

The Laws
of
Loyalty

Dag Heward-Mills

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by Dag Heward-Mills

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Unless otherwise stated, all Scripture quotations are taken from the King James Version of the Bible

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Chapter 1 - The Head of an Organisation Must First Be Loyal to His Subordinates

Loyalty does not just depend on the subordinates being loyal to their superior. Everything, good or bad, flows down from the top.

It is like the precious ointment UPON THE HEAD, THAT RAN DOWN upon the beard...THAT WENT DOWN to the skirts...

Psalm 133:2

Whatever is at the top, will be found in the ranks. The starting point of loyalty is the head of the organisation. If he is unfaithful to his followers, they will be unfaithful to him.

Can I Be Loyal to This Man?

This is why it is difficult to teach loyalty in some churches. Some churches have unreasonable pastors. Some churches have leaders who are disloyal to their subordinates in many ways. **It is difficult or impossible to teach people to be loyal to a disloyal head.** The overseer may be someone who is not kind to his associates and does not even speak well of them.

I was once chatting with a senior pastor. He spoke about my associates.

He said, "You have all these nice people working with you. They are so loyal." Then he lamented, "But I have all these devils as associates, I wish I had people like yours." I thought to myself, "If you call your associates devils, what do you expect from them?"

Perhaps it had not occurred to him that if his pastors were devils then he must be Lucifer! Just as a loyal subordinate should not speak evil of his senior, the head must also not speak evil of his subordinates. Not only was it inappropriate for him to speak like that about his subordinates, but also, it was not appropriate for him to say such things to an outsider.

I heard another overseer refer to his branch pastors as "wicked people" and as "wizards". Just as the junior pastors should not refer to their senior as a wizard or a wicked man, this should also not come from the top.

Why People Leave Organisations!

It is very difficult to live under certain kinds of leadership. There is a reason why Africans flood western nations seeking greener pastures. They are not running away from their homes and families. They are not running away from the weather in Africa. They are not running away from their friends. They are running away from bad leaders!

It is difficult to live under leadership which is oppressive. It is difficult to live under leaders who steal the nation's wealth and do not care if the people have roads, hospitals and schools for their children. It is difficult to live in an environment where you do not have great opportunities. I know that most Ghanaians would come back to their own country if they could.

The Greatest Motivation for Employees!

It has been noted that the greatest motivation for people in workplaces, is not money per se. A sense of self-worth and achievement is the highest motivation for workers.

If someone does not feel important and appreciated, he often begins to look elsewhere. **It is the duty of the head of the organisation (church or business) to make everyone feel important and appreciated. This is one**

of the most important ways to be loyal to the people who work under you.

When I worked as a doctor for Ghana's Ministry of Health, I felt that the government did not care about me. After slaving away for one year, I decided that it would be better for me to sell groundnuts at the roadside, than to work for the Ministry of Health. I was not loyal to the Ministry of Health. It took me only one year to leave them. I moved away quietly and I have no regrets.

The head of the organisation often wants his subordinates to appreciate him and honour him. However, this appreciation and honour must begin from the head downwards. I reiterate that it is difficult and sometimes impossible, to work under certain kinds of leadership. If you are a junior in a church or business and have a head who is uncaring, you will have a hard time. I would advise you to find the environment and leader under whom you can flourish. Move away peacefully and do not say bad things on your way out! Close every door gently! You may need to come back through that door one day.

Why I Am Loyal to You!

One day a young pastor asked his senior pastor, "Do you know why I am loyal to you?" The senior pastor smiled and asked, "Why?" The junior pastor said, "I think the main reason why I am loyal to you is because you are a very loyal senior minister."

He continued, "It is not because I have learnt the lessons or stages of loyalty. But because you are very loyal to me."

He added, "I feel that you have my welfare at heart. I feel that you want me to prosper. I sense that you want me to go as far as I possibly can.

Because of this, I naturally find myself being loyal to you." This young pastor was unknowingly expounding on a great principle of loyalty. **Loyalty emanates from the head.** Loyalty breeds more loyalty!

Consider this: Is it easy to follow someone who constantly turns round and waves a knife at you? Would you be able to stay close to someone who constantly waves a dangerous dagger in your direction? Certainly not! In the same way, it is not easy to be loyal to wicked leaders (even if they are men of God).

I have often said that if I were not a pastor, I would find it difficult to remain in certain churches. I would find it very difficult to be loyal to pastors I did not believe in.

Moreover it is required in stewards, that a man be found faithful.

1 Corinthians 4:2

One of the cardinal qualifications for the head of every organisation is *loyalty!*

[Chapter 2 - Loyalty Is the Key to Expansion](#)

Many churches, businesses and individuals need to tap into the key of loyalty in order to expand. Growth in one location can take place only up to a point. That is what we call localized growth.

You sell a product but only a certain number of people can buy the product in one locality. After a while, the community will be saturated with what you are selling. That is why you need to expand. Often, expansion takes place in different geographical locations.

Years ago, our church was directed by the Lord to expand into different communities in the city. This has resulted in tremendous growth. Had we stayed in one place, we would have had one congregation probably of the same size that we have now.

But I followed the direction of the Holy Spirit and moved into several localities within the city. Today, the strength of Lighthouse Chapel International has immensely multiplied into the different communities of our city.

Not only have we expanded in the city, we have also expanded into several regions of our nation Ghana and into several other countries. Lighthouse Chapel International now operates on five continents: Africa, Europe, America, Asia and Australia.

We are in more than twenty different countries of the world. These are not local churches that have adopted the Lighthouse name. They are extensions, outreaches and expansions of the original Lighthouse Chapel International, which began in Korle-Bu, Accra, Ghana. People often ask, "How are you able to maintain your operations in all these different places?" The key is *loyalty*.

If you are a businessman, and have a shop in an area, you can only make a certain amount of money from one community. You need to expand into other localities.

God is a God of expansion. God wants you to have big dreams. That is why He told Adam and Eve to fill the whole earth. How could two people fill the whole earth with human beings? But that was God's plan for Adam and Eve.

You can fill the city with your shops, businesses or whatever you trade in. If you are a pastor, what you are doing can be expanded into many places. You can have many churches. As I write this book, there are over seven hundred Lighthouse churches in the world. It is possible to expand but you must grasp the principles that make expansion possible. One of the keys to expansion and growth is loyalty.

You will need loyal people at all the outlets you establish. Without loyal people in position, everything you do will crumble after a while.

I know churches which do not even want to have cell groups. They have had bad experiences with disloyal people who have turned their cell groups into rebellious offshoots.

Many church planters have watched as satellite or branch churches have been taken over by anarchistic pastors. These pastors have no respect for authority or order in the church.

I know a pastor who began a church twice in a city but had to close them down because the church was overrun by rebels. This general overseer is no longer interested in church planting or church expansion. He is content to stay with what he can control in one locality.

In this book, I want to share with you the Lord's principles and tenets of loyalty. If I were a businessman, I would prefer to have one loyal person without a degree than three with MBA's and PhD's who are disloyal. Qualifications do not impress me as much as loyalty does.

Many years ago, my father owned a prestigious hotel in the city of Accra. My father would supervise this hotel by visiting it once or twice a day.

Unknown to him the managers and workers in the hotel were ripping him off. Whilst he was away, customers would check into the hotel. However, the money they paid never got to my father because the staff at the hotel did not register the guests in the proper way.

One day, something happened and my father dismissed all the management staff. My father asked me if I knew somebody who could manage the hotel.

I said to him, "Well, I know someone who would be honest and loyal to you. But he doesn't have any experience in managing a hotel."

My father answered, "Please bring him. I need him now!"

So I called my friend and he agreed to do the job for a while. After this friend of mine had worked for one night, the hotel yielded about one hundred and fifty thousand cedis. Previously it had yielded only ten thousand cedis a night.

There was a sudden 150% increase in the income of the hotel!! Can you imagine that! These qualified managers had adroitly stolen large amounts of money.

The introduction of one loyal person made an amazing difference to the income of that business.

Dear business friend, dear politician, the introduction of loyal people into your field of work will tremendously affect your output and your profit.

Many people do not value honesty and loyalty. But we would do well to learn from Jesus. Jesus did not go for qualifications. He went for loyalty and faithfulness. Look at what Paul said about employees or stewards.

Moreover, it is required in stewards, that a man be found faithful.

1 Corinthians 4:2

Loyalty is necessary for your expansion. It is required for your business. It is required for your church. With all your getting, get loyalty. Understand the principles that govern loyalty. Discover the laws of loyalty and disloyalty. God will bless the work of your hands and expand it greatly.

Chapter 3 - Loyalty Breeds Loyalty

You must be loyal to several people. You must be loyal to your God, you must be loyal to your church, you must be loyal to your spouse and you must be loyal to your friends.

A leader breeds loyalty by being loyal to the people who follow him.

When it is time for your followers to be rewarded, be faithful and let the rewards materialize. Do not withhold the blessings of those who have laboured with you for years. When one of your followers is in trouble, that is the time to show your loyalty. Dear friend, your followers are watching you

closely. They will do what they see. If you do not betray them in their time of difficulty, they will not betray you. Loyalty breeds loyalty!

A leader breeds loyalty in his followers by being loyal to his superiors. When David had the opportunity to kill Saul, he did not! He was loyal to the king's authority. He did not execute his own father. And all his men saw it.

Then said Abishai to David, God hath delivered thine enemy into thine hand this day; now therefore let me smite him, I pray thee, with the spear even to the earth at once, and I will not smite him the second time. And David said to Abishai, Destroy him not: for who can stretch forth his hand against the Lord's anointed, and be guiltless? David said furthermore, As the Lord liveth, the Lord shall smite him; or his day shall come to die; or he shall descend into battle, and perish. THE LORD FORBID THAT I SHOULD STRETCH FORTH MINE HAND AGAINST THE LORD'S ANOINTED: but, I pray thee, take thou now the spear that is at his bolster, and the cruse of water, and let us go.

1 Samuel 26:8-11

Many years later, David himself made a mistake. He murdered one of his own soldiers called Uriah. David could have lost his life through that mistake. Many of his leaders could have revolted and assassinated him.

However, this did not happen. His men were loyal to the king's authority. They refused to kill the Lord's anointed because they had learnt it by example many years earlier. They had learnt not to kill fathers.

A leader breeds loyalty by being loyal to his friends. When David became the king, he realized that his position was truly a privileged one. In the midst of his establishment as a leader, he asked for a way he could show kindness to an old friend.

And David said, Is there yet any that is left of the house of Saul, that I may show him kindness for Jonathan's sake?

2 Samuel 9:1

These acts of loyalty to friends teach others about the true character of the leader they are dealing with. People are attracted to a good character. People are more inclined to follow someone with a good heart.

A leader breeds loyalty by being loyal to his

spouse. Because marriage is such a difficult thing for many people, anyone who has his marriage in order is seen as a natural leader. You become a natural leader in the community because it is evident that your domestic affairs are under control. Loyalty to your spouse involves self-control and discipline. Everyone would like to have a leader with these qualities.

A bishop then must be blameless, the HUSBAND OF ONE WIFE, vigilant, sober, of good behaviour, given to hospitality, apt to teach; One that RULETH WELL HIS OWN HOUSE, having his children in subjection with all gravity; (For if a man know not how to rule his own house, how shall he take care of the church of God?)

1 Timothy 3:2,4,5

A leader breeds loyalty by being loyal to his own vision. Nobody wants to follow someone who is unpredictable.

Many years ago, I declared my interest in soul winning and establishing people in Christ. I am still doing the same thing. Much water has passed under the bridge but the vision is still the same - a soul is a soul and is precious to God. He may be a beggar, a lawyer or a doctor - a soul is a soul and is precious to God. She may be a groundnut seller, a prostitute or a nurse - a soul is a soul and is precious to God.

Keep the same vision. The Bible teaches that you should not associate with people who are prone to sudden mutations and unexpected twists and turns. It is dangerous to sit in a car with a driver who makes dangerous sharp turns.

My son, fear thou the Lord and the king: and meddle not with them that are given to change:

Proverbs 24:21

Are you a leader? Develop a group of faithful, stable, constant and loyal followers by being a loyal person yourself.

Finally, a leader breeds loyalty by being loyal to God. When you study the Bible, you will discover that rebellions were often instigated against people who were not following the will of God.

Let me clarify an important point here. I am not saying that anyone who experiences betrayals, rebellions and disloyalty is out of the will of God. If that was the case, then Almighty God was doing something wrong when Lucifer rebelled. If that was the case, then Jesus was doing something wrong when Judas betrayed Him.

That can certainly not be the case. There are some rebellions and betrayals that take place because the individuals concerned are intrinsically rebellious and demonically inspired. However, when a leader is out of God's plan, it opens the door for anarchy and disloyalty. King Solomon is a perfect example of someone who experienced disloyalty because he deviated from God's plan. The Bible tells us that Solomon deviated from the will of God.

For it came to pass, when Solomon was old, that his wives turned away his heart after other gods: and his heart was not perfect with the Lord his God, as was the heart of David his father. For Solomon went after Ashtoreth the goddess of Zidonians, and after Milcom the abomination of the Ammonites.

And Solomon did evil in the sight of the Lord, and went not fully after the Lord, as did David his father. Then did Solomon build an high place for Chemosh, the abomination of Moab, in the hill that is before Jerusalem, and for Molech, the abomination of the children of Ammon. And likewise did he for all his strange wives, which burnt incense and sacrificed unto their gods. AND THE LORD WAS ANGRY WITH SOLOMON...

1 Kings 11:4-9

As a result of Solomon's sins, the Bible explicitly tells us that God raised up three rebels or enemies against Solomon.

The first one was Hadad, the Edomite.

For it came to pass, when Solomon was old, that his wives turned away his heart after other gods: and his heart was not perfect with the Lord his God, as was the heart of David his father. And THE LORD STIRRED UP AN ADVERSARY unto Solomon, Hadad the Edomite: he was of the king's seed in Edom.

1 Kings 11:4,14

The second traitor to the cause of Solomon was a man called Rezon. He was an enemy to Israel all through the days of Solomon. Apart from what Hadad the Edomite did, this man Rezon was a pain in the neck of Solomon.

And God stirred him up another adversary, Rezon the son of Eliadah, which fled from his lord Hadadezer king of Zobah:

1 Kings 11: 23

The third disloyal person was Jeroboam, the son of Nebat.

And Jeroboam the son of Nebat, an Ephrathite of Zereda, Solomon's servant, whose mother's name was Zeruah, a widow woman, even he lifted up his hand against the king.

1 Kings 11:26

This man Jeroboam received a prophecy from a prophet called Ahijah. This prophecy contributed greatly to the future division of Solomon's kingdom. The prophecy in question shows us the *divine element* in the rebellions that occur.

And it came to pass at that time when Jeroboam went out of Jerusalem, that the prophet Ahijah the Shilonite found him in the way; and he had clad himself with a new garment; and they two were alone in the field: And Ahijah caught the new garment that was on him, and rent it in twelve pieces: And he said to Jeroboam, Take thee ten pieces: for thus saith the Lord, the God of Israel, Behold, I WILL REND THE KINGDOM out of the hand of Solomon, and will give ten tribes to thee: (But he shall have one tribe for my servant David's sake, and for Jerusalem's sake, the city which I have chosen out of all the tribes of Israel:) Because that they have forsaken me, and have worshipped Ashtoreth the goddess of the Zidonians, Chemosh the god of the Moabites, and Milcom the god of the children Ammon, and have not walked in my ways, to do that which is right in mine eyes, and to keep my statutes and my judgments, as did David his father. Howbeit I WILL NOT TAKE THE WHOLE KINGDOM OUT OF HIS HAND: but I will make him prince all the days of his life for David my servant's sake, whom I chose, because he kept my commandments and my statutes:

But I will take the kingdom out of his son's hand, and will give it unto thee, even ten tribes. And unto his son will I give one tribe, that David my servant may have a light alway before me in Jerusalem, the city which I have chosen me to put my name there. And I will take thee, and thou shalt reign according to all that thy soul desireth, and shalt be king over Israel.

1 Kings 11:29-37

Once again, please do not misunderstand me. I am not saying that God is behind every case of disloyalty. But in this case, the Bible is very plain about the cause of the rebellion. Being loyal to God and to his instructions for you will lead to human beings being loyal to you. When Jesus was betrayed by Judas, did it mean that He was out of the will of God? Certainly not! Jesus always did the will of the Father.

There are two groups of ministries or businesses. There are companies with a high rate of disloyalty and there are companies with a very low incidence of disloyalty.

There are churches with a high number of traitors and rebels. In some churches, there is a new rebel every month. But in other churches you would find a much lower incidence of disloyalty. It is very unlikely to find a church with a one hundred per cent level of loyalty.

Chapter 4 - Disloyalty Breeds Disloyalty

And Ahab called Obadiah, which was the governor of his house. (Now Obadiah feared the Lord greatly: For it was so, when Jezebel cut off the prophets of the Lord, that Obadiah took an hundred prophets, and hid them by fifty in a cave and fed them with bread and water.) And Ahab said unto Obadiah, Go into the land, unto all fountains of water, and unto all brooks: peradventure we may find grass to save the horses and mules alive, that we lose not all the beasts. So they divided the land between them to pass throughout it: Ahab went one way by himself, and Obadiah went another way by himself.

1 Kings 18:3-6

Obadiah was the governor of the house of King Ahab (who hated prophets). This means that he was a very important person to the king. He was a trusted confidant. In our modern world, we may have called him a Chief of Staff. Unknown to Ahab, Obadiah was secretly feeding hundreds of prophets. He was probably using King Ahab's food to support these prophets who were the arch-enemies of King Ahab. Obviously, Obadiah did not believe in the policies of King Ahab. His heart was not with the king. This is a very common occurrence. There are many people who work closely with their superiors but do not believe in them. They undermine them all the time! How can a person be so close, yet so disloyal?

Can you believe that Ahab's money was being used to finance the very thing he hated? This happens when there are disloyal people in important positions. Many important positions are filled with disloyal and traitorous people. I remember a photograph I saw in a museum dedicated to the memory of Ghana's first president, Kwame Nkrumah. In this picture, the President, Kwame Nkrumah, is surrounded by six or seven smartly dressed and smiling generals. The guide who took us around the museum pointed to that photograph in particular and said, "This was the president and these were his generals." Then he continued and singled out one of the generals and said, "This is General Kotoka, the one who helped to overthrow the president."

As I looked at the photograph, I marvelled! Here was the president with his most trusted and senior men. Little did he know that in a few months, some of these trusted generals would oust him from office. That is betrayal for you!

Obadiah, the one we read about in 1 Kings 18, was in a similar position. He did not believe in what Ahab was doing. His real allegiance was to Almighty God. Why? I believe that the fact that Ahab was a rebellious king who did not obey the Lord was a signal to everyone that rebellion and disloyalty were acceptable. Disloyalty breeds disloyalty! As soon as the spirit of disloyalty is manifested from the top, it begins to filter downwards.

When the overall leader does not care for God or His principles, this attitude is transmitted down the ranks; when the leader shows disregard for his subordinates, it sends a signal to everyone. Many of the coup d'états and rebellions in Africa have come from frustrated people who feel that the president does not really care for the country.

Mutinous soldiers arise from the ranks and murder their senior officers and senior government officials because they feel that these people no longer care for the common man. In other words, they perceive that the Head of State and his cronies are no longer loyal to the masses and their plight. This is often a trigger for a rebellion. I am in no way saying that coup d'états or rebellions are justified; I am just showing you how they happen.

In the classic story of Julius Caesar, there was a conspiracy by his right-hand man, Brutus and Cassius to overthrow their emperor. Julius Caesar was regarded as a hard, unyielding and uncaring leader. When Caesar arrived in the senate an appeal was made to him. In the unfolding drama, Metellus asks for his brother's banishment to be repealed. But Caesar tells him not to beg. Brutus joins the appeal, kneeling at Caesar's feet, yet Caesar remains firm.

Julius Caesar then compares himself to the sun, the unyielding star which does not move in the heavens.

*"I am constant as the northern star,
Of whose true-fix'd and resting quality
There is no fellow in the firmament..."*

He goes on to describe how the world is furnished with different kinds of men. Some of these are unshakeable, unmovable and able to hold their rank.

*"So in the world: tis furnished well with men
...And men are flesh and blood, apprehensive.
Yet in the number I do know but one
That unassailable holds his rank
Unshaked of motion.
And that I am he."*

Yes, Julius Caesar, there are times to be unbending and unyielding, but there are also times to be flexible and merciful. Perhaps this attitude contributed to Julius Caesar's success on the battlefield. But this attitude does not accommodate many people permanently.

As I have said, one of the laws of loyalty is that disloyalty breeds disloyalty. A leader must be loyal to the people he leads. You must genuinely care for the people you lead; you must genuinely help them. Many leaders are virtually sociological vampires. They rip and rape the people they lead, leaving them destitute and worse off. Africa has been plagued with many such leaders. **It is no wonder that Africa is the cradle of rebellions and countless wars.**

If you desire to build numerous shops, businesses, and branches of your church, remember to be loyal to your people. You must develop a system of fairness. People must feel and perceive that there is equity, fairness and justice in the system within which they work. If people are promoted based on the whims and fancies of a manager, surely you are creating an atmosphere for disloyalty.

When people are not rewarded for faithfulness and hard work, you are sowing seeds of disloyalty. When people do not get jobs based on merit, the environment for disloyalty is being created.

I know a country in which you cannot get a contract unless you have certain political qualifications. How unfortunate! This only means that everybody on the other side of the divide will be bitter. They will look for an opportunity to revolt against an unfair and unjust system. Never forget this simple fact; disloyalty breeds more disloyalty.

Chapter 5 - Loyalty Has a Single Eye

The light of the body is the eye: if therefore thine eye be single, thy whole body shall be full of light. But if thine eye be evil, thy whole body shall be full of darkness. If therefore the light that is in thee be darkness, how great is that darkness!

No man can serve two masters: for either he will hate the one, and love the other; or else he will hold to the one, and despise the other. Ye cannot serve God and mammon.

Matthew 6:22-24

In this Scripture, Jesus teaches about how the entire body is affected by the eye. He says that if you have a single eye, your whole body will be full of light (a good thing). It goes on to say that if your eye is evil, your body will be full of darkness.

What does a single eye mean? A single eye speaks of seeing one thing! In other words, in every sphere of life your attention should be focused on only one thing. Jesus went on to explain that you cannot serve God and mammon.

In other words, if you see both God and mammon as “gods” in your life, you will not prosper. You must be loyal to one or the other. Jesus taught us that you would end up loving one and hating the other.

Can I Have Two Churches?

Another example concerns your church. You cannot have your attention focused on two churches. You must have a single eye! If you want to be loyal to your church, you must be focused on one church and not on two. A husband cannot be loyal to his wife if he has two women in his view. Any man with two different women in his view has a potential for disloyalty.

Do not forget this important principle: loyalty has a single eye.

If you belong to a church, your allegiance must be to the pastor in charge. You cannot say that there are two or three captains whom you look up to. You must see one person as your pastor, and that is the senior pastor. Everyone else is assisting the senior pastor to do the work. There are some people who belong to churches and say, "If it were not for this junior pastor I would not stay in this church." What they are saying is that they do not believe in the senior pastor. The junior pastor is therefore the only reason why they are still around. If that junior pastor were to break away, this individual would obviously follow the rebellion.

No matter which organization you belong to, it is important that you understand where your allegiance belongs. If you work in a company, your allegiance is to the highest authority. If something is going wrong in your department, because you have a single eye, you will show your loyalty to your ultimate employer. Your allegiance will not be divided.

Chapter 6 - Loyalty Demands the Right Attitude

There are some attitudes that do not lead to loyalty. A suspicious person cannot be a loyal person. If you suspect me of wrongdoing, how can you be loyal to me? If you suspect that there is a snake in the room, how can you relax on your chair? Many people are suspicious about churches and pastors because of things they have heard. There are those who have made it their duty to spread bad stories about the ministry of the Lord Jesus; their mouths are full of poison. They have convincing tales of the bad deeds of almost every minister of the Gospel. Why is this? It's because Satan knows that you will be blessed through these men of God.

A Mixture of Good and Bad Creates Confusion

When you see a man of God ministering in such an anointed way, you will become confused because of the background stories you may have heard about him. Your confusion will effectively cut you off from fully receiving from that man of God. A mixture of good and bad is confusing to anyone. Because you are confused, you cannot give your full commitment or allegiance to the man of God or to his ministry.

I have seen many confused people in my lifetime. I once had a rebellious pastor who went around saying bad things about me. He told many people that I was a thief. He made people think that our church was a cult. The people who heard him speak became confused. I could see the confusion all over their faces. One day, I called two of these confused members and I told them, "These are the facts of the matter. Decide for yourself! Do not be confused." I continued, "However, if you are confused, I think it would be better for you to go away to a church where you have full trust in the ministers."

In the process of time, their confusion vanished and they became stable and loyal members. Today, we laugh about the days when they were confused. When I look back, I realize that a person's commitment is greatly affected when he is confused.

Seemeth it a small thing unto you to have eaten up the good pasture, but ye must tread down with your feet the residue of your pastures? And to have drunk of the deep waters, but ye must foul the residue with your feet? And as for my flock, they eat that which ye have trodden with your feet; and they drink that which ye have fouled with your feet.

Ezekiel 34:18,19

In this Scripture, God is angry at sheep that drank from the waters but afterwards fouled it up so that no one else could drink from it.

Let me explain this in very simple terms:

There is a clear pool or pond from which we all drink. That pool represents your church. Hundreds of people have drunk from that pool and have never had a problem. Then along comes a brother who decides that he does not want to drink from that pool anymore. Instead of simply moving away from that pond, he urinates into the pool, thereby fouling it up.

...to have drunk of the deep waters, but ye must FOUL THE RESIDUE...

Ezekiel 34:18

From that moment onwards, anyone who comes to that pool will notice something unusual about the water. The water has an unusual colour and a foul smell. They will become confused and suspicious about drinking from the pool. No one would like to drink water mixed with urine. I know you wouldn't!

The confusion and suspicion is because one wicked person, who benefited from the pool like everyone else, has contaminated it. This is what happens when politicians leave political parties. This is what happens when ministers leave churches. They say such evil things about the churches to which they belonged for many years. They "drank the waters" of that ministry and were blessed by it many times. Today, they have only evil things to say about it.

People tend to take such people seriously because they seem to have "inside" information. This is what leads to the confusion and the suspicion.

If you are a Christian leader, deal with confusion and suspicion in your congregation. Explain in detail what is happening and what has happened. Information helps to dispel suspicion. Explanations are very good antidotes for confusion and suspicion. It is sometimes painful to have to talk about certain things but there are times when you have no choice. I must warn you that some people's confusion is simply not dispelled by any explanations.

Chapter 7 - Loyalty Does Not Join or Create Factions

In every society or group, there are always people who create divisions. There are natural differences amongst people in every nation. God is the One who makes these natural differences. However, there are some people who seem to have an eye for these differences. They seem to notice them, talk about them and make something big out of these differences. There are always members who want to magnify the differences that exist between pastors. They want to say how they prefer one pastor to the other.

They say, "This pastor is really anointed, or that one is really caring."

Some say, "I prefer to come to church when this pastor is preaching, because it is more powerful."

There are people who want to bring out tribal differences. They seem to know which tribe everyone comes from. They want everyone to be conscious of the differences in tribes or colour.

For it hath been declared unto me of you, my brethren, by them which are of the house of Chloe, that there are contentions among you.

1 Corinthians 1:11

These people also existed in the time of Apostle Paul. There were people who were magnifying the differences in the leadership styles of Paul and Apollos. Such people only created confusion in the church.

A loyal person does not create or join factions of the church. In Ghana, there are people who always notice that people from certain tribes are doing certain things. In the church, such people create groupings based on tribe. I remember one day, a member in my church had to be confronted by another.

This young lady confronted a leader and said, "Why is it that you only follow up converts from this particular tribe?" She said to her, "You are creating a tribal group within our ministry and it is wrong!"

You see, unconsciously, some people carve out groups and sub-communities within the larger church. A loyal person is not interested in creating or joining such a group. There are some people who see the church as Black or White. There are others who don't seem to notice these differences. Decide to be colour-blind in the church. You will be surprised to find out that God is not an American. The Lord is not White or Black. Jesus was not a Baptist or a Presbyterian. He was not even a Pentecostal.

One of the works of the flesh is the ability to create parties and groups within every united body. This is not a good thing! Decide that you will not allow yourself to be used as a pawn for creating divisions in your church. Even businesses are destroyed when all sorts of imagined differences are magnified and spoken about.

The acts of the sinful nature are obvious: sexual immorality, impurity and debauchery; idolatry and witchcraft; hatred, discord, jealousy, fits of rage, selfish ambition, dissensions, FACTIONS AND ENVY; drunkenness, orgies, and the like. I warn you, as I did before, that those who live like this will not inherit the kingdom of God.

Galatians 5:19-21 (NIV)

One of the works of the flesh you must avoid is creating factions and groupings within a united body.

Chapter 8 - The Root of Disloyalty Is Pride

ONLY BY PRIDE cometh contention...

Proverbs 13:10

The rebellion and divisions that happen in churches are often a result of deep-seated pride. It is often out of a spirit of pride that rebellion takes place. I want us to look closely at the rebellion of Korah.

Now Korah, the son of Izhar, the son of Kohath, the son of Levi, and Dathan and Abiram, the sons of Eliab, and On, the son of Peleth, sons of Reuben, took men: And THEY ROSE UP BEFORE MOSES, with certain of the children of Israel, two hundred and fifty princes of the assembly, famous in the congregation, men of renown: And they gathered themselves together against Moses and against Aaron, and said unto them, Ye take too much upon you, seeing all the congregation are holy, every one of them, and the Lord is among them: wherefore then lift ye up yourselves above the congregation of the Lord?

And Moses said unto Korah, Hear, I pray you, ye sons of Levi: Seemeth it but a small thing unto you, that the God of Israel hath separated you from the congregation of Israel, to bring you near to himself to do the service of the tabernacle of the Lord, and to stand before the congregation to minister unto them? And he hath brought thee near to him, and all thy brethren the sons of Levi with thee: and seek ye the priesthood also? For which cause both thou and all thy company are gathered together against the Lord: and what is Aaron, that ye murmur against him?

Numbers 16:1-3,8-11

Moses was leading the people of Israel. He was surprised to find a group of princes rising up to challenge his authority. First of all, there was a large group in favour of this uprising. Two hundred and fifty princes were involved! These were not ordinary people! The Bible says that they were famous and of great renown.

...two hundred and fifty PRINCES of the assembly, FAMOUS in the congregation, MEN OF RENOWN...

Numbers 16:2

Obviously, they felt important. It is when people feel important that they raise their heads in rebellion.

One person asked his pastor, "Why did the senior pastor not come to visit me?" He continued, "Why did you take so long in coming to visit me?"

He told the pastor, "Do you not know that I am important to this church?" This gentleman continued to effuse all sorts of disrespectful remarks. It is pride that makes people disloyal and rebellious. You only rebel against a person when you think you are as good as he is. Korah's group told Moses, "Why do you make yourself different from us?" They felt that Moses should be equal to them. This is the spirit of an equalizer.

...wherefore then lift ye up yourselves above the congregation of the Lord?

Numbers 16:3

They had forgotten that it was Moses who led them out of Egypt with incredible signs and wonders. They had forgotten about the quaking

mountain, the thunder and the fire. Rebellious people often forget whom they are dealing with. One rebellious pastor wrote a letter to me rebuking me and warning me for not recognizing his call. He signed the letter as an apostle to the Body of Christ. This gentleman had forgotten how I had trained him in the ministry. That is why he was now calling himself an apostle and rebuking me.

Moses sent for Dathan and Abiram, leaders of the reform rebel movement. They sent a rude reply back to Moses, "We will not come!" They were saying, "Who do you think you are to call us? If you want to talk to us, you better come over yourself!"

And Moses sent to call Dathan and Abiram, the sons of Eliab: which said, WE WILL NOT COME UP:

Numbers 16:12

It is only a spirit of pride which makes people speak like this. They saw themselves as equal to Moses. No one is equal to anyone. God made us all different. Whether you like it or not, some people are ahead and some are behind. Whether it suits you or not, some people are above and some are below. God did not create everything the same.

I remember some years ago, I sent a messenger to call one defiant pastor for a meeting. When the minister I sent arrived at the home of this man, this insubordinate pastor asked my emissary, "How can he call me for a meeting at such a time?" He continued, "Who does he think he is? I am not coming!"

My messenger was taken aback, "What are you saying? You are going to create a problem." This anarchistic pastor said, "I am not just going to create a problem, I am going to create a big problem!"

Obviously, this mutinous pastor who was breathing fire and rebellion had gone the way of Dathan and Abiram.

You see, dear friend, there is nothing new under the sun. Everything that is happening today has happened before. The future can be predicted by studying what has happened in the past.

But what is the fruit of rebellion? What happens to people who behave like this? Read it for yourself.

And Moses said, Hereby ye shall know that the Lord hath sent me to do all these works; for I have not done them of mine own mind. IF THESE MEN DIE THE COMMON DEATH of all men, or if they be visited after the visitation of all men; then the Lord hath not sent me.

But if the Lord make a new thing, and the earth open her mouth, and swallow them up, with all that appertain unto them, and they go down quick into the pit; then ye shall understand that these men have provoked the Lord.

And it came to pass, as he had made an end of speaking all these words, that the ground clave asunder that was under them: And the earth opened her mouth, and swallowed them up, and their houses, and all the men that appertained unto Korah, and all their goods.

They, and all that appertained to them, went down alive into the pit, and the earth closed upon them: and they perished from among the congregation.

Numbers 16:28-33

The end of rebels is the same - execution! Please do not allow pride to lead you into rebellion and disloyalty. I know you are a great person. I know you are as good as all the others. But please take your time and do not fight a battle you cannot win!

Since pride leads to disloyalty, it is important to identify symptoms of pride when they do occur. Watch out for these symptoms of pride.

Symptoms of Pride

- Answering back
- General rudeness
- Refusing to come when called
- Feeling indispensable
- Mocking and laughing at leaders
- Feeling that I am as good as my senior
- Constant criticism

Chapter 9 - Loyalty Is an Integral Part of Your Character

Someone said faithfulness is the cornerstone of your character. I believe it is true that loyalty is an integral part of your character. Loyalty is not simply a set of rules you must obey. **It is a matter of developing an invisible quality, a certain style and character of doing things.** Loyalty must emanate from the heart. It must not just be the following of instructions.

Developing loyalty is like developing a culture. You need to develop a culture of loyalty in the group of people you associate with. If you run a business, develop a culture of loyalty. A culture runs deeper than the rule books and the charts. It goes deeper than many things you see on the surface. It is an unseen force that keeps the family together.

When an individual has a culture and a character of loyalty, there are many things that no longer need to be said. When new people join your company or church, they begin to "see how to do things around here". They discover that the system is airtight and unfriendly to treachery and to traitors. When something is part of a culture, it happens repeatedly even without prompting.

Dear Managing Director, dear Pastor, I suggest that you devote much of your energy to the promotion and cultivation of the culture of loyalty. When your organization is averse to disloyal elements, you will be much better off. If you are in business you will make profit. If you are in church work, your church will grow, expansion will take place.

When disloyalty is an integral part of an individual's character, he often repeats this treacherous behaviour without provocation. You will see this in the life of Jeroboam, the king of Israel.

First of all, Jeroboam rebelled against King Solomon. Then he rebelled against Rehoboam, the legitimate king of Israel. After that, he rebelled against God. Notice Jeroboam's rebellion against King Solomon:

And Jeroboam the son of Nebat, an Ephrathite of Zereda, Solomon's servant, whose mother's name was Zeruah, a widow woman, even he lifted up his hand against the king [Solomon].

I Kings 11:26

Years later, this same Jeroboam rebelled against King Rehoboam. The rebellious streak within him was manifesting as the years went by. This is what happens with people who move from church to church. They always find something wrong with the leadership.

So when all Israel saw that the king hearkened not unto them, the people answered the king, saying, What portion have we in David? neither have we inheritance in the son of Jesse: to your tents, O Israel: now see to thine own house, David. So Israel departed unto their tents. But as for the children of Israel which dwelt in the cities of Judah, Rehoboam reigned over them. Then king Rehoboam sent Adoram, who was over the tribute; and all Israel stoned him with stones, that he died. Therefore king Rehoboam made speed to get him up to his chariot, to flee to Jerusalem. SO ISRAEL REBELLED AGAINST THE HOUSE OF DAVID unto this day. And it came to pass, when all Israel heard that JEROBOAM was come again, that they sent and called him unto the congregation, AND MADE HIM KING OVER ALL ISRAEL: there was none that followed the house of David, but the tribe of Judah only.

1 Kings 12:16-20

Once again, with the passage of time, Jeroboam rebelled painfully against the Lord. He is the one who set up altars in Bethel and Dan for the children of Israel. He made calves of gold and made people worship them.

Jeroboam was a terrible disappointment to the Lord.

Then Jeroboam built Shechem in mount Ephraim, and dwelt therein; and went out from thence, and built Penuel.

AND JEROBOAM SAID IN HIS HEART, NOW SHALL THE KINGDOM RETURN to the house of David:

If this people go up to do sacrifice in the house of the Lord at Jerusalem, then shall the heart of this people turn again unto their lord, even unto Rehoboam king of Judah, and they shall kill me, and go again to Rehoboam king of Judah.

Whereupon the king took counsel, and made two calves of gold, and said unto them, It is too much for you to go up to Jerusalem: behold thy gods, O Israel, which brought thee up out of the land of Egypt. And he set the one in Bethel, and the other put he in Dan.

And this thing became a sin: for the people went to worship before the one, even unto Dan.

1 Kings 12:25-30

He ordained priests out of the most unqualified men in Israel.

And he made an house of high places, and made priests of the lowest of the people, which were not of the sons of Levi.

1 Kings 12:31

This is the man whom God raised up to become the king of Israel when he was a nobody.

And it came to pass at that time when Jeroboam went out of Jerusalem, that the prophet Ahijah the Shilonite found him in the way; and he had clad himself with a new garment; and they two were alone in the field:

And Ahijah caught the new garment that was on him, and rent it in twelve pieces: And he said to Jeroboam, Take thee ten pieces: for thus saith the Lord, the God of Israel, Behold, I will rend the kingdom out of the hand of Solomon, and will give ten tribes to thee:

(But he shall have one tribe for my servant David's sake, and for Jerusalem's sake, the city which I have chosen out of all the tribes of Israel:) Because that they have forsaken me, and have worshipped Ashtoreth the goddess of the Zidonians, Chemosh the god of the Moabites, and Milcom the god of the children of Ammon, and have not walked in my ways, to do that which is right in mine eyes, and to keep my statutes and my judgments, as did David his father. Howbeit I will not take the whole kingdom out of his hand: but I will make him prince all the days of his life for David my servant's sake, whom I chose, because he kept my commandments and my statutes: But I will take the kingdom out of his son's hand, and will give it unto thee, even ten tribes. And unto his son will I give one tribe, that David my servant may have a light always before me in Jerusalem, the city which I have chosen me to put my name there.

And I will take thee, and thou shalt reign according to all that thy soul desireth, and shalt be king over Israel. And it shall be, if thou wilt hearken unto all that I command thee, and wilt walk in my ways and do that is right in my sight to keep my statutes and my commandments, as David my servant did; that I will be with thee, and build thee a sure house, as I built for David, and will give Israel unto thee.

1 Kings 11:29-38

Watch rebels closely! Rebellion is an integral part of a person's behaviour.

After Jeroboam rebelled against King Solomon, he turned around and rebelled against God.

Disloyalty is an integral part of a person's character and culture. Because of this it takes time for a person to imbibe and assimilate the philosophy, tradition and culture of loyalty. However, when it is established it yields wonderful fruits.

As you read this book, you may discover that you have traits of disloyalty. You may find out that the spirit of rebellion is manifest through you from time to time. This is dangerous. Rid yourself today of every tendency to rebel and to be disloyal. It cannot be the case that everyone around you is evil.

Rebels always have good reasons for the things they do. Evil men are always full of good excuses. Hearken to the voice of the Lord today and become a man of faithfulness and loyalty.

Chapter 10 - Familiarity Breeds Disloyalty

To be familiar means to be more friendly and informal than is acceptable. It is a condition that develops between you and someone you know well, see often and hear often. There is a common saying that familiarity breeds contempt. In other words, familiarity leads to a loss of respect. This is often true. I would like to go a step further and say that familiarity also breeds disloyalty.

When a person is often seen and heard, he is usually taken for granted. That is why guest ministers are often appreciated more than the resident pastors. This should not be the case!

A resident pastor often does more to make a programme successful than the visitor does. Visiting ministers are often seen as heroes. The reason for this is because of the lack of familiarity.

Familiarity leads to a loss of respect and reverence. With time, this can progress into disloyalty. When Jesus came on the scene, He was not received in His hometown because the people were too familiar with Him. They asked one another, "Is that not the carpenter's son? Did He not repair our broken wardrobes and beds? Is he not a mere carpenter whom we have seen in this village for the last thirty years? How can He say that He is the Son of God?"

Is not this the carpenter, the son of Mary, the brother of James, and Joses, and of Juda, and Simon? and are not his sisters here with us? And they were offended at him. But Jesus said unto them, A prophet is not without honour, but in his own country, and among his own kin, and in his own house.

Mark 6:3,4

By this Scripture, Jesus was saying that a prophet has a lot of honour in places where he is not known or seen much. Where are you seen and heard often? The answer is obvious: in your own country, among your own relatives and in your own house. What was the result of familiarity in Jesus' ministry? Jesus was not able to minister powerfully.

And he could there do no mighty work, save that he laid his hands upon a few sick folk, and healed them.

Mark 6:5

But I want you to see a more dangerous effect of familiarity - disloyalty. I want you to see that familiarity breeds contempt, which can lead to disloyalty.

And Miriam and Aaron spake against Moses because of the Ethiopian woman whom he had married: for he had married an Ethiopian woman. And they said, Hath the Lord indeed spoken only by Moses? hath he not spoken also by us? And the Lord heard it. (Now the man Moses was very meek, above all the men which were upon the face of the earth.)

Numbers 12:1-3

Miriam was Moses' sister. She probably knew him very well. She was a relative and knew all about his weaknesses. Aaron was also someone who was very close to Moses. It seems that they took this closeness for granted. A disloyal person often finds faults and criticizes his leaders. That is exactly what Miriam and Aaron did!

They turned their attention to Moses' marriage. "Why did Moses marry an Ethiopian woman," they said. "He is out of the will of God." They were also deceived by the fact that God had used them before. They said, "Has God not spoken by us?"

Familiarity makes you forget important spiritual principles. Familiarity brings deception to Christian leaders. Familiarity makes people think that they can destroy God's servants. Familiarity makes people forget the past. Miriam and Aaron were taken up by the deception that came through familiarity and criticized one of the greatest men of God that ever lived. This provoked the Lord and He spoke to them.

And the Lord came down in the pillar of the cloud, and stood in the door of the tabernacle, and called Aaron and Miriam: and they both came forth. And he said, Hear now my words: If there be a prophet among you, I the Lord will make myself known unto him in a vision, and will speak unto him in a dream. My servant Moses is not so, who is faithful in all mine house. With him will I speak mouth to mouth, even apparently, and not in dark speeches; and the similitude of the Lord shall he behold: WHEREFORE THEN WERE YE NOT AFRAID TO SPEAK AGAINST MY SERVANT MOSES? And the anger of the Lord was kindled against them; and he departed.

Numbers 12:5-9

Be careful when you speak against God's anointed servant. When you see him through the eyes of familiarity, you may think that He is a mere man. You will forget all that the Lord has accomplished through him. This will make you lose your reverence and you may walk into error.

Some years ago, I heard a very surprising story. There was a great man of God who had established about six thousand churches. He had preached in over one hundred different nations of the world. God had used him greatly to establish a Bible school that had trained thousands of young men and women for the ministry. I personally know several graduates of this great man's Bible school. The graduates of this Bible school have established churches and ministries all over the world. At one point, it was said that seventy per cent of ministers in Africa were either his products, or products of his products.

He was known for massive evangelistic campaigns in which many fantastic miracles occurred. I spoke to one young man who told me how this man of God had raised the dead before his very eyes. Surely, this should be enough to show that he was not an ordinary person. He was a mighty man of God, anointed of the Holy Spirit. In spite of this, I heard of an argument that one of his associate pastors had had with him. This man of God dismissed the associate.

The associate turned to him and said, "You need to be slapped! You cannot get away with this all the time," he continued.

When I heard about this, I was taken aback. I thought to myself, "How could someone threaten to slap such a great man of God? Was he not afraid?"

...wherefore then WERE YE NOT AFRAID to speak against my servant Moses?

Numbers 12:8

You see, familiarity has a way of breaking down reverence, respect and fear. Once these natural barriers are removed, acts of disloyalty occur more easily.

And the cloud departed from off the tabernacle; and, behold, Miriam became leprous, white as snow: and Aaron looked upon Miriam, and, behold, she was leprous. And Aaron said unto Moses, Alas, my lord, I beseech thee, lay not the sin upon us, wherein we have done foolishly, and wherein we have sinned.

Numbers 12:10,11

After the judgement had been pronounced on Miriam, Aaron realized that they had been foolish to think that they could correct Moses.

What people don't realize is that no human being can really correct a man of God. It is God who called him and it is God who will judge him.

If you do not agree with or believe in a man of God, just move away quietly and leave him to the Lord. I can assure you that it is foolishness to fight against the Lord's anointed. You may think you have a cause, but you will discover that you are fighting against God.

You will notice in this passage that the Lord did not even bring up the subject of Moses having an Ethiopian wife. He just punished Miriam for speaking against His servant.

You must realize that there are some things that are beyond our scope. Some church members think that they are a kind of jury assessing the pastor all the time. This is interesting! Who appointed them as jurors? The Bible teaches that we should not go beyond our jurisdiction.

Lord, my heart is not haughty, nor mine eyes lofty: neither do I exercise myself in great matters, or in things too high for me.

Psalm 131:1

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