

# **Disloyalty**

## **Part I Stages of Disloyalty**

### ***Becoming Disloyal is a Process***

Disloyalty doesn't just happen overnight. Becoming disloyal is a process! Most people are unaware of the fact that they are becoming disloyal. Many leaders do not even notice disloyalty in their associates. In this chapter, I am going to outline the stages a person goes through when he is gradually changing into a rebel.

### ***Learn to Detect Disloyalty***

There are two reasons why you must know these stages of disloyalty. First of all, it will help you to identify and kill any such tendency within you. Secondly, it will help you to detect disloyalty in any person you work with. This applies to the ministry and even to businesses, especially smaller companies.

The Lord has shown me eight important stages that a person goes through when he is becoming disloyal. The first stage is when he develops what I call an independent spirit.

### **1st Stage**

#### ***The Independent Spirit***

The independent stage is so subtle that most people do not recognize it for what it actually is disloyalty. When a person belonging to a group, ministry or company develops an independent attitude, he sort of becomes autonomous within the set-up. The rules of the organization no longer control him. Such a person is still a part of the church but does what he wants to do, in spite of contrary instructions.

For instance, the pastor may say, "We are all fasting on Friday." But the person with an independent spirit would think, "I've already decided to fast on Wednesday. So that's what I'll do."

#### ***Watch Out for the Independent Ones***

Pastors, watch out for deacons and leaders who have independent spirits. You may call for several meetings, but a person with an independent spirit decides to attend only those he feels are important. Such a person obeys only certain instructions, the ones he thinks are really important.

Because Ghana is independent of the USA, whenever there is an American holiday it has no bearing on Ghana. Ghana and America are two countries in the same world, but independent of each other. When Ghana declares a holiday, America takes no notice of it because America is independent of Ghana.

If you are unfortunate enough to have choristers who have independent spirits you may experience something like this. You would declare prayer meetings, rehearsals, and outreaches,

but an independent chorister would decide, "I think I'll just attend the rehearsal." Once again this individual is doing exactly what she thinks should be done.

There is nothing wrong with being independent. I believe in independence and we thank God for independent people. However, if you are a part of a denomination, group or company you are not independent.

When you begin to exhibit a spirit of independence within an organization, be it known onto you that you are becoming disloyal.

### ***I Had an Independent Spirit***

Many years ago, I belonged to a group that had branches all over the country. I even founded a branch of this group. But as time went on I began to have difficulties with the headquarters of this group.

At that time I thought to myself that my superiors at the headquarters were out of step spiritually. You see, the group I was leading was growing. Many souls were being established every week.

The overall directors of the organization would call for meetings at the headquarters. They wanted the whole group to come into town for these meetings. But I never went for any such meeting; neither did I encourage any of the members to attend.

I always said to myself, "Those meetings are not important. What I am doing on campus is important. I am winning souls."

### ***I Was Wrong***

But I was wrong. I had an independent spirit and didn't even know it.

The overseers found me to be a successful leader in my little branch.

But they could not control me within the organization. At that time, I just attributed the conflict to lack of vision on the part of my overseers.

The point I'm making here is, if you belong to an organization, you are not independent of that organization. Therefore, you cannot just do what you think is right. You must comply with directives that come from the head. If you feel you want to be independent than you should resign.

### ***Pastor Joab The Independent Killer***

Where independent people in the Bible? The answer is yes. Throughout the Second Book of Samuel, Joab is noted as someone who did what he wanted to do. He was part of David's army. He was part of David's ministry team, if you like. He was one of David's managers! You could say he was the Prime Minister or David's right-hand-man. He was so powerful, yet he had an independent spirit. This independent spirit manifested itself many times.

The first example of the independence of Joab was in the murder of Abner.

Abner was the commander-in-chief of another section of the armies of Israel. David, as the head of government, decided to make peace with Abner after years of conflict.

The King even called for celebrations of this peace agreement by feasting with him.

*So Abner came to David... And David made... him a feast... and he went in peace.*

*2 Samuel 3:20, 21*

But when Joab heard that this man had been entertained in the palace, he was furious. He chased him, caught up with him and requested to speak with him privately. But Joab tricked him and killed him.

*And... He (Joab) sent messengers after Abner, which brought him again..., took him (Abner) aside... and smote him... 2 Samuel 3:26,27*

When the King opted for peace, his right-hand-man decided to do otherwise. Although he was supposed to submit to the wishes of the king, he went ahead with his own plan. People like this are dangerous. Joab could have plunged an entire nation into war through his independent actions.

There are people like that in church. The founder or Head pastor is often the vision carrier. He leads the way because he is the head.

All associate pastors and leaders in the church are supposed to flow with his vision. An independent 'Pastor Joab' will only bring confusion and strife to the church. Take note of such people in the church, because they are only a few stages away from open rebellion.

The second incident I want you to notice is in Joab's handling of Absalom's coup d'etat.

### ***Rev. Joab Moves Independently Again***

Absalom rebelled and actually ousted his father David from the throne. Absalom was now in power and David was faced with the bizarre circumstance of having to fight against his own son.

In the midst of these extraordinary circumstances, David specifically instructed that the army should not kill his son Absalom. He wanted to spare the life of his son.

*And the king commanded Joab... Deal gently for my sake with... Absalom... 2 Samuel 18:5*

Thankfully, the battle turned in the favor of King David and Absalom had to flee. A certain man reported that he had seen Absalom hanging by his hair on a tree. Joab immediately blurted out, "Why didn't you kill him? I would have rewarded you handsomely."

But the man said,  
*...Though I should receive a thousand shekels of silver in mine hand, yet would I not put forth mine hand against the king's son: for in our hearing the king charged thee... saying, Beware that none touch the young man Absalom. 2 Samuel 18:12*

This unnamed person was part of King David's set-up and was obviously loyal to him. But here comes a man with an independent spirit and look at what he did.

### ***Independent People Do What They Want To Do***

*...And he (Joab) took three darts... and thrust them through the heart of Absalom...*

2 Samuel 18:14

Independent people do what they want to do in spite of the instructions that are emanating from above.

### ******Ironically, independent People Don't Leave******

Notice that Joab never really left David's camp. people have not decided to leave. They will stay around but will do what they want to do! That is the independent spirit and it is a degree of disloyalty.

I always notice independent people within the congregation. Some of them are leadership material but because they are independent of me and of my vision, I cannot work with them.

### ******He Was Spiritual, But Independent******

I once asked an independent church member, in whom I saw leadership potential, to join our Bible school. Quite characteristic of an independent person, he said, "I have been in the church since it began many years ago. I have heard all of your messages."

He went on, "Pastor, what else am I going to learn in this Bible school?"

That was the end of the matter. He didn't attend.

At another time, I asked him to become a fellowship (cell) leader within the church. He told me, "Pastor, I am already conducting a fellowship in my home."

I asked, "Who are the members of this fellowship? Are they members of our church? Do you consider this to be a church group?"

"Oh no!" he answered. "They are my personal converts."

This brother could not be a cell leader within the church because he was building his own private cell group. He had no intention of defecting from the church. He was within the church but independent of everything going on around him.

### ******Branch Pastor Joab Threatens a Take-over******

The next example of Joab's independence was when he fought against the royal city of Rabbah on behalf of King David. When victory was in sight he sent a warning message, "You better come and participate in the war otherwise I will get all the credit."

*Now therefore gather the rest of the people together, and encamp against the city, and take it...*

2 Samuel 12:28

He wanted David to be there himself! What he was saying in other words was I'm no fool to do all the hard work only for you to take the glory. As is said in Ghana, "Monkey dey work, baboon dey chop". (In other words, the monkey does all the hard work whilst the baboon benefits from the reward.)

### ******Pastor Threatens to Change Church Name******

Joab went on to threaten that if the king did not get involved as he was suggesting, the city could be named after him instead of David.

*...lest I take the city, and it be called after my (Joab) name. 2 Samuel 12:28*

How can you send such a message: "Come quickly otherwise I will change the name of the church"? Such a pastor can take over a branch church and rename it. Such a person can

convert a cell group into his personal church. This is the reason why some pastors don't believe in cells or branches. They fear that they will have Joab's as leaders.

The last example of Joab's independent spirit comes at the end of the king's life. David made it very clear that he wanted Solomon to be the next king.

### ***Independent Pastor Helps the Opposition***

There was another son named Adonijah who wanted to be king in the stead of Solomon. To do this he needed the help of some perfidious characters. Once again Joab, who knew David's wishes went contrary to it and helped Adonijah.

*Then Adonijah... exalted himself, saying, I will be king... And he (Adonijah) conferred with Joab... (Who) helped him. 1 Kings 1:5, 7*

## **2nd stage Offense**

The second stage of disloyalty is offense. Jesus said:

And then shall many be OFFENDED, and SHALL BETRAY one another, and SHALL HATE one another. Matthew 24:10

From this scripture you can see that people begin to betray and hate one another when they are offended. The Bible says folks will betray you when they are offended.

I have always been wary of wounded people because I know that they can turn against me. The spirit of offense opens the door to the spirit of treachery.

### ***Is Anyone Hurt?***

Dear leader, look around you and observe those who have been wounded by one event or another. If these people have not genuinely overcome their hurts, hear the voice of the Spirit today. They are potential separatists, and they can easily become your enemies.

I believe that Absalom was grievously hurt by two important events.

First of all, his Half brother's rape of his sister. He probably decided to kill his brother from the very day it happened.

Secondly, his father King David did not take the appropriate action against Amnon for raping Tamar. The Bible says King David was very angry with Amnon. However, he was under obligation to do more than just being angry. If he had done his duty, he would have fulfilled the Law of Moses.

*And if a man shall take his sister, his father's daughter... and see her naked ness... (He) shall be cut off... Leviticus 20:17*

The penalty for incest in those days was death. But David failed to implement it. Never forget this, hurts and offenses usher people down the road of disloyalty

## **3rd Stage Passivity**

After being offended by one thing or the other, people become passive. When a person is in the passive stage of the disloyalty process he does not involve himself in much. He sits and watches unconcerned and uninvolved. Pastors, look out for people in the congregation who are indifferent and unconcerned. They are potential deserters of the ship.

### ***Watch Out for the Uninvolved Members***

For instance, I consider members to be passive if they don't get involved in prayer meetings or smaller group activities.

If all businessmen were called for a meeting, he is not likely to attend, even though he is a businessman. Such people may have been hurt in the recent past. They say things like, "I don't want any more trouble in this church. Let me just keep to myself."

*Cursed be he that doeth the work of the Lord deceitfully, and cursed be he that KEEPETH BACK his sword from blood. Jeremiah 48:10*

You can see from the above scripture that God expects you to get involved when you have something to contribute. This verse is actually teaching us that it is a curse to be uninvolved when you have something to pitch in.

Passivity is dangerous because you move rapidly into the critical stage of disloyalty. In order to become critical you must be uninvolved. You must have enough time to scrutinize and despise the church and its leaders. Don't you know that an uninvolved person more readily sees the faults around him?

As they say, it is the bystander who sees that the worker is digging a crooked trench. All leaders must learn to look for this important sign of passivity among their workers. The uninterested leader is uninvolved for a reason.

### ***Why Was He So Quiet?***

Remember the story of Absalom who went through this stage of passivity. Amnon had raped and disgraced Absalom's sister, Tamar. Absalom was doubtlessly angry with his half-brother but said nothing for two whole years. That is passivity! Doing nothing and saying nothing! I do not overlook silent and detached people who have nothing to say or contribute.

*And Absalom spoke unto his brother Amnon neither good nor bad... 2 Samuel 13:22*

But notice again that this indifferent person (Absalom) quickly degenerated into a murderer and tergiversator when the opportunity presented itself.

*...Absalom had commanded his servants..., when Amnon's heart is merry with wine..., then kill him... 2 Samuel 13:28*

### ***Are You Happy?***

When I talk about being quiet, I am not talking about someone who has a naturally subdued personality. I am talking about someone who is normally outgoing but is consciously subdued and detached.

One of the common questions I ask those around me is, “Are you happy?” I want everybody around me to be happy. I am concerned when someone is unusually calm and cool. Every good leader must ensure that those around him are secure and content. If King David had noticed Absalom’s nonchalant attitude, he might have been able to prevent his son from becoming a full-fledged anarchist.

## **4th Stage** ***The Critical Stage***

A disloyal person is not passive forever; he progresses into the next step of being critical. This is the stage of noticing and magnifying faults. In church, he finds faults with the preaching of the Word and with the order of service. He analyses the building and notices all the deficiencies of the surroundings.

Miriam had become critical of Moses. She had followed his leadership all the way out of Egypt, but now she began to see his faults and humanness. And she spoke about his marital problems. *And Miriam and Aaron spoke against Moses... Numbers 12:1*

I remember early in the ministry, a spirit of disloyalty entered my church. Many of the church members became very critical of me. With eagle eyes they watched out for my faults. Poor me!

### ***I Was Frightened By My Church Members***

I was a young pastor with no theological training. Here I was, being subjected to the critical scrutiny of these people. “Is he really called?” they asked.

“Can a medical student be a pastor?” I could virtually hear them saying, “We know you don’t have much to say. Just summarize your message and let’s close the service.”

### ***I Dreaded Saturday Evenings***

I would become so nervous on Saturdays that I would have diarrhea from Saturday night to Sunday morning. Once I asked my beloved (fiancée), “Is this the dread I will have to go through every Saturday night?”

I will never forget standing before the congregation, on one particular Sunday morning. I lifted my eyes from my Bible after praying, and saw the angry and hypercritical eyes of my assistant and a host of others. I knew within me that they would never find anything good in what I was going to preach. This critical atmosphere almost broke up my fledgling church.

Naturally, a hypercritical atmosphere does not help anyone to preach well. Some may ask why I teach so much on the subject of loyalty. This is because I have experienced the devastating impact disloyalty can have on the ministry.

### ***Point of View or Viewpoint?***

Someone once told me, your point of view depends on your viewpoint. The value of a thing varies depending on the glasses through which you look at it. If you look at something with critical eyes, you will only see the imperfections. However, if you look at it with an eye of love you will see something good and hope for the future.

Absalom also had begun to find faults with the king's style of leadership. He was so engrossed with the deficiencies of David's ministry He could see no good anywhere. This only led to another stage of disloyalty deception.

*And Absalom said unto him, See, thy matters are good and right; but there is no man deputed of the king to hear thee. 2 Samuel 15:3*

## **5th Stage The Political Stage**

When a person becomes political, he tries to involve others in his ideas and philosophies. Politicians operate on the power of people's opinions. Many politicians cannot tell the truth because they want to please people. What people think and say is what concerns them most.

When a person is becoming disloyal he tries to involve other people in his treacherous ideas. He wants to gather a following and make people believe that he has identified a real problem that must be addressed.

This is exactly what Absalom did.

Absalom was hurt ( stage), then he said nothing for two years (passive stage). He then became unduly analytical of David's policies (critical stage). Now he began to involve other people in his disloyal thoughts.

*And Absalom said unto him, See, thy matters are good and right; but there is no man deputed of the king to hear thee. 2 Samuel 15:3*

The Bible tells us that Absalom sat at the gate of the city. When anyone came to see the king, he would ask if they had any problem. He would then listen carefully and sympathize with them.

He explained to the people, "It is a pity that the king has no time for you today."

He lamented, "Unfortunately, he has not even bothered to delegate someone to attend to your problems."

### ***Let's Pray For Our Pastor***

Absalom went on, "Let's pray for our dear king. He's getting older and is probably finding it difficult to cope with the job." This is the mistake that some associate pastors make. Because of their work schedule they may have more opportunity to interact with the people. The congregation begins to feel that the associate is more accessible and friendlier than the senior pastor (the king) is. The mistaken associate will allude that the senior pastor (the king) is incompetent and really just a figurehead.

The people of Israel were so impressed with the king's son for two reasons. Number one, he was so handsome and physically attractive. Two, he seemed to genuinely care for them. After impressing them for a while, Absalom won the hearts of the people.

*...so Absalom stole the hearts of the men of Israel. 2 Samuel 15:6*



When someone becomes political he wants to involve others in his train of thought. You see, the more people that you can involve in something controversial, the more confidence you will gain. Disloyal people have an insidious way of discussing the shortcomings of their leaders.

They ask questions like, “How did you find the service today? I thought it was a bit dry.” They even come up with scriptures. “As a Bible based church, don’t you think we should have some miracles?”

“Do you think our pastor is as anointed as he was last year?”

“Have you noticed that a lot of people are leaving the church?”

“I think that our pastor travels a bit too much Don’t you?”

These questions are used as bait for unsuspecting Christians they drag innocent members into analysis of issues that are “above” them.

*...neither do I exercise myself in great matters, or in things too high for me. Psalm 131:1*

Gradually they are able to spread their dissenting feelings to a group of gullible Christians.

### ***Many People Are Saying...***

The next thing is that they approach you with reports of discontent within the congregation. From experience I have come to learn that when a person is in the political stage of disloyalty, he has three favorite phrases:

- A lot of people are saying “so-and-so”.
- Everybody is saying “so-and-so”.
- Many people are saying “so-and-so”.

They say, “A lot of people are saying, ‘You travel too much.’ Everybody is saying that the church building project has taken too long to complete.”

They explain, “I am speaking on behalf of many who are not happy in church.”

### ***His Home Was the Center of Discussion***

Some years ago, I had an associate just like that! He seemed friendlier than I was and more accessible. People would take their problems to him. His home was the center for the discussion of the problems of the church. They discussed all of my shortcomings in his house. The church members became more and more discontent with my style of doing things.

- “He preaches too long, don’t you think?”
- “He sips water while he preaches.”
- “He walks up and down too much.”

With time, he began to tell me, “A lot of people are saying... Many people are saying...”

### ***There Is Joy and Liberty When He Travels***

I recall one day I was at a retreat center for a time of fasting and prayer.

I came across the associate pastor of a large church in my city. After exchanging social niceties, I asked, “How is your senior pastor?”

“Oh, he’s around.” He said.

I went on, "How is the church doing?"

He replied, "We have some problems, but we are watching. You know what; when he travels everybody is happy"

Confused, I asked, "When who travels?"

He smiled and said, "The senior pastor."

"Why is this so?" I queried.

He answered, "Because when he's away there is liberty and joy, and the Holy Spirit flows. The fact is that a lot of people are not blessed any more when he preaches." He emphasized, "Oh, many people are not happy when he is here! There is joy and liberty when he is away!"

As I listened to him, I concluded that this man was far down the road of disloyalty. And I was not wrong! Less than a year later he rebelled and broke away from his senior pastor with a section of the church.

### ***Sack Him!***

When a person gets to this political stage of disloyalty he becomes dangerous to the unity and stability of the church. Such an individual is a threat to the security of your leadership. It is unsafe to maintain this "Absalom" personality within your ranks. In my opinion, you have more than enough grounds to get rid of him.

### **6th Stage *Deception***

One thing that I am sure about is that people who rebel are grossly deceived. If they were not deceived they would not do some of the things they did. Most people who have rebelled have ended up in destruction.

And I know that no one intends to destroy his life.

I want to take you through some of the common deceptions that ministers encounter as they progress along the road of disloyalty. You must realize though, that every minister is tempted with these thoughts.

Many rebellious people are deceived into thinking they are greater than their seniors.

Sometimes a son in the ministry can rise up to do greater things than his father. Jesus did not seem to be worried about the fact that some of His disciples would do more miracles.

He actually predicted that His trainees would do greater things than He had done and He was happy about it. *...the works that I do shall he do also; and GREATER WORKS THAN THESE SHALL HE DO... John 14:12*

History has proved this to be true. Today, evangelists minister to larger crowds than Jesus ever did. Ministers have larger Bible schools than Jesus did (Jesus had only twelve students in his Bible school). Jesus never traveled more than two hundred miles from the place where He was born. I have traveled thousands of miles from the place where I was born. Jesus never wrote a book but you are reading one of my books. Jesus never had an office for His ministry. But most churches do. Jesus never went to the university, but I did for seven years.

Jesus raised only two people from the dead, but someone like Smith Wigglesworth is said to have raised twenty-one people from the dead. At the end of His life, Jesus was ruthlessly murdered by His enemies and condemned amongst thieves.

Most pastors would be given an honorable exit from this world. But Jesus didn't have that! While He was dying, the soldiers gambled for one of the few things He had on earth His coat. However, most ministers now own more property on this earth than Jesus did.

These facts do not make any of us greater than Christ. Christ is still Christ the King. And you and I are still mortal non-entities. Without Him we are nothing. Do not be deceived by your recent promotion in the ministry. You are still you.

Jesus said,

*The servant is not greater than his lord; neither, HE THAT IS SENT greater than HE THAT SENT HIM. John 13:16*

It is unfortunate that when we make little gains in the ministry, we begin to think that we are greater than anyone who has been before us.

### ***Don't Despise Your Teacher***

Ministers despise their teachers just because they have acquired a little following and a new car. One of the oaths I had to make as a new doctor was to respect my teachers. You must remember that you have been helped by somebody to get to where you are. You must never forget that, in a certain sense, you have been set where you are by or through someone else.

Lucifer was appointed by God, but it seems he forgot the all-important fact.

*Thou art the anointed cherub... and I HAVE SET THEE SO... Ezekiel 28:14*

Lucifer forgot that his perfection, wisdom and beauty had come from somewhere. It was actually created. You learnt what you know from somewhere. Eighty percent of what we preach and teach is learned. Lucifer was a created being. He did not create himself

*Thou..., full of wisdom... perfect in beauty... WAST CREATED. Ezekiel 28:12, 13*

Some people have a little vision and go off into the deep end. Some pastors have a few miracles in their churches and from that time they respect no one. They lay hands on one or two people who fall under the power of the Spirit and their hearts are corrupted because of their success in the ministry. Many sing their praises and young ladies approach them with admiring eyes.

### ***Deceived By His Recent Success***

*Thine heart was lifted up BECAUSE OF THY BEAUTY... Ezekiel 28:17*

Many Ghanaian pastors become rebellious when they are sent outside their country to pastor churches in rich European and American cities. They walk up and down in the midst of the "stones of fire" and it goes to their heads.

I remember one minister who had been in training for some years. He was sent to pastor a branch church for the first time in his ministry. After six months he returned completely transformed into a rebel.

### ***He Said, "Give Me Six Months"***

No one could control or counsel him. He had cutting rebukes for his seniors, pointing out to them that they were not always right.

This person had become deceived into believing he was as gifted as anyone else was. In the end, he resigned, bitterly denouncing and deriding his superiors in the ministry. Out of contempt, he called his former church a cult. He even went as far as calling his father-in-the-Lord (the one who led him to Christ) a fool, for associating with the church he was leaving.

To emphasize the "I'm as good as you are" attitude, he started a church a few meters away from his home church. And began to invite members from his previous denomination to join him.

That was not all. This refractory anarchist vowed to prove his ministerial gift to all and sundry within six months of his defection. However, years after this defiant separatist revolted, he has simply disappeared into obscurity.

This obstinate insurgent thought that within six months he could achieve things that take many years of experience to attain.

I believe that avoidance of deception was one of the reasons why Jesus instituted the Lord's Supper. It is to remind everyone that no matter what you achieve or attain you are not Christ! We need to remember our origins. We need to remember how we became what we are today. Jesus said

*... This do in remembrance of me. Luke 22:19*

Many rebellious people are deceived because they are gifted and anointed. Absalom was very gifted but wanted to be the king. Many insurrectionists think that they have acquired all the knowledge they will ever need.

### ***The Mother Of All Deception***

The mother of all deception is when the mutineer thinks that he can destroy his teacher and father. He thinks he has enough clout to obliterate those who have been a blessing to him. The spirit of rebellion does not only lead assistant pastors to defect but also inspires them to fight against the authorities that have been set over them.

Absalom fought against his own father and failed. Judas tried to destroy Jesus his teacher and Lord but that is the mother of all deception.

You cannot destroy the Lord through your uprising. Lucifer thought he could dethrone God, but that was also not possible. What folly! What unthinkable madness!

### ***He Threatened To Destroy His Own Father***

Some years ago, I sat at home fellowshipping with a Nigerian minister. This pastor friend of mine is the overseer of several large churches scattered all over Nigeria. As we chatted, I realized he had had experiences similar to mine. He spoke of one mutinous pastor who had grown up in his house as a sort of servant.

### ***I Will Publish A Book About You***

This young man had graduated into becoming the pastor of one of his largest branch churches. My friend told me that this pastor had become anarchistic and had decided to fight against him. I was struck by one of the comments that he made.

He told me, "This young man rebelled, broke away and began to say all sorts of malicious things about me." His own son in the ministry said, "I will publish a book of seditious material that will bring you down."

### ***I Will Run You Out Of This Town***

How interesting, I thought. I remembered a similar threat that I had received from a rebel pastor. This person had said that he was going to run me out of my own city.

You see, this is the mother of all deception. This is the spirit of Absalom that fights against your own father. The spirit of Lucifer is the spirit that tries to replace and take over rightful authority. The spirit of Judas, is the treacherous spirit that betrays and turns against its own teacher. I want you to learn right here, that all of these things are impossible.

You cannot replace God. And you cannot succeed in fighting your own father. God will not help you and in fact, He will fight against you. All of nature, including the wild ravens and eagles of the air will fight against you. The Bible says,

*The eye that mocked at his father.., the ravens of the valley shall pick it out, and the young eagles shall eat it. Proverbs 30:17*

## **7th Stage Open Rebellion**

This is the stage where deceived insurrectionists fight openly against authority. This open fight comes about because of the confidence the rebel develops over the months and years. He gains psychological support by gaining the support of some of the people he talked to.

Remember that Lucifer gained the support of over a third of the angels. He has had time to analyze the merits and demerits of the person against whom he is rebelling. Then suddenly, he exposes himself to be what he is at heart.

1. Lucifer did this. *And there was war in heaven. The dragon [devil] fought... Revelation 12:7*
2. Absalom fought against his father. *And David said... Behold, my son (Absalom), which came forth of my bowels, seeketh my life... 2 Samuel 16:11*

3. Absalom tried to become his father in all aspects, including in the bedroom.  
*...And Absalom went in unto his father's concubines in the sight of all Israel.*  
2 Samuel 16:22

4. Judas betrayed and fought against his Lord and master.  
*Judas... came, and with him a great multitude with SWORDS... Now he that betrayed him gave them a sign, saying, whomsoever! Shall kiss, that same is he: HOLD HIM FAST.*  
Matthew 26:47, 48

Judas had told them to get a good hold of Christ and not let Him go. This is the open fight against your master, teacher or your father. It is what I call the open rebellion stage of disloyalty. This leads us into the last and final stage of this drama. What I call the execution stage.

## **8th Stage Execution**

The end of all rebels is one and the same execution. Rebellion is an essentially evil thing. The Bible teaches us that rebellion is as witchcraft.  
*For rebellion is as the sin of witchcraft...* 1 Samuel 15:23

The Biblical punishment for witchcraft is execution.  
Thou shalt not suffer a witch to live. Exodus 22:18

God does not support rebellion in any form or fashion. Do not involve yourself in any kind of rebellion. The people who get involved in re volts are often simpleminded. Many of them do not know what is afoot.  
*And with Absalom went two hundred men out of Jerusalem, that were called; and THEY WENT IN THEIR SIMPLICITY, AND THEY KNEW NOT ANY THING*  
2 Samuel 15:11

Many people run into rebellion because of their innocence and ignorance. If Absalom's followers had known exactly what they were doing, I believe they would not have followed him.

The fruit of rebellion throughout the Bible is very clear execution. God will divinely displace and replace you with someone else. Your seat will be taken by another who is worthier than you. You will be banished into obscurity and oblivion. There will be a curse on you and your family. Just study the following list of executions:

Lucifer

*And the great dragon was cast out, that old serpent, called the Devil, and Satan, which deceived the whole world: he was cast out into the earth, and his angels were cast out with him.*  
Revelation 12:9

Absalom

*And ten young men... compassed about and smote Absalom, and slew him. 2 Samuel 8:15*

*Ahithophel*

*...A hithophel... hanged himself, and died... 2 Samuel 17:23*

*Shemei*

*So the king commanded Benaiah... which went out, and fell upon him (Shemei), that he died. 1 Kings 2:46*

*Adonijah*

*And King Solomon sent by the hand of Benaiah the son of Jehoiada; and he fell upon him (Adonijah) that he died. 1 Kings 2:25*

*Judas*

*And he (Judas)... went and hanged himself. Matthew 27:5*

## **Part II**

### ***A Culture of Allegiance***

A culture can simply be defined as “the way we think and the way we do things around here”. The culture of a church is a very powerful force. A church can either have a culture of loyalty or disloyalty. In visiting different churches, I have noticed a prevailing climate of loyalty or treachery.

I remember once when I was in South Africa to minister, I interacted with several assistant pastors and leaders. Throughout my interactions, I noticed a certain reverence and genuine love that all the associates seemed to have for their senior pastor. Never once was there any sarcastic remark from anyone. They seemed to sincerely love and respect their pastor.

#### ***That Church Had A Culture Of Disloyalty***

I recall also being in another church where the contrast was unmistakable. I found assistant pastors who did not hesitate to make sarcastic comments about their head pastor behind his back. They seemed to think that they were gaining my sympathy by applauding different aspects about my church while maintaining an unfavorable picture of their own church.

I remember one of the pastors said, “Oh, I like your church building. It’s simple and practical.”

And he continued, “You know our ‘man’ (he was referring to his senior pastor). We have been doing this expensive project for many years and we are getting nowhere.”

I just looked on in amazement! You see by this comment this pastor had ridiculed his pastor and his pastor’s management in front of me, an outsider.

I remember another time, when I was officiating a wedding of a church member. The bride was from my church and the bridegroom was from this other church. I had asked my associate to perform the nuptial ceremony so that I would preach.

### ***He Said, "I Like Your Style"***

After the service, this pastor who belonged to the bridegroom's church approached me and said, "I am very happy to meet you. I like your style."

He added, "I'm glad to meet a Bishop who allows his associates to participate in the ceremony. You know, at our place things are different. Our man the Bishop, would not have allowed anybody else to play a prominent role."

I listened quietly. I thought to myself, "This man thinks he's praising me by making cynical remarks about his Bishop."

### ***But He Was A Rebel***

I said to myself, "This is a rebel in the making." And sure enough a year later, this pastor rebelled against his Bishop.

I am talking about a culture of disloyalty. A culture can simply be defined as "the way we think and the way we do things around here". A church's culture is simply the set of unique customs and values that the members are accustomed to.

The culture of a church is a very powerful force. You may not be aware of it but it is real. You need to develop a good culture of faithfulness, fidelity and loyalty. Even in the business world, the culture of the company in question determines how well it does.

In my church, we have gradually developed what I call a culture of loyalty. It is unacceptable to speak negatively about any minister. I myself have no sardonic remarks to make about my friends and pastors behind their backs. If I have anything to say I will usually just say it.

### ***People Notice Loyalty***

Lighthouse church members would regard you as a rebel if you began to speak in a certain way. One brother, coming from a less loyal church culture remarked, "Your church is airtight." What he was trying to say was that he had found our culture impermeable to all forms of malicious talk. As a result, the undercurrents of murmuring and discontented people are not free to exist in our environment.



# Part III

## *Signs Of Disloyalty*

I learnt some time ago that leaders often do not know their flock as they truly are. If you are a leader, people will pretend to you all the time. They will conceal their shortcomings from you and only tell you things they know you want to hear. They will praise you because they know you like the encouragement.

When anyone you relate with is disloyal, do not expect the person to announce, "I don't support you." Every good leader must watch out for what I call Signs of Disloyalty.

### ***Leaders: Watch For The Signs***

These signs will help you navigate through the maze of people who sing your praises. When those surrounding Christ seemed to praise him and acknowledge him as a great leader, Jesus did not trust himself to them.

*But Jesus did not commit himself unto them, because he knew all men, and needed not that any should testify of man: for he knew what was in man. John 2:24, 25*

Every good leader must not subject himself to men. Neither should he trust what people are saying, wholeheartedly. Please remember that when Jesus entered Jerusalem on Palm Sunday he was hailed and praised.

### ***Don't Trust Everyone***

In a certain sense, you must learn to take everything with a pinch of salt. In another part of the Bible, Jesus' own brothers suggested that he go public with his ministry.

*His brethren therefore said unto him, Depart hence, and go into Judea that thy disciples also may see the works that thou doest. John 7:3*

They encouraged him, explaining that no one who wanted to have a far-reaching ministry should keep himself in secret. Remember, these were Jesus' own brethren. Jesus simply answered and said, my time is not yet come. But in John 7:5, the Bible reveals that this advice coming from his own brothers was not genuine.

*For neither did his brothers believe in him. John 7:5*

You can see right here that a leader is often subjected to hypocritical advice and lying praises. This is the reason why every good leader must learn about what I call the Signs of Disloyalty.

The following are some of the signs that people exhibit when they are disloyal or potentially disloyal.

### ***1. - A leader who disappoints you in times of pressure or crisis.***

Notice leaders who absent themselves when the church is going through difficult times. Watch out for people who are absent during hard times. It is in times of pressure that you see the true

character of a person. In the heat of events, you may have to rebuke someone sharply, or you may have to over stretch those you work with. Watch how they behave in such times, it will tell you something about their loyalty.

You expect everyone to cooperate in times of war. Some time ago, we had a crisis in our church relating to factions within our community. One day, in the heat of events, we had to go and see some officials in the government. When we went to see these officials, they told us that they wanted to see if we had any support from the local people who lived in the community.

### ***The Three Deserters***

I said, “Oh, that’s not a problem; we have some members of the community in our church.” “I even have some of the community members working in our office.”

So, I left a hurried message for some of the church workers (who were also pastoral trainees) to join me in visiting these government officials.

I wanted the government officials to see that we had genuine support from the community. Would you believe that these pastoral trainees did not turn up? They did not go to see the government officials in support of the church. I felt really depressed and let down in a time of war.

After the crisis, I confronted the three deserters.

### ***Two of Them Apologized***

Shortly after that, two of them apologized for letting me down in the time of crisis. However, the third person in question rendered no such apology. I decided to say nothing to him, but just to watch him. I realized that I had detected a lack of full commitment. I was not surprised when a few weeks later I received a letter on my desk from this same brother. I can always tell when a letter is a resignation letter.

### ***I Resign***

This particular letter had only one sentence, “I resign from your organization.” I never saw this brother again and was not interested in seeing him anymore. Watch out for those who desert you in times of trouble. They are probably not loyal to you.

Why did Paul say he wouldn’t work with Rev. John Mark? It was because John Mark had deserted him in a time of crisis.

*But Paul thought not good to take him (John Mark] with them, who departed [from] them... Acts 15:38*

## ***2. - Leaders who disappoint you when they are under pressure.***

I have noticed that certain people just do not come to church or participate when they are experiencing a domestic challenge or a financial problem. I am often under pressure from several quarters (looking after the Cathedral, dealing with situations concerning branches, pastors, lands and properties, personnel, salaries, letters, criticisms, telephone calls,

emergencies, pressures of traveling and family). But in the midst of all this I have to remain focused and perform all my duties. It is important that I do not collapse or let people down when I am under pressure.

*Confidence in an unfaithful man in time of trouble is like a broken tooth, and a foot out of joint.  
Proverbs 25:19*

There are some people who often present themselves with problems concerning homes and families. Have you noticed that these problems have not prevented them from going about their jobs? Any leader that deserts you when he is under pressure is a potentially dangerous person.

### ***Pastors Still Have To Preach***

Many pastors have to preach on Sunday mornings sometimes after they have had a disagreement with their wives on the way to church. But they still have to minister under the anointing. If they were to break down under the least of pressure they would be unreliable ministers.

### ***3. - Leaders who have moral weaknesses***

If you have a leader with a persistent problem of immorality, please take note of such a person. He could disappoint you or turn against you one day. Why is this? The Bible says a leader must live a holy life, treating the young ladies as sisters and not as girlfriends.

*[Treating] . . . the younger as sisters, with all purity. 1 Timothy 5:2*

A person, who lives continually in sin, is often in rebellion against God. That attitude of rebellion can be turned unto any of God's representatives at short notice.

### ***The Angry Pastor Walked Out***

You may also have to discipline such a fellow for his misdeeds. In his anger at your correction, he may walk out on you in rebellion. Such people usually go around, making up bad stories. You see, they have to give an explanation for leaving their church.

### ***4. - Leaders who have a financial weakness.***

Again, someone who is a thief is in rebellion against God. This rebellion will eventually turn against the pastors. If such a thief is confronted about his evil deeds, he is likely to be incensed against you. In his anger at correction, he may also walk out and spread negative stories about you, claiming that you are the real thief! Remember that many traitors and rebels are also thieves.

*...he [Judas] was a thief... John 12:6*

### ***5. - Leaders who are worldly.***

A leader who loves watching worldly and perverted films is to be noted. He loves worldly music and knows all the lyrics. Someone who admires worldliness is surely attracted to it. This person could desert you just as Demas deserted Paul.

*For DEMAS HATH FORSAKEN me, having LOVED THIS PRESENT WORLD...*

*2 Timothy 4:10*

## **6. - Leaders who think that they can do what you are doing better than you can.**

Anyone who is watching me, the senior pastor, and has thoughts flashing through his mind “I could do this better” or “If I had the chance, I would also be able to minister like that, and probably even better”- such a person is a dangerous person to have around. Remember that Absalom thought he could do his father’s job better than he was doing it. Absalom said.  
*...OH THAT! WERE MADE JUDGE IN THE LAND that every man which hath any suit or cause might come unto me, and I would do him justice! 2 Samuel 15:4*

A person is not doing what he is doing because he is the best at doing it. He is doing it because God has put him there. I am not the pastor of my church because I am the best pastor. I am here because God has put me here. There may be people who are even better pastors than I am, but God put me here instead of them.

David was the king because God made him king. He was not the king because he was the most qualified person. Sometimes the assistant may look even more capable at certain things than the head. But don’t make the mistake of fighting against the order that God has set. You will not succeed! It is God who sets and it is God who will remove, if He so pleases. You cannot remove what God has set in place.

*And GOD HATH SET some in the church... 1 Corinthians 12:28*

## **7. - Any leader who is prepared to attack his own father or senior in ministry.**

Be careful of people who come to you from another church where they grew up. Mark them when they say all sorts of negative things about their former pastors and fathers in the Lord. Remember that Absalom was prepared to attack his own father.

*Behold, my son [Absalom] seeketh my life... 2 Samuel 16:11*

Such a person is deadly! Do not admit such a person into your fold thinking that he will be loyal to you. Remember that he was thinking of attacking his own father. Absalom chased his own father out of town.

Never befriend someone who attacks his own pastor.

I have listened as pastors said all sorts of negative things about their own seniors. Perhaps they thought they were gaining my sympathies, but the more they talked the more “Absalomic” and treacherous I found them to be. This is why it is almost impossible to become a pastor in my set-up unless you grow up from within.

## **8.- Wounded Leaders who have never recovered from their hurts.**

I observe closely all people who have been hurt by one event or the other. In normal church life, many things occur that can lead to hurt and Offenses. I have discovered two types of people.

- One type recovers from the Offense and moves ahead with his life.
- The other type seems to harbor some lingering unforgiveness. Watch these people. They are Potential defectors.

## ***Many Rebels Have Been Hurt Before***

Almost every traitor has a history of being hurt at one time or the other.

Just dig into the history of anarchists. You will discover that they have been hurt by something that was said or done earlier. Remember how Absalom was furious at his brother Amnon for raping his sister Tamar.

*..Absalom hated Amnon, because he had forced his sister Tamar. 2 Samuel 13:22*

Two years after this event, Absalom struck! The deep-seated wound finally produced fruit. All deep-seated wounds will one day bear the fruit of mutiny

### ***9. - Leaders who are not prepared to be trained or re-trained in the ministry.***

Notice people who say things like, "I was a leader before I joined you." "I have been a leader for many years in such-and-such church." What he is saying is, "I have already been trained and your training program is unnecessary for me." Make no mistake, dear pastor. People coming from other institutions need to be retrained to suit your needs. Do not allow anyone from another church to introduce another spirit or philosophy into the house.

#### ***Are You an Old Tree?***

There are two types of trees, young and old. When a tree is young it can be bent over, when it's old it can no longer be bent over. Do not try to bend an old tree.

In other words, do not try to teach an old dog new trick. What am I saying?

I have given up trying to retrain nice people from other churches. Paul trained Timothy and told him exactly what to do. He told him what to preach and how to minister. He called him, my son Timothy. Timothy was obviously prepared for training and retraining.

*O Timothy, keep that which is committed to thy trust... 1 Timothy 6:20*

### ***10. - Leaders who are not prepared to do menial jobs.***

Anyone who is not prepared to do menial jobs may be too lofty for real ministry. The disciples did menial jobs. They were ushers, waiters, errand boys, and scavengers.

Without shame, they collected baskets of leftover bread crumbs and fish bones in front of thousands of people. They were sent on errands to buy food and to relay simple messages. I take very serious note of high and mighty individuals who think certain tasks are below them.

#### ***The Lofty People***

I have watched over the years as certain individuals from within my flock have refused to engage in menial jobs.

They have rarely amounted to much in the ministry. I rebuke pastors who appear too stiff and too elite to get involved in down-to-earth work. Jesus taught us the importance of being a hands-on leader.

*I am among you as he that serveth. Luke 22:27*

That is why my Bible students are involved in scrubbing church toilets and cleaning floors. It helps them to become more unpretentious and practical leaders.

Watch out for these big shots. They won't amount to much in the ministry of the Lord Jesus Christ.

*Except ye... become as little children..., ye shall not enter... Matthew 18:3*

### ***The Cafeteria Evangelist***

Never forget Philip the evangelist who was first sent to work in the church cafeteria. When he was asked to sort out all the problems of the church in relation to food, he did not say that it was below his dignity.

He did not even mention that he was called to be an evangelist! In fact, it was because he was called to be an evangelist that God was giving him the opportunity to be a dining hall prefect. If God has called you to evangelize the world, you may have to start with menial jobs. Never forget that!

#### ***11. - A leader with a persistently stormy marriage.***

Everybody has difficulties in marriage. All honest people attest to that fact. However, notice people who have persistently unhappy homes.

This is often because of pride and a bad character. Someone who is not able to keep his own home in order is not recommended to be a minister.

*One that ruleth well his own house... 1 Timothy 3:4*

In quarrelsome and unhappy marriages, you often have people that do not know how to apologize when they have done something wrong. If this characteristic spills over into the ministry, you will have turbulent and unhappy relationships between ministers and church members.

#### ***12. - Leaders who are irritated and reactionary every time you Correct them.***

A leader will often have to correct his subordinates. When a person becomes irritated by correction, surely there must be some question about his character. A true student will never be angry or irritated when you reprove him. He will eagerly welcome the redress that makes him a better person.

*Better is a poor and wise child than an old and foolish king, who will no more be admonished. Ecclesiastics 4:13*

The very fact that a person is irritated should tell you that he will not fit into your organization. Notice that Peter was neither irritated nor reactionary when Jesus rebuked him harshly.

*But he turned, and said unto Peter; Get thee behind me, Satan... Matthew 16:23*

#### ***13. - A person who gives excuses and continually justifies himself***

When a simple instruction turns into a prolonged debate, you are dealing with a possible anarchist. I remember one brother who misused some church equipment. When confronted, he

denied it. A couple of weeks later, we came up with conclusive evidence that he had misused the church's property.

### ***He Continued Arguing***

Would you believe that in spite of documented and irrefutable evidence this leader argued his innocence for two more hours! I just looked on in amazement. Remember to be careful of those who cannot admit their mistakes. Let us all learn from the example of King Saul who justified himself when he had obviously disobeyed God. In spite of undeniable evidence Saul insisted, *...I have obeyed the voice of the LORD... I Samuel 15:20*

This stubborn denial is what made the Lord reject and replace Saul with King David. Watch out for leaders who constantly deny any wrong doing. It seems they are never wrong about anything. They never have anything to apologize about. They rather get angry and irritated when you seem to be unhappy about something they are doing.

They turn the tables on you and make you feel that you are a hard taskmaster. The punishment for stubbornness is indeed severe rejection.

*...he hath also REJECTED thee from being king. I Samuel 15:23*

#### **14. - A person who does not keep promises.**

Watch out for brothers who make proposals to young ladies about marriage only to disappoint them a few months later. A person who constantly makes promises and breaks them is unreliable. Do not think that unfaithfulness will remain in the arena of marital relationships. It will definitely spill over into his relationships with his colleague pastors

*...He that sweareth to his own hurt, and changeth not. Psalm 15:4*

Unfaithfulness is a character flaw and it transcends through every sphere of a person's life. If he is unfaithful to his beloved (girlfriend) he is likely to be unfaithful to you one day. I respect people who say, "I will do this" and years later, they do exactly what they said they would do.

### ***I Married Her***

On the 26th of August, 1985, I told my beloved (now, wife) that I would marry her one day. Five years later, I did! Watch people who keep their word on minor issues. They are likely to keep their word on major issues.

#### **15. - A leader who is vying for promotion and recognition.**

*...Adonijah... exalted himself, saying, I will be king... I Kings 1:5*

Adonijah was position- conscious. Although he was a prince, he wanted to be king himself. I once hinted to a leader that I intended to appoint him a pastor in the near future.

### ***The Pastor Could Not Wait***

To my surprise, I found out that he had asked a little fellowship within the church to point to him and say, "Pastor so and so, we love you." He could not wait for his public appointment. Watch

out for position conscious people. Many people have the position but do not do the job. Make sure your leaders are doing the job that goes with the position.

### **16. - A person who is an unknown factor**

Pastors, do not be naïve. Do not welcome little known individuals into sensitive positions. Allow new people to stay around long enough before you make them leaders. An unknown factor is a dangerous factor.

Any new person is a potential traitor until proved otherwise. Remember that when the disciples had to choose someone to replace Judas, they picked someone who had been with them long enough.

*Wherefore of these men WHICH HAVE COMPANIED WITH US all the time...  
Must one be ordained... Acts 1:21, 22*

### **17. - A leader who has never been criticized.**

A person who has never been criticized is often surprised when his superiors are under attack. He thinks there must be some truth in the criticism leveled against them. He usually thinks that if you do everything right, you will never be criticized! This is a great deception.

#### ***Younger Ones Have Not Yet Been Criticized***

This is a deception that is common to inexperienced leaders. An immature leader may even join the “enemy” if he feels they have a strong enough case.

I realize that no matter how hard you try to relate your experiences to certain people, they just cannot comprehend what you are saying.

A leader who has been through the fire of criticism is different from someone who has never been criticized. When a mature person encounters slander and criticism in ministry, he will handle it differently. He understands how the machinery of deception works. A mature person, like Christ, knows that these things are part of normal ministry.

*...for IT MUST NEEDS BE that Offenses come... Matthew 18:7*

### **18. - A leader who does not say amen or smile whilst you are Preaching.**

Any loyal leader will appreciate the sermons of his pastor. His support of the pastor is demonstrated when he constantly vocalizes his agreement by saying “Amen”. You cannot tell me that the expression on your face and your silence mean nothing. Silence means something. And the expression on your face means something.

#### ***No Comment For Two Years!***

The Bible says that Absalom said neither good nor bad for two years.

How can you make no comment or remark for two whole years and then after that invite me for a party? This is what Absalom did to his brother Amnon.



Absalom's silence and lack of response to his brother meant a lot. It meant murder was in the offing! Because God knows that a person's facial expression means something, he advised Ezekiel and Jeremiah not to be frightened by people's facial expressions.

*Be not afraid of their faces... Jeremiah 1:8*

An unsmiling, grimacing leader who always has no comment to make must be watched.

### **19. - A person who does not take notes whilst you are preaching.**

*...he said unto me, WRITE: FOR THESE WORDS ARE TRUE AND FAITHFUL.*

*Revelation 21:5*

The Bible teaches us to write down true and faithful words. Watch out for people who do not take notes whilst you are teaching. This is a sign that they think that they know everything.

A person who thinks he knows all that you are teaching should not be around you. He may be saying, "I'm as good as you. And there is nothing new that you can teach me!"

### ***He-Knows It All***

During a community health lecture in the medical school, I learnt a valuable lesson about handling public health education. We were taught that every time we ventured to give a public lecture we would need to psychologically overcome certain personalities in the audience.

One of them was the know-it-all. Know-it-alls do not take notes because they know it all. One thing you don't need is a know-it-all as an associate leader.

John the Apostle could not minister effectively to Diotrephes because he felt too big (Pre-eminence) to receive from John. I believe this character in the Bible did not bother to take notes as John was preaching.

Diotrephes was too big to receive. John said that Diotrephes didn't receive him.

*... But Diotrephes, who loveth to have the preeminence... RECEIVETH US NOT.*

*3 John 9*

Surely, any leader that does not take notes when you preach must be watched.

### **20. - A person who is not faithful in another person work.**

Watch people's attitudes towards their responsibilities. If they treat other people's businesses and properties with care, they are likely to treat your ministry with care. You never know how people behave when they are out of your sight. But when you see them, just observe how they handle someone else's car or property.

Watch the person who recklessly handles other people's belongings.

*And if ye have not been faithful in that which is another man's, who shall give you that which is your own? Luke 16:12*

**21. - A leader who does not pay tithes and offerings.**

Anybody who goes to a restaurant with the intention of not paying for his meal is a dangerous character. Anyone who benefits from the church, but secretly does not support it, needs to be watched. He is a disguised robber and traitor.

***Monitor Their Giving***

I cannot monitor the tithes and offerings of the whole church. But I do monitor the tithes of my leaders. Any leader who does not pay his tithes may be a traitor. You see, money must not be a problem for any leader. The Bible teaches us that a person who does not give tithes is a robber. *Will a man rob God? Yet ye have robbed me... IN TITHES AND OFFERINGS.*

*Malachi 3:8*

I declare unto you therefore that every robber is a potential traitor. Watch him!

**22. - Leaders who do not attend certain meetings.**

Attending all meetings is important for leaders. Take note of those who constantly absent themselves from certain meetings. They always have excuses, but take note of them!

Remember that Judas was always moving out on other missions when the disciples were fellowshiping with Christ. Remember how Thomas was absent when Christ appeared after His resurrection.

***Absentee Turns Traitor***

I believe that it is because of Judas' frequent absenteeism that he became a traitor. I also think that it is because Thomas missed a very important meeting, that is why he became a doubter. *But Thomas... was not with them when Jesus came. John 20:24*

Most definitely, the absence of certain leaders from some meetings will cause them to be different from your loyal team members.

Attendance at all important meetings is essential to maintaining loyalty. Do not overlook leaders who seem to be too busy to attend important discussions. After a while such people will be different from the rest of your team.

**23. - A person who approves of someone who makes wrong decisions.**

*And he [Adonijah] conferred with Joab... and they... helped him. 1 Kings 1:7*

Joab approved of Adonijah's rebellious ideas. This was because Joab himself was a rebel. He had exhibited all independent spirit throughout the life and ministry of King David.

Notice the things that your leaders admire and become involved with. Observe the things that your team members approve of.

***What Do Your Leaders Admire?***

Many years ago, a rebel in the making made favorable comments about another rebel. He spoke about how this dissident pastor seemed to be succeeding in his breakaway faction.

He observed gleefully how this defector had acquired a new car shortly after rebelling. "He is having a good program!" he exclaimed. Only a few months later, this fellow staged his own rebellion.

**24. - Leaders who are not prepared to do things they did not choose to do.**

Leaders must be prepared to do what they are told to do. If you expect others to obey you, remember that it is first required of you to obey instructions. Some people want to sit where they want to sit and do what they want to do. Notice anyone who becomes reluctant in what he is doing, because he is not doing what he prefers to do.

*Do ALL THINGS without... disputing: Philippians 2:14*

This scripture is telling us to do all things joyfully without arguments. Even the things we don't feel like doing.

**25. - A person who poisons you about others.**

The cardinal thing everyone remembers about a snake is that it can poison you! Any Christian who poisons your mind about other people is a dangerous person. Never forget that "He that speaks negatively about somebody to you, will speak negatively about you to somebody

***The Slanderer In the Hotel***

Mark the person who attempts to poison your mind about people you don't even know. I remember one time a famous evangelist came to Accra. My friend happened to be the manager of the hotel that this evangelist visited. Because he was in and out of the hotel room, my manager friend overheard a local pastor lambasting another minister of the city.

***He Poisoned The Evangelist***

As he listened, my friend told me that the famous evangelist's mind was thoroughly poisoned about this other minister. Before this minister had the opportunity to introduce himself, the slanderer had gone to work. The word slanderer in the New Testament is translated from the Greek word diabolos (which means devil).

*...Not slanderers, sober, faithful in all things. I Timothy 3:11*

Learn right here that a person who spews out negative things about others is a devil. I didn't say so; the Bible says so. Slanderer means devil. A slanderer is a devil.

**26. - A leader who is not prepared to be birthed into the philosophy, the standards, the vision, the procedures and the spirit of the house.**

Every church is essentially different. We all believe that Jesus Christ is the Son of God. However, the philosophy, the standards, the vision, and the procedures of each church are very different. This is what the Bible calls the due order of a ministry the way things are done there.

***Every Church Has A Due Order***

*...for that we sought him not AFTER THE DUE ORDER. I Chronicles 15:13*

Any new person must be prepared to acclimatize and adapt himself to the new environment. A person who often says, "In my old church, we did things like that..." and, "I think that a better way to do this is how I used to do it in my former church." This person must be watched. He probably hasn't fully adapted to the spirit of the house.

That is why he is constantly making references to his previous place of ministry. The Israelites never adapted to their new circumstances in Babylon. They were never birthed into the spirit of their new homes. And this was evident in their songs,  
...*We wept, WHEN WE REMEMBERED Zion. Psalm 137:1*

**27. - A person who manipulates his way into leadership without  
Serving his way into that leadership position.**

Every leader is supposed to serve his way into a leadership position. Joshua was a servant of Moses. Elisha was the servant of Elijah. Elisha became the next major prophet by serving Elijah for many years. In fact, once when the king was looking for a prophet, they immediately thought of finding someone who had served Elijah.

*But Jehosaphat said, Is there not here a prophet... [They] answered... Here is Elisha... which poured water on the hands of Elijah. 2 Kings 3:11*

Certain people pose as mature and already seasoned leaders who don't need to serve. They exert certain airs and manipulate inexperienced leaders. They sometimes have certain skills that the church desperately needs.

The pastor may unknowingly appoint such a person to a leadership position. He may then realize that this fellow has not served his way through the normal ranks. Such a person is dangerous, because one day he may try to manipulate his way into other positions. He may even try to replace you!

**28. - A leader who does not stay around to mingle and interact with other church members.**

If you are a leader of God's people surely you will want to interact with them and get to know them. Are you just occupying a high sounding position or are you a true shepherd? Remember that the hireling doesn't care about the sheep but the true shepherd cares and wants to be near them.

***Are You A Prime Minister Or A Pastor?***

I always stay around after ministering, to interact with the congregation.

I do this even though I am often tired and exhausted. A genuine leader does this because he is truly interested in the flock. I don't believe in being whisked away by a chauffeur driven car.

Some pastors behave more like Prime Ministers than shepherds of God's flock. Are you a Prime Minister or a shepherd?

*I am the good shepherd, and KNOW MY SHEEP, and AM KNOWN OF MINE. John 10:14*

**29.- A leader who has a "Jezebel" for a wife.**

Jezebel was a wife who pushed her husband into doing wrong things. Every experienced pastor must not only look at the leader's character but also at the leader's wife. A wife has a great influence on her husband. She can either make or break him. A "Jezebellic" wife will encourage her husband to have things which don't really belong to him. Just because you are the king does

not mean that you own all land in the nation. But Jezebel encouraged her husband to take over Naboth's vineyard even though it did not belong to him.

### ***Watch the Position-Conscious Wives***

If your associate has a Jezebel for a wife, she will push him into improper things without him even realizing it. He will find himself stretching out his hand to take what does not belong to him. Many pastors' wives make their husbands discontent.

### ***Watch the Possession-Conscious Wives***

They suggest to their husbands:

"By now we should have such and such a car."

"Is the senior pastor the only one who must travel to conferences?"

"By now, you should have your own church."

Jezebel planted evil thoughts in her husband's mind.

*And Jezebel his wife said unto him, Dost thou now govern the kingdom... arise and eat bread... I Kings 21:7*

These "Jezebellic" inspirations will spur a good pastor on into things which he never really intended to do. Do not only consider the leader; observe his wife carefully. Remember that the husband is the head but the wife is the neck.

### ***30. - A person who constantly shifts the blame to other people.***

A good leader does not shift blame. As a leader, you must realize that you are ultimately responsible for everything that happens.

### ***Bad Leaders Say, "It's Your Fault!"***

I do not know why some leaders never want to take any blame. We are all to blame sometimes. A true leader takes the blame for everything. One time something bad happened in our church.

At a meeting of pastors, I told them it was my fault. They were surprised because they didn't know how that unfortunate event related to me.

But I pointed out to them that I was to blame because I was the overall head. When two bad leaders meet, they will accuse each other of being at fault.

### ***Good Leaders Say, "It's My Fault!"***

When two good leaders meet they will fight to take the responsibility for any mishap. Remember how Adam shifted the blame to his wife. And how the wife shifted the blame to the serpent. Unfortunately, the serpent had no one to shift the blame to.

*The woman whom thou gayest to be with me, SHE GAVE ME... Genesis 3:12*

### ***31) A leader who thinks too much money is being spent on the head.***

Remember how Judas opposed the expensive gift given to his pastor, Jesus. Most people who really love their pastors feel that nothing is too good for him. Usually, a trait of disloyalty manifests itself when other loyal people begin to appreciate the pastor.

Often this is out of guilty feelings that the disloyal leader may have, since he does not get involved whenever there is a show of appreciation for the pastor. Remember the words of the traitor Judas,

*Why was not this ointment sold for three hundred pence, and given to the poor?*  
*John 12:5*

Judas, like all disloyal people, felt it was a waste to spend such an amount of money on the pastor.

### **32. - A leader who is unduly quiet, reserved and detached.**

Take note of people who always have no comment to make and nothing to contribute. The Bible says that Absalom said nothing for two years. After being quiet for two years he decided to have a party. The quietness and moodiness of Absalom had a meaning.

#### ***The Quietness Means Something***

Unfortunately, Amnon and King David did not detect anything wrong with Absalom's reserved demeanor. However, it did mean that something evil was in the making. Watch out for those who are unusually calm and detached, when you know that they normally make positive contributions and comments.

### **33. - A leader who is always late for meetings.**

Chronic lateness to important meetings can often mean a wrong attitude. Perhaps an attitude of "I know what they are going to say at the meeting." "I will come when it is necessary." Such a person might be working with a scornful and arrogant spirit. Pride always leads to conflicts within organizations.

*Cast out the scorner, and contention shall go out... Proverbs 22:10*

Lateness is a reflection of the unwillingness of the person to be a part of the meeting. He wishes he did not have to be around. He therefore cannot bear to be at the meeting for a complete session. Before you receive a resignation letter from your assistant; you may find him often coming in late.

### **34. - A leader who feels he knows the mindset of the organization and therefore does not bother to ask important questions.**

I recall a leader being queried as to why he did not bother to find out about an important issue.

#### ***I Knew What You Would Say***

He answered, "*I knew what you would say, so I didn't bother to ask.*" "I know how you analyze such cases anyway."

In reality, this person was saying that, "I'm dealing with unreasonable personalities who will never understand me anyway. There was no point in my coming to see you." A person who views you as being unreasonable is obviously not loyal to you in his heart.

### **35. - A leader who has not been involved in practical ministry work.**

I don't see how someone can teach at a Bible school unless he has been involved in the ministry work himself. The ministry of the Lord Jesus is not a set of theories.

It is practical down-to-earth hard work. A person who has not been involved in the basics of ministry work is a theoretician. All he has to offer is theories about what is right and wrong.

*Not a novice... I Timothy 3:6*

Such a person could turn against you because of his theoretical inclinations. No wonder good Bible schools only accept seasoned ministers as instructors. We need people who have seen the practical workings of the Lord Jesus, the Holy Spirit and the Word of God. People who have lived through successes, mistakes, betrayals, the highs and the lows of ministry have much more to offer.

It's amazing how it's always the ones who are doing nothing for God who know how things should be done!

***36. - A leader who does not contribute to a joint effort which is intended to bless and appreciate their pastor.***

Notice those who do not get involved in projects done in honor of their superiors; if the non-involvement is not out of a genuine lack of money, it is usually out of disloyalty.

***37. - A leader who has not been tested by time.***

Dear Christian friend, in this very last sign I am pointing out a very important reality. Time reveals many important things. The Bible says,

*For many are called, but few are chosen. Matthew 22:14.*

Time reveals the difference between those chosen and those called. Time alone will differentiate between the men and the boys. Many of our theories and analyses will only be proved with time. If you want to know if someone will be loyal, commend the person to God and to time.

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