



INTERNATIONAL CONGRESS ON
R E V I V A L

The Leader I Desire to Be

#ICRMINISTRY



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The Sin of Unbelief Mark 6:1-6

What if your church were to spiritually die? What if God took His sovereign hand off of your church and you became just another ordinary, cold, indifferent, and average church? I have seen ordinary and average, and I don't want anything to do with it. What if your church was so dead that Jesus could not perform one single miracle there?

Takeaway:

Jesus is looking for a church that will take Him seriously. Did you go to your pulpit last week thinking that your sermon would be your best sermon? Did you come to this conference in so much agreement with God that whatever the Holy Spirit convicted you to do, you would do?

I. The Devoutness of the Son of God

A. His devoutness was seen in his devotion

Mark 6:1 (NKJV) Then He went out from there and came to His own country, and His disciples followed Him.

B. His devoutness was seen in his determination

Mark 6:2 (NKJV) And when the Sabbath had come, He began to teach in the synagogue...

Takeaway

The Bible knows nothing of a faith or religion that is not committed to the church and worship on the Lord's Day. The Bible knows nothing about a salvation that never serves a single person in the body of Christ.

II. The Disregard for the House of God

Takeaway:

One of my greatest concerns at Clements is that we have disregarded the ministry as simply commonplace. I am so afraid that we have become too familiar with Jesus and His church. I am concerned that some of us just don't appreciate the value of what God has accomplished our short 24 years. I am afraid that some of us don't have the ability to know the significance of 53 people being saved since August 5.

Charles Darwin:

"Belief is the most complete distinction between man and animal."

A. The fearlessness of the people of God

Mark 6:2-3 (NKJV) And when the Sabbath had come, He began to teach in the synagogue. And many hearing Him were astonished, saying, "Where did this Man get these things? And what wisdom is this, which is given to Him, that such mighty works are performed by His hands! ³Is this not the carpenter, the Son of Mary, and brother of James, Joses, Judas, and Simon? And are not His sisters here with us?" And they were offended at Him.

Takeaway:

The sin of unbelief in America today isn't so much in the world, as it is in the church.

B. The familiarity of the people of God

Mark 6:4 (NKJV) But Jesus said to them, "A prophet is not without honor except in his own country, among his own relatives, and in his own house".

Takeaway:

Familiarity breeds contempt! They had allowed the precious to become familiar.

Proverbs 3:9 (NKJV) Honor the Lord with thy substance and from the first fruits of all your increase.

III. The Disbelief in the work of God

A. The amazing belief of a few

Mark 6:5 (NKJV) Now He could do no mighty work there, except that He laid His hands on a few sick people and healed them.

Takeaway:

I would rather have 100 people that will trust God and walk by faith, than 1,000 people who always want to walk by sight.

John MacArthur:

"In response to the people's unbelief, Jesus chose not to do any miracles in Nazareth. Rather, there was no reason to do miracles because the people of Nazareth had already set their rejection in stone, and miracles were unnecessary. On the one hand, Jesus' decision was merciful. If He had done additional miracles in Nazareth, their condemnation for rejecting Him would have only increased. Hell would have forever been worse for them."

B. The amazing unbelief of many

Mark 6:6a (NKJV) And he was amazed at their unbelief...



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The Pains and Gains of Spiritual Leadership

I am of deep conviction that until every disciple in our churches sees himself or herself as a leader, we as a Christian family will always struggle. Everyone has a circle of influence. Leadership in the Kingdom of God, in my opinion, is the greatest and highest calling any man or woman could ever receive. But there will be many times in your leadership that you will have to choose to keep going. Why? Because the greatest source of your joy and pain will come from people.

Jim Collins – “Good to Great”:

“Good is the enemy of great. And that is one of the key reasons why we have so little that becomes great. We don’t have great schools, principally because we have good schools. We don’t have great government, principally because we have good government. We don’t have great churches, because we have a few good churches. Few people attain great lives, in large part because it is just so easy to settle for a good life.”

John Piper:

“If you don’t feel strong desires for the manifestation of the glory of God, it is not because you have drunk deeply and are not satisfied. It is because you have nibbled so long at the table of the world. Your soul is stuffed with other small things, and there is no room for the great.”

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

Saint Augustine:

“Having the faith to change and believe what you cannot see; the reward of this faith is to see what you believe.”

- When God first called me into ministry, I equated leadership with vision, strength, and success. I certainly see it differently today. I realize now that with responsibility comes difficult decisions, painful seasons, as well as some tremendously rewarding victories. Simply put, leaders have to be problem-solvers.
- People are certainly the source of great joy in our life. Consequently, people are also the greatest source of our pain.

I. The Price Leaders Pay

- Virtually all leaders in every field of business or ministry assume that growth will relieve stress, but growth actually increases stress. This misunderstanding adds a large measure of confusion to the considerable pains of leadership.

James MacDonald:

“As a young man, I have often been shocked that leaders of certain Bible colleges, seminaries and churches seemed to be clueless about some of their obvious problems. I often wondered if their problem was blindness or timidity. Either way, their passivity was hurting the cause of Christ. I just dismissed it thinking; they simply did not see all the problems. However, years later I have concluded, they did in fact see the problems, they just were not willing to pay the price of dealing with them. They saw the poor performance by key people in leadership positions, and their toxic attitudes that spread dissension. But again, the biggest majority of leaders were simply not willing to step up to pay the price of addressing the situation. Let’s be honest, what pastor or leader wants to rush head long into a problem, especially when he knows that problem may have been a ‘sacred cow’ for generations? The pain of being ‘let go’ or simply being criticized is too high of a price for most leaders to make. I understand their choice; I just don’t respect it.”

- **Leading a growing, changing, dynamic church or organization requires tremendous courage, and wisdom. The biggest problem I see among leaders (myself included) is the challenge of organizational leadership.**
- **Many times, when I pray for increase for my church, I often forget that with growth comes multiplicity of pains.**
- **A new level of growth means new levels of devils.**
- **Difficulty is the path God uses for those who desire to go to new levels of leadership in their ministry.**

II. The Pain Leaders Must Plan For

- **Many pastors have a vision for growth, but few pastors have specifics about how to get there. When the leader grows, the organization grows.**
- **When the leader stops growing, the organization struggles and sometimes eventually fails.**
- **Growth always involves pain. Through organizational growth, leaders actually cause pain, but for a very good reason. It’s the only way to grow.**

Carey Nieuwhof:

“At every growth barrier of 200, 400, 800, and 1,000, pastors must deepen their insights and sharpen their skills. When they stop growing, their church will stop growing.”

Ecclesiastes 10:10 (NKJV) If the ax is dull, and one does not sharpen the edge, then he must use more strength; but wisdom brings success.

Four areas every leader must evaluate:

A. The Hiring of Staff

- **Sometimes the leader has to face the fact that there are key people on your team who can’t take you and the church to the next level.**
- **Every leader must make people decisions slowly.**
- **Be kind and gracious in what you say, but always hire for at least the next level of growth. If your church is at 200, hire a youth pastor who can be effective for a church of 400.**

- Always choose someone who is a visionary leader in his or her area of ministry. Lack of vision always leads to a bottleneck of ministry.
- With a few exceptions, almost every change in personnel is a traumatic experience for the leader, the team member, and the rest of the staff.
- Value diversity and welcome different perspectives, but be sure to recruit, hire, and train people for at least one level higher than your church is today.

Even if you hire well, you'll experience turnover because other churches will see the quality of your leaders and hire them away from you. That's a compliment, not a threat.

B. The Leader's Personal Growth

- As a leader, your most valuable resource is your own heart.
- The greatest risk is becoming so tired, so discouraged, or so angry that your soul begins to dry up and you as a leader run on empty.
- You cannot give out what you don't take in.
- When we remain dry for a long season, the desert often expands to our staff, key volunteers, and eventually the whole church.

C. The Development of Staff

- The quality of leadership on your team is essential. It doesn't matter if you have a lot of leaders if they don't know how to lead.
- I always want my staff members doing what I hired them to do, not what I hired his assistant to do.
- Your organization will grow only as fast as you can develop capable, godly leaders to broaden your base of connection among your people.
- The art of leadership is understanding what you can't compromise on.
- It's relationships that make these connections sticky. This puts more pressure on you to hire people who can be leaders of leaders as well as trainers of leaders.

D. The Passion We Must Possess

- The great inward quality I desire in my staff and leaders is passion.

If you want to accomplish more than the average guy accomplishes, then you have to work harder and smarter than the average guy works.

Ecclesiastes 9:10 Whatever your hand finds to do, do it with all your might.

The average person that sits in the pew each and every week has lost his passion about spiritual things.



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Effective Pastoring – Purposeful Leadership
Philippians 3:12-15

Oswald Chambers:

"At the end of every year we turn with eagerness to all that God has for the future, and yet anxiety is apt to arise from remembering the yesterdays. Our present enjoyment of God's grace is apt to be checked by the memory of yesterday's sins and blunders. But God is the God of our yesterdays and He allows the memory of them in order to turn the past into a ministry of spiritual culture for the future. God reminds us of the past lest we get into a shallow security in the present. Our yesterdays present irreparable things to us; it is true that we have lost opportunities, which will never return, but God can transform this destructive anxiety into constructive thoughtfulness for the future. Let the past sleep, but let it sleep on the bosom of Christ."

What the pastor allows to become important to him has the potential to become important to his people.

Ephesians 4:11-14 (NKJV) And He Himself gave some to be apostles, some prophets, some evangelists, and some pastors and teachers, ¹²for the equipping of the saints for the work of ministry, for the edifying of the body of Christ, ¹³till we all come to the unity of the faith and of the knowledge of the Son of God, to a perfect man, to the measure of the stature of the fullness of Christ; ¹⁴that we should no longer be children, tossed to and fro and carried about with every wind of doctrine, by the trickery of men, in the cunning craftiness of deceitful plotting.

Ray Stedman:

"No longer can pastors simply minister by themselves; we must equip the saints to do the work of the ministry alongside us."

Our churches will never become stronger by what we do. Rather, our churches become stronger by the number of people we raise up and empower to do the work of the ministry.

Ten musts for every pastor and leader:

1. We must make sure we are saved and not deceived
2. We must live every day as if it's our last day – because it could be
3. We must live our personal lives surrendered to the will of God
4. We must establish consistent morning devotions
5. We must start memorizing and using more scripture
6. We must become serious about making disciples and not excuses
7. We must become serious about leading people to Christ
8. We must practice biblical tithing
9. We must learn the importance of generosity
10. We must become committed to excellence in all things

It's the small things that no one sees that create the results that everyone wants. Discipline in the leader's life closes the gap between what you want and what you achieve. Being disciplined is hard, but the best leaders will always choose the pain of discipline over the pain of regret. Small disciplines done consistently will lead to big results over time.

Dietrich Bonhoeffer:

"From politics to education, from spirituality to ethics, our sophisticated twenty-first-century world functions on the presupposition that people are basically good, society can get better, and the only thing standing in the way is the backward-thinking Neanderthals who cannot pull their noses out of an outdated book like the Bible. The only problem with that kind of thinking is that it's totally false. People are not basically good, the world is not getting better, and our hope is not in humanity, the truth is, this world is in a real mess. War, not peace, is the norm. Fighting, conflict, lawsuits, and domestic problems are all too commonplace. Friendships cool, marriages fracture, partnerships dissolve, personalities collide, and churches even spilt. Why? Because depravity is in full bloom in our world. Sin abounds, death, destruction, pain, and chaos are the order of the day."

Four thoughts for every pastor and leader:

1. Think progress, not perfection

Philippians 3:12a (NKJV) Not that I have already attained, or am already perfected...

- **If you believe everything in your life and ministry is ok, then you will never have any urgency to make your life and ministry better.**

C.S. Lewis:

"Pride has replaced progress for the average minister. Pride is essentially competitive—is competitive by its very nature—while other vices are competitive only, so to speak, by accident. Pride gets no pleasure out of having something, only out of having more of it than the next man. We say that people are proud of being rich, or clever, or good-looking, but they are not. They are proud of being richer, or cleverer, or better-looking than others. If everyone else became equally rich or clever or good-looking there would be nothing to be proud about. It is the comparison that makes you proud: the pleasure of being above the rest. Once the element of competition has gone, pride has gone. So, stop competing with your fellow pastor, and start committing to kingdom growth."

2. The past is behind, so leave it behind

Philippians 3:13 (NKJV) Brethren, I do not count myself to have apprehended; but one thing I do, forgetting those things which are behind and reaching forward to those things which are ahead.

3. Our goal for the future leads to hope – so reach for it

Philippians 3:13-14 (NKJV) Brethren, I do not count myself to have apprehended; but one thing I do, forgetting those things which are behind and reaching forward to those things which are ahead, ¹⁴I press toward the goal for the prize of the upward call of God in Christ Jesus.

4. A determined attitude in 2019 will carry us a long way – so be determined to have one

Philippians 3:15 (NKJV) Therefore let us, as many as are mature, have this mind; and if in anything you think otherwise, God will reveal even this to you.

Stuart Briscoe:

“I am complete in the sense that I have grown as far as I can grow in my present state, and I am ready for my next lesson in life.”



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AN INSECURE LEADER...A MINISTRY HEADACHE

Insecure leaders are a detriment to themselves and to the ministry they lead. They place their followers in jeopardy, they place their ministry in jeopardy, and they even place themselves in jeopardy. Insecurity causes the leader to think only of themselves and the very essence of leadership is others!

Leaders must understand some things...

1. You are the leader...act like one!
2. Leaders still have faults.
3. Leadership amplifies your insecurity.
4. Whatever baggage you carry in life only gets heavier as your organization grows unless dealt with.
5. Insecurity makes you unsure, which makes you indecisive, which bottlenecks the organization, which creates low morale, which stymies your productivity.

The Ultimate Insecure Leader: King Saul

1. As an insecure leader Saul shifted the blame and took no responsibility for disobedience.

1 Samuel 15:13-15, 16-21 Then Samuel went to Saul, and Saul said to him, "Blessed are you of the LORD! I have performed the commandment of the LORD." ¹⁴ But Samuel said, "What then is this bleating of the sheep in my ears, and the lowing of the oxen which I hear?" ¹⁵ And Saul said, "They have brought them from the Amalekites; for the people spared the best of the sheep and the oxen, to sacrifice to the LORD your God; and the rest we have utterly destroyed."... ¹⁷ So Samuel said, "When you were little in your own eyes, were you not head of the tribes of Israel? And did not the LORD anoint you king over Israel? ¹⁸ Now the LORD sent you on a mission, and said, 'Go, and utterly destroy the sinners, the Amalekites, and fight against them until they are consumed.' ¹⁹ Why then did you not obey the voice of the LORD? Why did you swoop down on the spoil, and do evil in the sight of the LORD?" ²⁰ And Saul said to Samuel, "But I have obeyed the voice of the LORD, and gone on the mission on which the LORD sent me, and brought back Agag king of Amalek; I have utterly destroyed the Amalekites. ²¹ But the people took of the plunder, sheep and oxen, the best of the things which should have been utterly destroyed, to sacrifice to the LORD your God in Gilgal."

2. As an insecure leader Saul feared the people more than God.

1 Samuel 15:24, 26 Then Saul said to Samuel, "I have sinned, for I have transgressed the commandment of the LORD and your words, because I feared the people and obeyed their voice. ²⁶ But Samuel said to Saul, "I will not return with you, for you have rejected the word of the LORD, and the LORD has rejected you from being king over Israel."

3. As an insecure leader Saul became self - seeking.

1 Samuel 15:20 "And Saul said to Samuel, "But I have obeyed the voice of the LORD, and gone on the mission on which the LORD sent me, and brought back Agag king of Amalek; I have utterly destroyed the Amalekites."

4. As an insecure leader Saul was jealous.

1 Samuel 18:5-9, emphasis min So, David went out wherever Saul sent him, and behaved wisely. And Saul set him over the men of war, and he was accepted in the sight of all the people and also in the sight of Saul's servants. ⁶ Now it had happened as they were coming home, when David was returning from the slaughter of the Philistine, that the women had come out of all the cities of Israel, singing and dancing, to meet King Saul, with tambourines, with joy, and with musical instruments. ⁷ So the women sang as they danced, and said: "Saul has slain his thousands, And David his ten thousands." ⁸ Then Saul was very angry, and the saying displeased him; and he said, "They have ascribed to David ten thousands, and to me they have ascribed only thousands. Now what more can he have but the kingdom?" ⁹ So Saul eyed David from that day forward.

5. As an insecure leader Saul distanced himself from David.

1 Samuel 18:13a "Therefore Saul removed him from his presence..."

6. As an insecure leader, Saul became afraid of David.

1 Samuel 18:12, 15, 29 "Now Saul was afraid of David...he was afraid of him...and Saul was still more afraid of David."

7. As an insecure leader, Saul sought to have David destroyed.

Saul viewed David as his "competition." Insecure leaders make partners into competitors.

1 Samuel 18:17-21, 25 Then Saul said to David, "Here is my older daughter Merab; I will give her to you as a wife. Only be valiant for me, and fight the LORD's battles." For Saul thought, "Let my hand not be against him, but let the hand of the Philistines be against him." ¹⁸ So David said to Saul, "Who am I, and what is my life or my father's family in Israel, that I should be son-in-law to the king?" ¹⁹ But it happened at the time when Merab, Saul's daughter, should have been given to David, that she was given to Adriel the Meholathite as a wife. ²⁰ Now Michal, Saul's daughter, loved David. And they told Saul, and the thing pleased him. ²¹ So Saul said, "I will give her to him, that she may be a snare to him, and that the hand of the Philistines may be against him." Therefore Saul said to David a second time, "You shall be my son-in-law today"... ²⁵ Then Saul said, "Thus you shall say to David: 'The king does not desire any dowry but one hundred foreskins of the Philistines, to take vengeance on the king's enemies.'" But Saul thought to make David fall by the hand of the Philistines.

8. As an insecure leader, Saul considered David a foe instead of a friend.

David wanted to be Saul's friend - his ally. He constantly showed great reverence and respect for King Saul. Yet, Saul's insecurity never allowed David be to him what he wanted to be – his friend and ally.

1 Samuel 18:29b "So Saul became David's enemy continually."

Insecure leaders drive their staffs (whether paid or volunteer) nuts! Mark it down! They won't tell you; they can't tell you – you're insecure, remember – and you can't have honest, here-are-the-brutal facts, type of conversations with insecure people.

What staff members would like to say to their insecure leader:

- I am here to help you with the ministry. Please let me!
- I want to grow. Please give me the opportunity to do so!
- I want to do something great for God. Please release me!
- You called me alongside of you to help you edify the church. Please utilize me!
- God has endowed me with gifts and abilities. Please, don't be threatened by them!
- I am here to be your friend. Please allow me to have a relationship with you!

How to spot an insecure leader:

1. An insecure leader has a hard time giving credit to others.

Insecure people need the credit. Therefore, it becomes bothersome to share it. Remember, insecure people are needy people.

Andrew Carnegie:

"No man will make a great leader who wants to do it all himself or get all the credit for doing it."

2. An insecure leader keeps information from his staff.
3. An insecure leader does not want his staff exposed to other leaders.
4. An insecure leader is threatened by the growth of others.
5. An insecure leader is often a micro – manager.

The Danger Zone

There is a danger zone in which insecure leaders eventually place themselves and their ministry. Here are the symptoms of the “Danger Zone” that insecure leaders create:

1. **Danger: Insecure leaders are really not leaders. Why? You cannot lead people that you need.**

- **Benefit: Secure leaders love people, but they do not need people.**

John 6:66-67 “From that time many of His disciples went back and walked with Him no more. Then Jesus said to the twelve, ‘Do you also want to go away?’”

2. **Danger: Insecure leaders don’t provide security for those they lead.**

- **Benefit: Secure leaders empower and appreciate others.**

To become an effective leader, you must make your followers feel good about themselves and what they are doing.

3. **Danger: Insecure leaders take more from people than they give.**

Insecure people are on a personal quest for validation and affirmation. Instead of giving validation and affirmation to their followers, they need to receive it from them!

- **Benefit: Secure leaders contribute to the benefit of others.**

Secure leaders do all they can to help others win.

4. **Danger: Insecure leaders limit their best people.**

Insecure leaders cannot genuinely celebrate victories won by others. Why? They are jealous of them.

- **Benefit: Secure leaders release their best people and allow them to be used wherever they are most needed.**

Secure leaders thrive on seeing others succeed and love to see them reach their God-given potential.

5. **Danger: Insecure leaders limit their organization.**

If you limit your best people, then you have no other recourse than to limit your organization.

- **Benefit: Secure leaders allow their organization to soar.**



This wonderful ministry was first birthed into the heart of Evangelist Manley Beasley back in the 1980's. Bro. Manley had a deep passion to see God call men and women to repentance. He personified a life of faith and trust in the Lord Jesus that set the example for all to follow.

When God called Bro. Manley to heaven in 1990, Dr. Bill Stafford took up the mantle and the ministry of ICR has continued on for the glory of God. The Lord only knows how many pastors and leaders have been touched across the globe from the ministry of Bro. Bill and ICR.

In 2002, Pastor Tim Anderson accepted an invitation to the South African Congress from Bro. Bill and the Lord gave Pastor Tim a deep burden for this ministry. Bro. Bill approached him soon afterwards and informed him that God was calling him to find his successor for ICR. After much prayer and fasting, God confirmed in Pastor Tim's heart that he was to be the next person to lead ICR into the future.

Today, Pastor Tim is having the joy of a lifetime encouraging and instructing pastors in South Africa, Europe, South America, Canada and Haiti about the biblical principles of revival, personal holiness, and the message of Jesus Christ.

ICR makes it possible for pastors and their wives to come to a conference that they otherwise could not afford to attend. Many scholarships for the pastors are provided in full and some are in part depending on the individual need of each pastor.

Today you have an incredible opportunity to help keep these precious men of God on the ministry field and even open up new countries. As Dr. Stephen Olford said, "A ministry to ministers is a ministry to multitudes."