset of shame in asking for money. We are offering folks around us an opportunity to be involved in God's mission. So when they give, it is their way of investing in God's work. And in a way, we are their representatives or stewards of their gifts.

2. Integrity And Credibility

People are watching how we steward finances. It is important that we maintain integrity and build up our credibility as we serve. One way is by keeping records and differentiating our "needs" and "wants". In our Asian culture, people still have the mentality that religious workers are "poor church mice". It will take time or even generations to change this mindset. It is not that we can't have a little "pampering" but do prioritise and remember not to give even a tiny space to bred thoughts of using the support for personal gains.

How do we build credibility? Staying consistent to the vision. There are many ways to reach your goals but your big picture must be consistent. I have heard negative comments about workers jumping from one ministry to another or one location to another. If we fail to share how our moves fit into the original vision, then our supporters are left wondering whether our vision and goals are clear in the first place? I recognise that there are seasons in our lives but the big picture or the word of the Lord to us should communicate confidence. It is important that we articulate or communicate well when there are changes in our journey and how it fits into the vision and the word of the Lord.

3. Obedient and faithful to our calling

God already knows what we need. Our posture is to be that of obedience and trust. I start with asking God, who does He wants me to share my needs with. He will give me names and I would then approach these friends. I would share and ask them to consider supporting me and the ministry. I do my part in humbling myself and do the asking. God is the one who will work in the hearts of the giver.

Please do not see them as your “bankers”! They are your partners in ministry. Be faithful in building and maintaining the relationship with your supporters by keeping them updated with what you are doing.

4. Be generous

Have you seen missionaries going around with a poverty mentality? They often seemed to expect others to pay for them? Once, a supposedly “member care provider” while visiting a field worker, was often commenting that she has no money. And, clearly expecting the field worker to pay for all her expenses incurred during the stay. How would that reflect on your Father God?

Our God is a generous Father who lavishes on His children. Even with the little we have, we can be generous. I have experienced the generosity of many field workers who had so little yet each time when they had visitors, they gave their best hospitality. I believe generosity honors God.

There’s always a cost involved in answering God’s call. But there’s also tons of adventures and blessings that we receive as we venture out with our Father God. He is trustworthy, faithful and He never fails!



Mel did her DTS in 1995, served in a restricted nation for 5 years and thereafter been running cross cultural mission training programs. She is passionate to raise workers for the lost, least and last. She is also involved in leadership training and served in the ALLC eldership team since its formation.

Fathering Nations

by Moses Kim

A key topic of YWAM training in Asia is knowing the heart of a father. It is confessed that Asian fathers often regard their families and children as far away as those at the ends of the earth, often referred to as unreached peoples.

Most fathers want their children to marry and have children and live happily ever after. That is, to be fruitful and multiply and fill the earth. This is the source of all the blessings that God gave to man when he created him, and he commanded him to upgrade and rule all creation (Genesis 1:28), which is a blessing from God and a pleasant mission. It is to pass on a legacy of not only our physical prosperity, but of our worldview and values. The hard work of children who proudly bear fruit before their father and show them to the ends of the earth is worthy of constant challenge (Acts 1:9). Therefore, it is most important to understand the heart of the father in order to bear abundant fruit before the father.

First, because the Father's heart encourages us to bear the fruit of the nations. It broadens the area we have always focused on and allows us to see more broadly and farther away. Going out among people with this kind of fatherly heart is also about discipling the nations, said Tom Hallas, and I totally agree. If you know the Father's heart, you will experience that even if the culture or environment is different, you can have a much closer relationship by embracing the unity that a family can have in the same Father who is among them. Jesus also said that the one who lives according to the will of my Father who is in heaven instead of the physical mother and brothers who stand outside is my brother (Matthew 12:50).

When you do, your relationship with Heavenly Father deepens. Where people live together, he cannot live alone. The dynamism they create by colliding with each other, and the challenges and joys they face in the community will eventually be applied and affected in various relationships when the relationship with the father is restored, and satisfactory results will be obtained. This is also a starting point that cannot be overlooked in restoring people. Wasn't it also what Jesus wanted so much to bring all things to the Father and renew the broken encounter? He said that no one comes to the Father except through me. In other words, because Jesus is with the Father, He invites us to come to the Father's place (John 14:6). The gospel is to have the heart of Jesus and preach it to everyone. Preaching that gospel is called evangelism, and among the many things we have to bear, it is the value that we must give our lives and time first, and it is an irreplaceable calling. If we know the Father's heart, we will not be able to bear it without preaching the Gospel. Sometimes I don't know how to

express that passion, but I am thankful for the Holy Spirit who helps me understand the earnest heart of Jesus who invites people to the Father. Above all, the background of many Asians who have lived under a strict physical father is that it is not easy to experience Heavenly Father as a close relationship, but the Holy Spirit is with them as a helper.

The second is that it disarms the bitter roots that are scattered all over the place and prevents them from bearing fruit, and makes the soil fertile so that it can bear good fruits.

Because the Holy Spirit touches our hearts with a kind and warm personality, He works more powerfully in the field of healing that kindly considers and understands even our small emotions that are easy to overlook. He is God who created us, so the Holy Spirit is the One who knows better and can touch the brokenness of man. Once I prayed with my wife to heal the pain of the past. When the Holy Spirit touched her deep broken heart When I saw her in pain, I felt so sorry for her and I made a deep promise to me that in the future I would treat her very well. But I heard this voice deep inside me. "This woman was my precious daughter before she was your wife." It was only then that I could experience the fact that I am living with the daughter of the Most High and the best princess I can meet on this earth as my wife. Understanding that my wife's rejection of her past had been accepted by her Heavenly Father freed her from all her tensions. Perhaps me and my wife will be better able to bear more fruit.

Jesus wants all of us on the edge of the earth to let them know that this relationship with the Father has been restored. Especially for us Asians who need to know how good our father is, it will be really good news.



Following his wife, Moses Kim started community ministry in Pakistan, a Muslim country, and led pioneering work in Israel and Egypt.

Search for a More Loving, Kinder God: Response to Paul Miller's Article

by Tom Hallas

Introduction

I agree with John Stott ¹that the New Testament is quite silent about the fate of those who enter into eternity without having heard about Jesus - although Peter does say in 1 Peter 3:18-20, that Christ died once for all, the righteous for the unrighteous, and that in the Spirit he, Jesus, went and preached to the spirits who were in prison, those spirits who disobeyed long ago. Grace beyond the grave and an activity of the Spirit of God. There is no further comment. This is not something on which to build a doctrine or a mission strategy, but an indicator that God may have demonstrated grace, or could still do so.

Paul Miller's concern in "Saving Salvation," however, is clearly because there are, as he has indicated, those whose communication seems to pronounce that they know for sure, leading to the categorization of "inclusivists" and "pluralists."

Having read a considerable amount of Rob Bell's literature, I think he was definitely on a journey to find, as I have been, a more loving, kinder God, than the one who seems to be locked into a propitiation, judgment settlement, sin-focused priority for the purpose of the Incarnation. Are we missing something?

Some thirteen years ago I commenced a conversation enquiring into all that was happening with the life, death, resurrection, ascension and seating of Jesus at the right hand of authority, and the chat is still on-going.

The Purpose of the Incarnation Beyond the Resurrection

In the above conversation, one of the first questions to emerge was, "What was the purpose of the Incarnation beyond the resurrection?"

A friend asked this question of his New Testament professor at a well-known evangelical college. The quick answer was, "I have never thought about it!"

In my personal journey of discovery, most of the literature I have read on the Atonement seems locked into the same system of thinking, a system increasingly closed to other ideas since the Reformation's great debates hailing a personal faith in Christ's finished work rather than the intervention of the institutional Church as a basis

¹ David Edwards and John Stott, *Evangelical Essentials: A Liberal-Evangelical Dialogue* (Downers Grove, IL: InterVarsity Press, 1988), 327.

for justification and salvation. My point is that this debate centered the focus on the cross.

Centuries earlier Constantine had certainly established the cross as the center of his vision - for all the wrong reasons. "In this sign, conquer." But the cross has become the un-adjustable center of Christian thought and human history and, therefore, the Incarnation has been reduced to one priority only - the cross.

Now, it must be said, this paper is not meant to suggest that the cross of Christ is unimportant. My contention in this brief response to Miller is simply that in our focus on the cross we have overlooked and under-emphasized a greater purpose behind the Incarnation, a purpose to which the cross in all the weight of its significance is a means, rather than an end in itself.

I do believe in Providence and, interestingly, I was handed two books in the same week that I was given Miller's article with the suggestion I write a response: Scot McKnight's *The King Jesus Gospel*², and Gary Stephens' and Carmen Radley's *Waiting For A Father*.³

McKnight's book speaks to a concern I have with Miller's focus on salvation as a central motivation for mission. McKnight asks the question, "What is the Gospel?" and answers by proposing that the Gospel is nothing less than the Lord Jesus himself. He talks of "Gospel culture" contrasted to "salvation culture"; that salvation culture reduces the Gospel to a methodology leading people through consecutive steps to acknowledge:

- a) they are sinners,
- b) Jesus died for their sin, and
- c) in accepting these truths they have escaped hell and have a pass to heaven.

I have used that method enough times to know that for some it can be a defining moment in their lives, evidencing a passage from death to life. The key ingredient however, is in that simplicity, there was a mystery provided by the Spirit of God that launched some into a relationship with Jesus.

Without specifically stating it, McKnight suggests in his book that "salvation is a relationship with Jesus." McKnight draws attention to George Barna's research⁴ showing that large numbers of young people embrace the three steps but eventually fall away from any acknowledgement of a connection to Jesus.

² Scot McKnight, *The King Jesus Gospel: The Original Good News Revisited* (Grand Rapids, MI: Zondervan, 2011).

³ 3 Gary Stephens and Carmen Radley, *Waiting for a Father: Hearing the Heart-Cry of the Orphans of the World* (Sisters, OR: Deep River Books, 2013).

⁴ McKnight, 19-20.

I agree with Miller that the world needs to know, and that every generation needs to know – but know what? The truth is, it is not a “what” they need to know, but a “Who,” in contrast to the Westminster Shorter Catechism’s unfortunate choice of words where in question number four it asks, “What is God?”⁵ As a foundational document of theological enquiry that postures as biblical, it is a sad question. We would all be locked into theological darkness if Jesus had not come on the scene. John 1:18 clearly affirms that no one has seen God but the one and only who has come from God. It was essential for Jesus to come to lift us out of the centuries of influence of Greek philosophy with endless enquiry into “what is God.”

Sadly McKnight, after much effort to affirm the importance of encountering Jesus, seems to be limited in his proposal as to the priority of Jesus’ coming to this planet.

All over the planet I have asked the question of the purpose of the Incarnation beyond the resurrection, with the majority of people answering, “Plan B.” Plan B means that, because Adam sinned, Jesus had to come to earth to fix the problem and, after fixing the problem - primarily by dying on a cross - ended his responsibilities. The Father then raised him from the dead to demonstrate that the problem had indeed been fixed.

This may be a simplistic explanation of Plan B; a more complete explanation can be gained by reading Arius’ thesis presented to the Council gathered at Nicea in 325 AD.⁶ Arius proposed that Jesus was not God and was created by God for the specific purpose of being the substituted Lamb of God for all people, his reason for being created fulfilled by his death on the cross. Athanasius’ defense of the deity of Christ won acceptance at the time but was not fully embraced, without some adjustment, until 381 AD, at the Council of Constantinople.

Simply reducing the Good News to “Jesus died for my sins” is in my opinion akin to Arianism. Even if one acknowledges that Jesus is God – reducing his purpose for coming to earth to one activity (even though very significant and profoundly important), it fails to adequately represent the Good News of “how good it is!” Yet, this commitment to be a sacrificial lamb was fully embraced before Adam was created (1 Pet 1:18-20; Rev 13:8).

The Apostle Paul, however, reveals in Ephesians 1 (especially 5-9), that the eternal purpose of God in creating human beings was that we would be able to live “face to face” with Them. I say Them this once, rather than Him, as I believe that God is Father, Son and Holy Spirit, living in an eternal relationship of mutual love and respect

⁵ See for example <http://www.westminsterconfession.org/confessional-standards/the-westminstershorter-catechism.php> 1/ShorterCatechismwithScriptureProofs.pdf.

⁶ The doctrine of Arius and the controversy surrounding it, addressed at the Council of Nicea, comes to us principally through the writing of Eusebius. An online version of Eusebius’ famous Church History is available at <http://www.ccel.org/ccel/schaff/npnf201.toc.html>.

in which exist tender love and affection from eternity past. This was all that was before creation, and everything now existing has come forth from that relationship.

Human beings were designed and created to be real participants and genuine players in this eternally existing relationship that is deeply empowered through an inner-penetrational mutual sharing of life energized by love.

For human beings to participate, they would have to be designed to be lovers. Jesus obviously thought this possible from his statement in Matthew 22:40 that all of Scripture was summarized in loving God and loving one's neighbour. Now, love is not possible except in an environment of freedom and volunteerism. It is possible to be made to submit to any request given enough pain and disempowerment – but love can never exist unless it is free and voluntary.

God either planned for us to sin or he designed us to be lovers. To be lovers has the reality of risk. As the Apostle Paul exhorts in Galatians, "Do not use your freedom for an opportunity for the flesh, but through love be servants of one another" (Gal 5:13, RSV). God understood the risk and the consequences thereof should humans prefer to sever relationship with him. This is the great problem. Thus, there is a need to problem solve: a commitment made before creating the risk.

But solving the problem was not the main purpose for the Incarnation. Athanasius proposes that Adam, even though our progenitor and who had some interface with God, was not capable even in his unfallen state of being able to *divine-ize* us. *Divine-ize* is an interesting term meaning "able to empower us to become sons of God."⁷ born not of the will of man, but from above from God (John 1:13). Before he created human beings, God had already chosen that in Christ we would be brought face to face with him, having been made holy and blameless (Eph 1).

Katenopion – Before Him – Face-To-Face

In the South Pacific, the Maori people of New Zealand have a ceremony called the *powhiri* that is a process of welcoming people.⁸ An important element of the ceremony is when, after the initial protocol is completed, the act of receiving and welcome is settled through the *hongiri* – a face-to-face encounter involving the sharing of breath. This tradition is related in some tribal groupings within the Maori to the creating of the first woman, Hineahuone, by the god, Tane - a life transfer through the breathing of

⁷ This concept of divinizing, or deification, was significantly developed by the Eastern Church Fathers but largely ignored in Western theological development.

⁸ The overview of the *powhiri* (Maori welcome ceremony) is accessible on-line at <http://www.teara.govt.nz/en/maori-manners-and-social-behaviour-nga-mahi-tika/page-1>

breath.⁹ It is reflected in the Maori Scripture in Genesis 2:7 in the account of the creation of Adam. If the translators of the Maori Bible had really wanted to convey the importance of Ephesians 1:3-4, they could appropriately have done so as well by saying, "God has hongied you in Christ Jesus." God has brought you and received you face-to-face in Christ Jesus. Paul's phrase en Kristus is an often-used paradigm to explain the amazing mystery of how God has accomplished this for the whole of the human race. The question is, "How do we encounter this amazing privilege?"

The Spirit of Adoption

In *Knowing God*, J.I. Packer talks about two provisions highlighted in the New Testament: "The Great Blessing" and "The Great Privilege".¹⁰ The Great Blessing is summed up in the work of God to solve the problem, all of which is done through the cross. The second (and by no means least) is in fact the real purpose of the Incarnation: adoption.

Paul continues in Ephesians 1:4-5 to say en agape, in love, God predestined that we should receive the Spirit of adoption through which we cry, "Abba Father" (Rom 8:15). Packer finishes his comment on adoption by saying that, "the Spirit of God comes to us first as a Spirit of adoption."¹¹ Jesus came to the planet to reveal to us what God is like. He enters into our darkness through the cross, overcoming death, sin and the devil, and undoing all that Adam brought upon us. The Father raised him from the dead to settle the victory and preserve his humanity.

As the first eternally resurrected human being, the Son of Adam and the Eternal Word, Jesus ascends to be face-to-face with the Father and the Spirit. The first human being to enter into that reality and, as such, he sits down on the throne of all authority. Now, from that position, having obtained all blessing through his obedience in life, death, resurrection, ascension and sitting, he now sends forth the Spirit filled with all that life, provision and power, to be poured out as the Spirit of adoption on all flesh.

Now Paul cries out, "You have been accepted in the Beloved."¹² It may have taken 14 years before he could first assimilate this truth into his own belief system. Before his missionary journeys, however, as the Osama bin Laden of the First Century AD, he considered himself the worst of sinners. Now he is embraced, an amazing truth demonstrated by Ananias who comes greeting him as "Brother Saul" in Acts 9:17.

⁹ T.R. Hiroa, *The Coming of the Maori* (Wellington, NZ: Whitcombe and Tombs, 1970).

¹⁰ J. I. Packer, *Knowing God* (Downers Grove, IL: InterVarsity, 1993).

¹¹ Ibid.

¹² My paraphrase of Ephesians 1:6.

Jesus, the Human Being, on the throne of God, has now opened the door to the whole of humanity to be co-heirs with him (Rom 8:17). This was always the driving passion behind the Incarnation - which took place in the fullness of time (Gal4:4).

As Paul says, not only did the Godhead long for this moment, but, "all creation is still groaning" for the full manifestation of this divine desire (Rom 8:19-22, CEV).

Why is that adoption rarely spoken of as the great motivating passion for mission? Packer called the dilemma, The Great Secret. At the time of his first publishing *Knowing God* in the 1970s, Packer lamented that "apart from two Nineteenth-Century books now scarcely known . . . there is no evangelical writing on it, nor has there been at any time since the Reformation any more than there was before."¹³

Other views of the purpose for the Incarnation have overshadowed the priority of adoption. It took me 32 years as a missionary in Youth With A Mission to come face to face with the High Privilege of Adoption. I had spoken on the Father Heart of God on every continent but, as I see now, I did not have an adequate theological foundation for that message because of a limited view of Jesus.

He is the Good News – he was always coming to open the door as a human being for all of us. It was the driving passion of the Father to include us in the eternal relationship. They have done all that is necessary to make it happen. We are embraced without reservation to be real participants, however the embrace does not destroy our human sovereignty. We must participate to be participants.

The Trinity long for us to embrace their embrace wherein salvation begins for us. The world is filled with beings who are incapable of embracing and that is where we come in as ambassadors of the One who was in Christ on the cross reconciling the world to Themselves and who has given us the ministry of reconciliation (2 Cor5:18).

A friend has a lovely daughter who, as a child, resisted his demonstrated affection. Following discussion, he and his wife decided to teach the daughter how to respond to affection by having "cuddling" sessions. Now, years later, she is very affectionate. It occurred to me that this was a picture of the world when it comes to responding to the invitation of the Father's embrace of us in Christ. We have Good News – Father has embraced us in His Son.

¹³ Packer refers to R.S. Candlish, *The Fatherhood of God* and R.A. Webb, *The Reformed Doctrine of Adoption* (Grand Rapids, MI: Eerdmans, 1947). Robert S. Candlish's lecture on this subject in Edinburgh in 1864 has been preserved as a book, and is accessible online at <http://www.eswordlibrary.com/category/systematic-theology/theology-proper/god-the-father/>. In response to Candlish, a book by the same name was written by A. Lincoln Shute and is available at https://archive.org/details/MN40272ucmf_9.

Our role is to go into all the world and help them who do not know that firstly the Spirit of adoption surrounds them and, secondly, how to respond.

The tragedy of the human condition and the grace that comes from committed ambassadors is beautifully illustrated in the second book I received: *Waiting For A Father*.¹⁴ The book is testimony to the devastating reality of the abandonment complex in the lives of institutionalized children and the amazing grace required to overcome their deeply-infused sense of rejection. It highlights the fact that Jesus is not just to be told but demonstrated - if necessary, every hour of every day for years and sometimes without even a flicker of encouragement from the recipient.

I honour the concern expressed in Miller's article that the world should know that salvation is available in Jesus Christ. My intention in this brief response to Miller is to encourage us to look beyond what we normally think of as salvation, the release from hell and a ticket to heaven. God's purpose beyond the Incarnation and the cross is to embrace us in adoption. Jesus is to be encountered in the fullness of his Person and embraced with the full intention to enter in to all that God provides and purposes for his ambassadors.

He is the whole Good News.

¹⁴ Gary Stephens and Carmen Radley, *Waiting for a Father: Hearing the Heart-Cry of the Orphans of the World* (Sisters, OR: Deep River Books, 2013).

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