

Kenya Pastors Conference

June 2013

Nairobi Kenya

Mission Barnabas

Taking It To The Next Level: The Secrets to Realizing God's Vision For Your Ministry

1. General Session:

How Do I Get There? 5 Keys To Identifying And Realizing God's Personal Vision for Your Ministry

Outline:

- I. How Do I Get There?
 - a. You need to know the desired destination
- II. Climbing the Vision Mountain: Letting God Make Your Plans
 - a. Vision
 - b. Mission
 - c. Objectives
 - d. Strategies
 - e. Tactics
- III. Being a Vision Caster
 - I. How do I get there?
 - a. Lost tourist who doesn't know where they are going.
 - II. Climbing the Vision Mountain: Letting God Make Your Plans
 - a. I am now going to give you 5 keys to identifying and realizing your personal vision, making yourself indispensable AND enjoying life to its fullest. They will help you in your work, in your family, in your personal life, in your marriage. Like most great achievements, it starts with a vision.

b. Vision Mountain

i. Vision - What will it look like when we achieve it?

1. Zugspitze/ Mt Rysy (Poland). When you're standing on top of the peak that seemed so high poking up through the mountains, you've arrived, you can see 360 degrees.
2. Todd Szalkowski story. Todd was a missionary, but not in the way he thought. He was an instrument of God's provision for the ladies who had been praying. God needed someone who a) was available, b) had glasses and c) looked around, there was Todd.
 - a. God gave Todd a vision – ironically it was to bring vision!
3. "Where will you be when you get where you're going?" A vision tells you.
 - a. Drawing circles around arrows.
4. "Without vision, people run wild." Proverbs 28:19 Not a pretty picture. Other versions say: "cast off restraint", or even "perish".
5. Everything that ever gets accomplished began with a vision.
6. God did not accidentally create man, covenant with Abraham, or send Jesus.
 - a. Ephesians 1:8-10: He thought of everything, provided for everything we could possibly need, letting us in on the plans he took such delight in making. He set it all out before us in Christ, a long-range plan **in which everything would be brought together and summed up in him,** everything in deepest heaven, everything on planet earth.
 - b. One way to recognize God's work is to look at whether it is attaining his vision – bringing all things together... connecting! The enemy's work, on the other hand, is **"divide and conquer"**.
7. The vision is **the guiding light, the raison d'être.**
8. WHEN THE VISION IS ACCOMPLISHED, WE'RE DONE!
 - a. Vision = Success
 - i. When you achieve your vision, you are a success.
9. Where does our vision come from?
 - a. God
 - i. Vision is not dreamed up, it's dreamed **down**.
10. So what is YOUR vision?
 - a. Can you recite it?
 - b. Can your spouse recite it? Your children?
 - i. Do your children ever seem out of control?
 - ii. Maybe they don't know your vision!

- c. If things seem wild and out of control in your business, your marriage, your life, with your children, there is strong likelihood that somewhere at the root of that there is a lack of clear vision.
- 11. Too often, we get a vision from God, and then run off to implement that vision. But that presents a problem.
 - a. For one thing, God's visions are usually too big for us to implement. Often we get overwhelmed, discouraged and give up. Maybe we even question whether we really heard from the Lord.
 - b. But the problem may be that we've left out some steps that God intended for us to take before we jump right into implementing the vision. In fact, visions rarely are "implemented". Plans get implemented. But plans and visions are two different things.
 - c. Let me explain...
- ii. Mission - Why are we in existence? What is our purpose?
 1. The mission is our purpose. If our vision is to land a man on mars, the purposes may be many. Perhaps our mission, our purpose, is:
 - a. To develop our knowledge
 - b. To demonstrate our technology
 - c. To build a colony on the moon, etc
 2. It's medically proven that people who retire without something to do, without a purpose, live 5-7 years less than people who stay active!
 3. Eccl. 3:1 – There's a time for every purpose under heaven.
 4. When we say, "So What?", what are we really asking? (What's the purpose?) Everything needs a purpose or...**what's the purpose?**
 5. We're going on a mission? SO WHAT? We must always answer the SO WHAT? Otherwise, we have no mission.
 6. Paul: Ephesians 3:10 *"God's **PURPOSE** in all this was to use the church to display his wisdom in its rich variety to all the unseen rulers and authorities in the heavenly places."*
 7. What percentage of God's activities are done without a purpose? **ZERO!**
 - a. If God has a purpose in what he does, I need one, too. (And preferably the same one HE has!)
 8. Let's be clear – God defines our VISION and MISSION. We have to hear from him.
 - a. These principles apply to every aspect of our life.

9. But you say, the mission is so broad – I don't even know where to start. Exactly. You need shorter term milestones, or OBJECTIVES to break down the mission into bite-sized pieces.
- iii. Objectives (Goals) - What meaningful results will we achieve?
 1. Once we understand God's VISION and MISSION, we can set OBJECTIVES.
 - a. In order to carry out our mission to the moon, we need some intermediate steps. For example,
 - i. We need more efficient energy sources by 2014.
 - ii. We need a new breed of 50 trained astronauts by 2015.
 - iii. We need to conduct 7 test missions by 2016 before we launch for Mars in 2017.
 2. Generally, there should be no more than 3-5 objectives, otherwise the mission gets confused.
 - a. The fewer the objectives, the greater the ability to focus the resources.
 - b. Everyone should be able to articulate their objectives from memory. If there are too many, they can't be memorized.
 - c. If they can't be memorized, then they're not driving everyday activities, priorities, attitudes and behaviors.
 3. God always gives objectives. Can you think of some of the objectives God gives?
 - a. Abraham – Canaan
 - b. Moses – Pharaoh
 - c. Paul – Rome
 - d. Peter - Macedonia
 - e. Jesus – Earth
 4. 3 things about objectives in order for them to work. They need to be:
 - a. Meaningful – if we reach them, it will advance the mission
 - b. Manageable – they have to be realistic
 - c. Measurable – you can't manage what you can't measure. If they're too open-ended, you'll never achieve an objective.
 5. ***So how do we achieve our objectives? We need a strategy, don't we?***
- iv. Strategy - How, When and Where will we strive to achieve our objectives?
 1. Trying to identify a strategy without knowing your objective is like trying to choose a road without knowing your destination.
 - a. There are usually multiple **potential** strategies.

2. **There is always one strategy that is better than the others** to achieve the purpose.
 - a. Example: We need to identify 50 new of the brightest astronauts on planet earth. We could:
 - i. Run an ad on Facebook – that’s A strategy.
 - ii. Call our family and friends – that’s *another* strategy
 - iii. Organize an astronaut development program with 10 major engineering universities. Now THAT’s a strategy that might work. Let’s pick that one.
 3. “If you don’t know what to say ‘no’ to, it’s evidence you lack a strategy.
 4. Strategies are informed by our values.
 - a. You would not select a strategy that did not reflect your values.
 - i. For example, if you value human life, you would not kidnap people and press them into service as astronauts.
 - ii. But you WOULD employ a strategy that makes safety a priority in your space program.
 - iii. If you value excellence, you won’t employ a strategy to cut corners in training, etc.
- v. Tactics / Plan
1. **“Commit your plans to the Lord and they will succeed.”** Proverbs 16:2.
 - a. We are supposed to have plans.
 - b. Making plans reflects God’s nature, because God has plans! (*“For I know the plans I have for you,” declares the LORD...*” Jeremiah 29:11
 2. I need a To Do list, a tactical plan.
 - a. How do I chart out my day TODAY To carry out the strategies?
 - b. How does the strategy translate into actions?
 3. Now that I know my mission is to land a man on mars, my mission is to advance science in the process, my objective is to train 50 astronauts and my strategy is to work with the universities, I know EXACTLY what I’m going to do tomorrow morning:
 - a. I’m going to get a list of the top engineering universities in Germany and I’m going to contact the Dean and begin discussions on the program.
 - 4.
- c. To recap:

- i. Tactics are **performed** as part of a strategy
 - ii. Strategies are **executed** to obtain an objective
 - iii. Objectives are **achieved** as milestones in a mission
 - iv. Missions are **carried out** to attain a vision
 - v. Visions are **realized** as a result.
 - d. Being a Vision-caster
 - i. As an Employer, you must cast a vision for your Business
 - ii. As a Husband, you must cast a vision for your Marriage
 - iii. As a Parent, you must cast a vision for your Children
 - iv. As a Person, you must let God cast the vision for your Self
 - e. Without a vision...you'll perish.
 - i. Without a God-given vision, you will find things are hard to keep on track.
 - f. This mountain is exactly how God works to accomplish his purposes as well.
 - i. Look at Exodus 6 slide.
 - ii. Exodus 6
- III. What do I do with success?
 - a. You need a personal action plan.
 - i. We'll work on this in tomorrow's Case Study using the "Success In Life" tool.
 - b. God used a very painful time in my life to teach me an important lesson in the real meaning of success. As a result, when I returned to work at E&Y:
 - i. I was no longer carrying the burden of being Provider. That was God's job.
 - ii. I worked the remaining 25 years of my career with a light heart.
 - iii. I didn't worry about advancement, whether I was being paid enough or petty things.
 - iv. I could easily walk out on any given day if I was called to do so, because I knew God was taking care of me.
 - c. He is also ready to take care of you.
 - i. Are you ready to allow him to do that?

Session 3: "Living Out One's Faith in the Workplace: Being an Influencer Without Being Religious"

Outline

- I. What are YOU called to? Do you know why God has put you where you are?
 - a. Todd Szalkowski story
 - II. Godly Business
 - a. Poll
 - b. Jesus as CEO
 - c. Ethical Self-Test
 - d. The Fair Market Value of Integrity
 - III. 5 Ingredients for a Successful Career
 - IV. Becoming the Influencer You Were Created to Be
 - a. Go for the Gold or Go for the Golden Rule
 - b. John Maxwell's advice
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- I. What are YOU called to? Do you know why God has put you where you are?
 - a. Todd Szalkowski story. Todd was a missionary, but not in the way he thought. He was an instrument of God's provision for the ladies who had been praying. God needed someone who a) was available, b) had glasses and c) looked around, there was Todd
 - II. Godly Business
 - a. *"Modern business rewards employees who demonstrate Godly principles."*
 - i. Raise your hand for the response that best reflects your personal feeling about this statement.
 - 1 Strongly Disagree
 - 2 Disagree Somewhat
 - 3 Not Sure
 - 4 Agree Somewhat
 - 5 Strongly Agree

- b. If Jesus were CEO...
 - i. What would be the...

Mission Statement	Glorify God
Vision	Eternal Life
Strategy	Do Good
Leadership	= Servanthood
Corporate Culture	Inclusion, transparency, ethical, moral
Products and Services	Would benefit mankind
Quality	Be perfect as your Father is perfect
Marketing Strategy	Word of mouth
Market Area	“Go into all the world...”
Customer Service	Count another better than yourself
Corporate Policies	None, just principles ...“But I say to you...”
Investor Relations	100x return; invest yourself; receive true wealth
Planning	Lay up treasures in heaven. Don’t worry, God knows what you need before you do.
Human Capital	All equal before God
Charitable Contributions	Sacrificially generous to the community
Power and Influence	Use sparingly but effectively and always for good
Career Path	Deny yourself to take up a greater common cause

- ii. Would a company run like this succeed? Why or why not?
- iii. How would its products and services be received in the marketplace?
- iv. How would its bottom line compare with other companies?
- v. Would you like to work there?
- vi. Is it realistic?
- vii. Would it be possible to influence YOUR company to value these things?

c. Ethical Self-Test

- i. Ethics is a personal issue. It starts with me. People say they want integrity, but here is an ironic statistic: Among college students,
 1. 84% believe there is a crisis of ethics in business
 2. 77% believe CEO’s should be held accountable
 3. But 59% admitted to having cheated on a test.¹
- ii. When faced with a decision with moral implications:
 1. Am I behaving as if I am in for the long haul?
 2. Is it right? True? Plain?
 3. Will I stand by it later? On a witness stand if necessary?
 4. WWJD?
 5. Am I being unselfish? Have I considered everyone affected? Is it best for all involved?
 6. What is the Holy Spirit telling me through prayer and scripture?
 7. What do my trusted mentors say? (Implies you have consulted.)

¹ John Maxwell, Ethics 101



- a. Prov. 15:22 – “Plans fail for lack of counsel, but with many advisers they succeed.”
 - 8. Am I willing to walk away if I can't satisfactorily answer any of these questions?
 - d. The Fair Market Value of Integrity
 - i. FMV = “The price at which a willing buyer and a willing seller agree to exchange a goods or services.”
 - ii. What is the FMV of your integrity?
 - 1. FMV is the price at which you are willing to compromise.
 - 2. If you are willing to steal 5 Euros worth of paper from your employer for your printer at home, does that reflect integrity?
 - a. No.
 - 3. Since you were willing to exchange your integrity for a mere 5 Euros worth of paper, by definition your integrity is worth 5 Euros.
 - iii. Some people think that small crimes aren't really crimes at all.
 - 1. Jesus said it this way:
 - a. "Whoever can be trusted with very little can also be trusted with much..." Luke 16:10
 - iv. Bottom line: Your integrity is worth what you're willing to trade it for. If you decide to give up your integrity, steal something really big! 8-) (I'm only joking!)
- III. 5 Ingredients for a Successful Career
 - a. Call
 - i. Is this what I'm supposed to be doing?
 - 1. I'm only 150 cm tall. Maybe I'm just not cut out to be a professional basketball player!
 - 2. The Tuscany Phenomenon – everyone feels “called” to Tuscany. But what is God really saying?
 - ii. Do you have the courage to challenge your calling, even if you're far into your career?
 - iii. How do you know if you're called to do what you're doing or not?
 - 1. Let me answer that with a question: Where does our call come from? (God)
 - iv. Have you ever asked God what you're called to do?
 - v. Now please don't rush home and upset your family by telling them you just heard from God and he's called you to be a beach magician in Tahiti!
 - vi. It's important to be aware that God sometimes calls people to difficult things – Look at Moses, Paul, Jesus! If you're heard from God that you're where you're supposed to be but it's not going well, press into God.

1. Joseph clearly had reason to question his calling, but in the end, he realized that what his brothers “intended as evil, God used for good.” Maybe that’s where you are now.
- vii. There are two parts to our call:
 1. Hearing from God
 2. Obeying what you’ve heard
 - a. Jonah got the first part, but not the second.
 - b. ...It’s impossible to obey if you haven’t heard.

b. Character

- i. “The right thing is always the right thing.”
- ii. Eventually, the voice of right will always be heard and vindicated.
- iii. We live in a world that has discarded an absolute right and wrong and has attempted to replace it with law.
 1. It is much more pleasant to live in a world where people have character.
- iv. The business world is craving people of principle and it always has.
- v. What does a person of character look like? Joseph – The qualities of a person of character Genesis 37-50

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| 1. Honors parents 37:3 | 23. Good governance 42:6 |
| 2. Obedient 37:13 | 24. Fears God 42:18 |
| 3. Seeks prosperity in God 39:2 | 25. Disciplined 42:19 |
| 4. Pleasant 39:3 | 26. Tender hearted 42:24 |
| 5. Viewed favorably 39:4 | 27. Hospitable 43:16 |
| 6. Attracts blessing 39:5 | 28. Sympathetic 43:26-27 |
| 7. Loyal 39:6 | 29. Compassionate 43:30 |
| 8. Refuses temptation 39:8 | 30. Self controlled 43:31 |
| 9. Willing to stand for beliefs 39:9 | 31. Practices healthy confrontation 45:4 |
| 10. Flees when tempted 39:12 | 32. Peacemaker 45:5 |
| 11. Responsible 39:22 | 33. Forgiving 45:4-7 |
| 12. Good reputation 39:23 | 34. Respectful 45:4-7 |
| 13. Is favored 39:23 | 35. Available to God 45:7 |
| 14. Trusts and credits God 41:16 | 36. Sees value in others 45:7 |
| 15. Possessed by Holy Spirit 41:38 | 37. Godly father 45:8 |
| 16. Discerning 41:39 | 38. Leader 45:8 |
| 17. Wise 41:39 | 39. Prepared 45:11 |
| 18. Trusted 41:44 | 40. Honorable 45:13 |
| 19. Authoritative 41:44 | 41. Not afraid to show feelings 45:14 |
| 20. Resourceful 41:47 | 42. Generous 45:21-23 |
| 21. Grateful 41:51-52 | 43. Wise advisor 45:24 |
| 22. Wise 41:56-57 | 44. Good counsellor 45:24 |

- 45. **Prudent 47:14-17**
- 46. **Fair 47:14-17**
- 47. **Humble 48:12**

- 48. **Well respected 50:6-9**
- 49. **Kind 50:21**
- 50. **Reassuring 50:21**

51.

- vi. What kind of influence would a person like Joseph have in your workplace?
- vii. Would you be willing to have someone rate you on a scale of 1 to 5 on how you compare to Joseph? How do you think you'd compare?
- viii. Where and how did Joseph gain these skills?
 - 1. He sought God.
 - 2. He persevered through trials.
 - a. "Consider it pure joy, my brothers, whenever you face **trials** of many kinds, **3**because you know that the testing of your faith develops **perseverance**. **4**Perseverance must finish its work so that you may be mature and complete, not lacking anything. **5**If any of you lacks wisdom, he should ask God, who gives generously to all without finding fault, and it will be given to him. **6**But when he asks, he must believe and not doubt, because he who doubts is like a wave of the sea, blown and tossed by the wind. **7**That man should not think he will receive anything from the Lord; **8**he is a double-minded man, unstable in all he does." James 1:1-8

c. Chemistry

- i. We have to get along with God
 - 1. Your relationships are a direct reflection of how you relate to God
 - 2. Friction is a sign that God is steering the vehicle in a different direction than the direction we're heading.
 - 3. It's time to press in and pay attention to the change that God is trying to bring about
- ii. We have to get along with people:
 - 1. Our spouse
 - 2. Our family
 - 3. Our friends
 - 4. Our co-workers
 - 5. Our work can't cause conflict with these people.
- iii. We have to get along with ourselves
 - 1. We need to find satisfaction in what we do

- a. Ecclesiastes 5:19: “When God gives any man wealth and possessions, and enables him to enjoy them, to accept his lot and be happy in his work—this is a gift of God.”
 - i. If you’re to enjoy what you do for a living, it will be a gift.
 - ii. If you’re not happy with your work, maybe you should ask God for this gift.
 - 1. He might make your current job a joy.
 - iii. When you view your work as a gift:
 - 1. It changes the way you relate to your co-workers,
 - 2. The way you work and
 - 3. The way you view your job.
 - 4. It changes your ambitions.
 - 5. It changes your employer.
- iv. God wants you to do what you love, but, more importantly, he wants you to love what you do.
 - 1. The guy emptying the diaper truck may not have aspired to that, but God can make him love it. He’s working for babies, he’s working for single mothers, he’s making the world run smoothly. Imagine if all the garbage collectors went on strike. It would soon be the most valued job on earth.
 - 2. “You don’t got to, you get to!” ~Doug Sluiter
- d. Competence
 - i. Competence underscores your witness.
 - 1. Don’t you imagine Paul made the best tents in Ephesus?
 - 2. Don’t you imagine Jesus’ carpentry customers didn’t have to call him back to redo his work?
 - 3. When a lawyer is up until the wee hours of the morning researching case law in order to defend his client, his is performing a spiritual act that directly affects his witness.
 - ii. Incompetence undermines it.
 - 1. What if a doctor let your child die through carelessness but wanted to witness to you about Jesus? Would you be inclined to listen?
- e. Commitment
 - i. We work as if for the Lord. We have a responsibility to get the education, to stay current technically, to charge a fair price, to show up early and leave late. There’s no guarantee we won’t have to work hard. That’s why they call it work!

- ii. Work as if everything depends on you and pray as if everything depends on God!
- iii. **“Commit your plans to the Lord and they will succeed.”** Proverbs 16:2.
 - 1. Commitment will put you on the road to success.
 - 2. Does this mean to take the plans you’ve made and offer them to God on his altar OR
 - 3. Does it mean to give the very formulation of plans to God and let him make our plans for us?
 - 4. YES! We are to have plans and we are to commit them to the Lord. What this means is:
 - a. Prayerfully let the Lord guide you in the formulation of your plans AND
 - b. Once the plans are made, sign the title to your plans over to the Lord and let him go to work on them.
 - 5. Let God speak into your **PLANS** and into your **PLANNING!**
- f. If you blend these five ingredients in your career, you will taste an amazing new recipe for success. Here’s what you’ll discover in the process:
 - i. God is smarter than you are.
 - ii. God is not hurting for money.
 - iii. God works harder than you do.
 - iv. God knows more people than you do.
 - v. God has inside information that you don’t have.
 - vi. God handles stress better than you do.
 - vii. God has a much better knowledge of the future than you do.
 - viii. God can open doors that are shut and bolted.
 - ix. God can re-route highways and make them come to your doorstep.
 - x. God can accelerate or postpone the most major of plans.
 - xi. God can create favored status.
 - xii. God can whisper your name in the ears of influential people who haven’t thought about you in years.
 - xiii. God goes to work on your request the moment you submit it.
 - xiv. God knows you better than you know yourself.

IV. Becoming the Influencer You Were Created To Be

- a. You’ve heard of the Golden Rule – “Do to others as you would have others do to you.” Sometimes that gets perverted to: “He who has the gold makes the rules.”
- b. So the question is, are you going to go for the GOLD, or are you going to go for the GOLDEN RULE?²

1. People who go	2. People who go for
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² John Maxwell, Ethics 101

for the gold...	the Golden Rule...
3. Ask, "What can you do for me?"	4. Ask, "What can I do for you?"
5. Make convenient decisions	6. Make character decisions.
7. Sacrifice family for finances.	8. Sacrifice finances for family.
9. Develop a rationale for their actions	10. Develop relationships with their actions.
11. Possess a "me first" mindset	12. Possess an "others first" mindset.
13. Count their money.	14. Count their friends.
15. Base their values on their worth.	16. Base their worth on their values.

17.

c. Ten Things You Can Do That Will Make Your Life Inspired

- i. Take responsibility for your actions.
- ii. Develop personal discipline
 1. "What we do on some great occasion will probably depend on what we already are..." H.P. Liddon
- iii. Learn and acknowledge your weaknesses.
 1. If you don't know them, ask your spouse!
- iv. Align your actions with your values.
- v. Admit wrongdoing quickly and ask forgiveness
- vi. Get your finances in order.

1. Get out of debt.
 2. Spend less than you make.
 - a. Create financial margin.
 3. Be generous to others
 - vii. Get your priorities right
 1. God, spouse, children, work – in that order!
 - viii. Place a high value on people...God does.
 1. "If you mistrust your employees, you'll be right 3 percent of the time. If you trust people until they give you a reason not to, you'll be right 97 percent of the time." Wolf J. Rinke
 - ix. Treat others better than they treat you.
 1. Go the second mile
 2. Turn the other cheek.
 3. Help people who can't help you.
 - x. Be a person of your word.
- 18.
- d. You are destined for greatness. How do I know that? Because God created you.
 - i. Go and be the person you are destined to become!

19. Todd Szalkowski – the rest of the story – man who thought the glasses would help him read. Sometimes we expect God to make something happen when we really need to change our expectations about him.

20. *****

21.

22. **Session 4: “Case Study: Character and Business Success”**

23. Participants will come away with a personal vision, mission statement and action plan

24. **CASE STUDIES**

25.

26. Divide into groups of 4. Select **one** of the following actual business challenges faced by real companies. For this exercise, your group is the senior management team and there is a Board of Directors meeting in 15 minutes where you will explain how the company will respond to this crisis. As a team, you realize that this situation is one of the most important you will ever face. Identify 3-5 bullets that outline your group’s high-level plan for dealing with the situation using Godly principles.

1. Your company is a marginal competitor in the chilled food product industry. A discernable but allowable amount of the bacteria *listeria monocytogenes* (“*listeria*”) is detected in the quality control test lab, but nowhere in the manufacturing plant located in a separate building. Company quality control engineers are unable to determine the source of the bacteria. On one hand, a case of *listeria* could result in severe illness or even fatality if consumed. Such an incident would certainly damage or even cripple the company if the media picked up on it. On the other hand, it is at miniscule and allowable levels, not reportable under government standards and the cost of a product recall could be equally crippling. A recall would put the company in violation of its debt covenants with its lenders and could create an unnecessary product quality scare. There is a very small likelihood that the bacteria is present in product that has been shipped, but it is impossible to determine with absolute certainty that this is in fact the case.

27.

2. You are part of the labor-relations team for a major transportation company with unionized employees. The union is demanding what you believe to be unreasonable pay increases and concessions in what is already a tough economy. You must respond to their demands within one week and your stock price will be strongly influenced by the implications of your decision. Thousands of other non-union jobs may be adversely affected based on the decision of your team. Your team is doing its best to act in good faith, but your motives are being questioned publicly at every turn by the union's leadership.

28.

3. You have knowledge of certain questionable tax “avoidance” techniques that your company has quietly entered into whose structure is so complex as to be incomprehensible. You've heard fellow employees question the wisdom and even the integrity of some of these structures and the people behind them. While it just doesn't seem to “add up” in your mind, you aren't privy to all the pertinent facts necessary to draw a conclusion because you don't work in the tax or legal departments. When you attempt to inquire about the tax structures, you are asked why you

have such an interest in activities outside your department. You are aware that neither company policy nor state laws protect so-called "whistleblowers" and to question the integrity of a co-worker only to find out you were wrong would cost you your own reputation and relationships, and probably your job.

29. **The Real Story:**

30.

31. 1. The company decided to play it safe and recall the products in question despite the financial impact. They contacted the banks and institutional lenders and performed the product recall with the lenders' reluctant blessings. Nine months later, their primary competitor had a case of listeria which resulted in the deaths of two customers in separate incidents. The competitor filed for bankruptcy within a year when they couldn't find a buyer or financing. Meanwhile, the client acquired most of the competitors' customers and margins went up, allowing the company to pay down its debt. Two years later it sold to a food conglomerate positioned as an industry-leading name brand, making its founders wealthy.

32.

33. 2. While a competitor airline tried to strongarm its union and suffered a strike that wiped out its earnings for two consecutive years, Southwest Airlines, in a similar situation, challenged its 5,000 administrative employees to pitch in and take up the slack for its customer-facing employees, whom it dubbed the company's "heroes", in order to make their jobs better. This approach became the basis for the company's culture. Even the company's chairman, Herb Kelleher, left the executive suite on a regular basis to personally help union employees take tickets, load bags and clean planes between flights. Humbled and inspired, the union recognized the need for a team effort and the company avoided a strike and has never had one in its 30 year history. While its employees consistently are among the hardest working in the industry, the company has twice been ranked Fortune Magazine's #1 Best Company to Work For and is currently the Fortune #2 Most Admired Company in America. Its union-related costs remain well below industry standards and it has been the only profitable airline in the US for almost forty years.

34.

35. 3. The employee, Enron vice-president Sherron Watkins, gained as much information as she could and wrote a memo to company chairman Kenneth Lay documenting her concerns. She later learned that her memo had been widely circulated among top management and that legal counsel had been consulted on whether she could be legally fired. Within days, her job was "eliminated" and she was demoted and moved down 33 floors to a menial make-work job. Three months later, when the company's fraud became front page world news, Fortune No. 7 Enron cratered and took down its employees and their retirement along with global accounting firm Arthur Andersen in the process. Only one of Enron's thousands of employees had taken a stand for right. Later, with her pastor seated behind her, Sherron Watkins had the opportunity to testify before a US congressional committee where she was lauded for her integrity and courage. She appeared in Time Magazine as its 2002 Person of the Year and has started her own global consulting firm. She is nationally recognized and regularly receives \$25,000 for speaking appearances and received a \$500,000 advance to co-author a book.

36.

26

- Assignment:
- "Success in Life" Exercise
 - Ask yourself, "When I'm old and sitting in the front porch rocker, what will I consider to be success?" Ask God to help you with the answer.
 - Consult with your spouse or fiancé if you have one.
 - Write down your definition of success, as revealed to you by God.
 - Test it.
 - ☛ Is there anything not on this list that would prevent me from feeling successful?
 - ☛ Is there anything on this list that I'd be willing to give up and still feel successful?
 - Pray over it.
 - Memorize it.
 - This is your personal vision
 - ☛ Compare your list with your current path. Is it aligned? What adjustments need to be made?
 - Now, what is your Mission? What are your Objectives? Strategies? Plan?
 - Use it as a decision tool.

- What job to take, what car to buy, whether to have a family devotional, etc.
- To help gauge which decisions are big ones and which ones are not.

37. My four measures of success

38. How they help make decisions

39. How they help rank the importance of decisions

40. Commit your plans to the Lord and they will succeed.

41.

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44. **Session 5: Kingdoms in Conflict – Passing the Test of Money**
(notes)

45.

- I. **The Problem:** The Kingdom of Heaven and the Kingdom of Darkness are at War. One of the central issues and tests that will reveal the heart and which Kingdom you are fighting for is the test of money. “No one can serve two masters; for either he will hate the one and love the other, or else he will be loyal to the one and despise the other. You cannot serve God and mammon.” Matthew 6:24

46. **Town Glorify Thy Self:**

47. Every man is out for himself. The members are always trying to better themselves and do not care if it is at the expense of others. Greed motivates each man to try and hoard up all he can because Money is his ultimate goal. If you asked a man in this town how he got his money, he would say “Everything comes from my own hand, everything I have belongs to me and I have earned it”. People in this town cheat each other every chance they get and believe that the end justifies the means. Does that sound familiar; common to our experience in the marketplace? Members of this town “fall into temptation and a snare, and into many foolish and harmful lusts which drown men in destruction and perdition. For the love of money is a root of all kinds of evil, for which some have strayed from the faith in their greediness, and pierced themselves through with many sorrows.” 1 Timothy 6:9,10

48. **Town Glorify Thy God:** Every man is out to glorify God. The members are always out to better themselves eternally by sacrificing now and better others. Glorifying God and honoring others motivates each man to become rich in good deeds and generous on every occasion. Money is a tool and a test that must be passed. If you asked a man in this town how he got his money, he would say “Everything comes from God’s hand, therefore, we did not earn it and have not right to it. It all belongs to God and I am a mere steward of this money. They see being made rich as an opportunity to be generous on every occasion (a conduit), not to glorify themselves (2nd Corinthians 9:11). They love God and not money. They will be richly rewarded for their generosity.

49. **This is the Kingdom of Darkness and the Kingdom of Heaven (complete opposites)** The battle ground is in the hearts of men. We must fight this fight every day using the weapons given to us in the Spirit (Ephesians 6). We must also break the spirit of mammon in our lives and there is a secret weapon we can use to completely disarm the spirit of mammon. Before I discuss this secret weapon, let me warn you what happens if we lose this battle: we allow all kinds of evil to grow in us without even knowing it and we stray from the faith and pierce ourselves with many sorrows (1 Timothy 6). Many gifted pastors and Christian businessmen have failed to pass this test and therefore are lead astray and cause much damage in the body of Christ. Gentlemen, the stakes are high and this is not a battle we can afford to lose. I want you to focus your minds and listen to what I have to say on how to pass this test!! Hear me one more time – you cannot grow and be trusted by God with any kind of serious ministry if you do not pass this test!

II. **The Secret Weapon**

50. We literally turn the tide of the battle between the two Kingdoms when we give. We unlock all kinds of Spiritual Blessing in the lives of the giver, receiver, and the body of Christ. It relieves us from the Tyranny of our Selfish Pride.

III. **The Benefits of Giving – What Happens when we give (Spiritual Realm & Physical Realm)**

- a. Open the Windows from Heaven (Malachi 3:10);
- b. God Rebukes the devourer for our sakes (Malachi 3:11);
- c. We disarm the enemy because we turn greed upside down;
- d. We cause rejoicing in the recipient;

- e. We humble ourselves (because we have less);
- f. Supply needs to God's people;
- g. Cause overflowing of expressions of Thanksgiving to God (2 Cor. 9:12);
- h. Cause men to praise God (2 Cor. 9:13) (he inhabits the praises of His people);
- i. Cause people to pray for you the giver (2 Cor. 9:14);
- j. Cause Equality (we don't have too much and they don't have too little) (2 Cor. 8:14);
- k. Reaping of what we Sow (2 Cor. 9:6) – Creating Supernatural Increase!
- l. Creates a freedom from materialism and breaks bondages in the life of the giver;
- m. Creates reliance on God for our provision rather than our storehouse (Jeremiah 17:7)

51. Would you like any of these benefits in your congregation? Would you like Open Windows from Heaven; The Devourer Rebuked, Great Rejoicing, Humility, Overflowing Expressions of Thanksgiving, Praise to God, Equality, Supernatural Increase, Freedom from Materialism, Reliance on God?

52. Would that help you?

53.

IV. **Keys to Teaching this to your congregation:**

a. **Personal Giving Testimony (you must have your own giving stories)**

1. We are scared to share testimony because of Matthew 6:1-4 – Do not do your charitable deeds before men to be seen by them – do not let your left hand know what your right hand is doing; listen to me – that verse is for during the act of giving and is addressing the motivation of giving; the Pharisees would make a big triumphant (blow the trumpet) scene when they gave and it was repulsive to God.
2. When you share a testimony of giving where God did something amazing, you are testifying of God's (not your) goodness and you encourage others to have faith to give. Matthew 5:14-16 "You are the

light of the world. A city that is set on a hill cannot be hidden. Nor do they light a lamp and put it under a basket, but on a lampstand, and it gives light to all who are in the house. Let our light so shine before men, that they may see your good works and glorify your Father in Heaven.” This is the same sermon on the mount where Jesus says to not let your left hand know what your right hand is doing when we give. They do not contradict each other. We need to testify of great things the Lord has done and has allowed us to do. If you lead someone to the Lord, you would no doubt testify of it and it would encourage everyone. If you laid hands on the sick and they were healed, you would testify of it and people would be encouraged!

3. My friend Dustin’s giving story to encourage and demonstrate:

- Dustin:
- “Saved from Childhood – put every birthday check in savings
- When I was 15, I started following Jesus and was taught to tithe.
- When I was in College, my mom gave me some money that she had put away from college and did not need; my dad and mom offered to buy me a car; I told them I would keep driving my car but to give me the money they were going to spend and they did.
- I tithed and regularly gave offerings above my tithe to ministries and missionaries. The Lord continued to increase me.
- When I graduated college, I had around 100,000 Shekels in value.
- When I turned 24, I was on fire for the Lord and felt like He was taking me to deeper and deeper places with Him. At one point, he told me to give everything I had to him – all my money. It was more than I could handle and He knew it. He was showing me where my heart was and that I was not trusting Him for my provision, but rather my own storehouses. I could not give it to Him and I said “no”.
- It tore my heart in half – I walked away from the Lord as the rich young ruler did; hurt and filling like I was unworthy of God. I entered into all kinds of sin and worldliness looking for things to

fill that void. It did not take long at all to realize that this world has nothing for me. I humbled myself before the Lord and begged Him to show me how to trust Him.

- He was gracious and full of mercy and told me that if I would not walk away from Him, He would take me to that place of complete trust.
- Over the next 10 years, the Lord increased the 100,000 shekels to 10 million shekels (100 times).
- During that time I was faithful to tithe to my local church. In addition to the tithe I was able to support more than 11 missionaries to places like China, India, Iraq, Indonesia, Guatemala, and Mexico. I was able to fund and support 12 ministries outside my local church.
- I have been able to give away three cars. One of the cars my wife and I gave away was the car I gave to my wife for a wedding present. The lady we gave it to had been trusting the Lord for a car for quite some time and a month before she got the car, she told her husband what type of car she wanted. The next month when we gave her the car, it was the very car she had been asking for.
- I have even been able to give a house away to a prophet in Mexico who had the earth as his floor and a thatch roof – he now has a nice home with a good foundation.
- About four years into this 10 year period, I went before the Lord and said “I will give you everything now Lord – my answer is yes.” The Lord said “I know, but not yet.”
- Two years later, during the peak of the Great Recession (late 2009), the Lord said “ok now you can give me all of your savings and your money”; I said “Yes Lord, here it is” I cut the check with joy. I now knew that I belonged to the Lord and that He always takes care of His children.

- That same year was the single most I have ever given away in a year – during the greatest recession of my generation as well as my parents generation, I gave away 550,000 (\$160,000) shekels and all of our savings.
 - Less than a year later, we paid our house off and no longer have a house payment.
 - The Lord is good and He always takes care of His children and we can trust Him!”
4. Let me ask you something: Does my story encourage you? Would you like to have that story in your congregation? That is the blessing of testimony!
 5. Pastor Morris Testimonies: He has given away houses, cars, money, everything he had on a few occasions. As a member of the congregation he leads, I am encouraged, disciplined, and lead in the gift of giving. That is what I want for your congregations – for them to be taught and lead in the gift of giving.

b. Explore the Relationship between Fasting & Giving

1. Who in here has experienced Shame or Embarrassment when teaching on Giving? (rebuke it)
2. Who in here has taught on Fasting? Were you embarrassed or feel Shame?
3. Why do you teach on Fasting with Boldness?
4. Why do you teach on Giving with Shame and Embarrassment?
5. Odd: Money and Giving is emphasized and given much more attention in Scripture than Fasting.
6. **Many Similarities Between the Two:**
 1. Both are part of the tools used by the Mature, Conquering Believer;

2. We are to do each without fanfare or without seeking attention (Giving: Matthew 6:1-4; Fasting: Matthew 6:16-18);
 3. Both humble us as we reduce ourselves before the Father;
 4. Both unlock mighty promises and blessings (Fasting: power to work miracles of deliverance; Giving: see above);
 5. Both require Self Control (Fasting: Not Eating when your flesh is hungry; Giving: We must live on less than we have and not spend on ourselves so that we might have something to give).
7. We must teach boldly on giving the same way we teach boldly on fasting – it is for the benefit and maturity of the giver.

c. We must Teach God’s Word on Giving Unashamedly and with Boldness

1. **“For whoever is ashamed of Me and My words in this adulterous and sinful generation, of him the Son of Man also will be ashamed when He comes in the glory of His Father with the holy angels.” Mark 8:38**
2. Many of us have been ashamed to teach on giving and tithing (ashamed of Jesus words in the area of giving) – we must repent! We must change courses and teach the body of Christ in this area.
3. End time Harvest & Supernatural Resources – How many of us believe that the greatest harvest of souls in history is still to come? God always works through His people and in accordance with His Word. How many of us know that winning souls requires resources? Doing ministry is free right? No, it costs resources to do the Father’s work. Then if the greatest harvest of souls is yet to come, then will it not require the greatest amounts of resources? Who has all the resources? God right? If He has all the resources and we will need the greatest amount of resources ever for the salvation of Israel and the end time harvest, then what is keeping those resources from being in our hands? He always works in accordance with His word. We must apply His word and apply these principles in order to unlock His resources. We do not have a resource problem; we have a stewardship and generosity problem and we must equip the saints in this area!

- d. **If I could leave you with one thing today – if you only remember one thing I say today – remember this: YOU MUST TEACH YOUR CONGREGATION TO BE GIVERS; YOU MUST TEACH IT WITH BOLDNESS OR YOU WILL CRIPPLE THEM!**

54. **I invite you to go on a giving journey. I want to lay out a few principles for this journey and these are principles that you can take and teach your congregations on:**

- I. **Tithing is the beginning place (not the goal)** –Tithe means a Tenth (10%). Tithing is not really giving (it is bringing – Malachi 3).
- II. **The Tithe belongs to the Local Church:** Three reasons: 1) That is the precedent set in the old testament (temple); 2) The worker deserves his wage and it is not right for a member to come and eat the fruit from the local church and withhold the tithe; and 3) **Most important, Control – when you give to the local church, you lose control. I know people who distribute their tithe to different ministries: They are doing two things: 1) They are saying that they are in control of something that is not theirs to give but theirs to pay back (pay back to who?); 2) These people never give above their tithe and thus never give. And thus NEVER GET FREE FROM THE LOVE OF MONEY!!!!!!**
- III. **Regular and Consistent Giving above the tithe** -This is planned giving that is part of the budget that is over and above the 10% tithe. This is the “and offerings” part. This is also where you get to bless ministries outside your local church that need financial support.
- IV. **Spontaneous Giving - When Needs arise, ask the Lord – what shall we give:** This is the hard one, because with one and two, you no longer have any budget for giving – Spontaneous Giving is **Spirit Lead**, and it turns our world upside down and makes us completely humble ourselves, lose control, and trust God for our daily provision (sound familiar?) Remember, these are building blocks – you cannot walk out in number 3 if you are not walking out in numbers 1 and 2.

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