



Dunamis Fellowship in Britain and Ireland

# Leadership Team Guidelines

These notes have been written primarily for Track Directors.

However, they contain insights and information that are essential for all members of a Leadership Team, and they are also relevant (with adaptation) for other Dunamis-related events.

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# **1. INTRODUCTION**

Firstly, thank you for considering being a Track Director within the Dunamis Fellowship. These guidelines are aimed at helping you a) discern whether this work is something the Lord is asking you to do and, if it is, b) setting out the basis for building a team and running the Dunamis Track or related event. The DFBI Team will be delighted to offer advice and assistance if you need anything clarified.

These guidelines aren't intended as a straitjacket. The Holy Spirit is the overall director of anything that we do within DFBI, and it's our co-operation with Him that will lead to successful tracks. Having said that, Dunamis does have a particular ethos, and it's important that this ethos is maintained, especially as the work begun by Presbyterian Reformed Ministries International (PRMI - our parent organisation) grows internationally. We do need to ensure that tracks are run consistently with that ethos in mind. That way, future leaders are able to grasp the essential dynamics of the course and begin to embody attitudes, practices and characteristics that are consistent with those dynamics.

In each section of this document, bullet points will summarise the essential points to be grasped. That section will then discuss these points in more depth.

## **1.1. Abbreviations and definitions**

The following definitions and abbreviations are used in this document or in related contexts.

**Dunamis** = The Dunamis Project. The basic equipping teaching on the person and work of the Holy Spirit which underpins the work of PRMI, with the aim of mobilising, equipping and deploying Spirit-empowered witnesses to Jesus Christ throughout the world, in accordance with Acts 1:4-5&8.

**PRMI** = Presbyterian Reformed Ministries International. The parent body responsible for all Dunamis related courses and events (see [www.primi.org](http://www.primi.org) for more details).

**DFI** = Dunamis Fellowship International. The fellowship of those engaged with PRMI events and courses throughout the world, who have signed up to the tenets of the organisation.

**DFBI** = Dunamis Fellowship of Britain and Ireland. This is the local expression of the DFI in Great Britain and Ireland (see [www.dunamis.org.uk](http://www.dunamis.org.uk)).

**DFBILT** = Dunamis Fellowship of Britain and Ireland Leadership Team.

**DFT** = Dunamis Fellowship Trust. This is the charitable trust which is responsible for the legal and moral accountability of the work of Dunamis in Britain and Ireland, and oversees the work of the DFBILT.

**Track** = Dunamis Track. A series of six Events, usually residential (but see section 3), which deliver the essential teaching and practice of the Dunamis Project.

**TD** = Track Director of a Dunamis Track.

**Event** = Dunamis Event. Any one of the six events which form part of a Track.

**DI** = Dunamis Institute. The faculty programme which provides the 'quality assurance' in equipping teachers and leaders to embody and deliver the ethos and content of Dunamis (see [www.dunamisinstitute.org](http://www.dunamisinstitute.org)).

**LW** = Living Waters. A ministry arising within the DFBI context of providing healing and deliverance to those in need, at events specifically held for this purpose.

**UC** = Upward Challenge. Camp for teenagers and young adults, adapted from the Dunamis Project.

## **2. THE WORK OF THE HOLY SPIRIT**

- ❖ **Dunamis is the work of the glorious Third Person of the Trinity, giving glory to Jesus Christ.**
- ❖ **The work of a Track Director is a calling of the Holy Spirit and needs to be discerned and responded to appropriately.**

Dunamis is a programme about the glorious Third Person of the Trinity, about His relationship to the Father and the Son, and about the way that He mobilises, equips and deploys disciples of Jesus Christ to do the work of the Kingdom of God. **He calls us to co-operate with Him in His work;** it's not the other way around.

As a Track Director, this needs to be your primary motivation and that of your team. What will bring glory to God and honour to Jesus Christ, and enable the participants in the track to understand and join in with His work? If that's our aim, the Holy Spirit will honour and prosper our efforts. We work under His authority.

- As you pray and consider being a Track Director, it will be helpful to bear in mind the tests of the work of the Holy Spirit that we use. You may find some of the questions easier to relate to than others as you pray: Is your calling in accordance with the character of God as revealed in scripture? God calls people to particular work in his kairos time, to lead people to himself; do you sense that this is your time and that you can draw a team of people around you to work in koinonia to do this work.
- Will your leadership of a track bring glory to Jesus Christ? Search your heart for your motivation, and offer it to the Lord.
- Do other Spirit-filled Christians witness to your calling? Is there a sense of 'yes!' from the DFBI and from brothers and sisters in Christ who you trust to be listening to God? And do you have the prayer support of others as you undertake this?
- Will there be observable and verifiable fruit of the Spirit? Fruit in others may be difficult to predict at this point; but are you looking for growth in your own discipleship as you undertake this work? And do you have a sense of greater prayerfulness as you prepare?

### **2.1. Accountability.**

- ❖ **The TD and Team have multiple levels of accountability**

There are five levels of accountability within leadership of a Dunamis Track which need to be working together.

- a) Primarily, we're accountable to the Lord to guide and direct, so we need to be prayerful and honest with Him. He doesn't expect us to have all the answers, but to be willing to learn more of His ways as we proceed.
- b) Secondly, TDs are accountable to the DFBI. The DFBI will appoint one of its members to be your liaison with the team and to offer support, encouragement and mentoring as appropriate.
- c) Thirdly, as TD, you and your team (see 2 below) need to be mutually accountable and supportive. There will be times when some or all of you will feel out of your depth; so be there for each other.

- d) Fourthly, and this is perhaps where Dunamis is intentionally different from other training events, you and your team are accountable to the course participants. Debriefing, honest answering of questions and ensuring that there is group discernment of the way the Holy Spirit is leading is one of the keys to maintaining the ethos of Dunamis. There's more about this below under section 5 but we want this to be front and centre of our understanding.
- e) Fifthly, there are some legal considerations, particularly with regard to the protection of vulnerable people. These are part of the legal responsibility of the trustees of the DFT and it is vital that we are accountable to and support the work of our Trustees so they are not left vulnerable by the actions of the team. You should familiarise yourself and your team with the Trust's various policies which you can find at [www.dunamis.org.uk/resources](http://www.dunamis.org.uk/resources) under the 'Team Guidelines' section.

## 2.2. The role of the DI

### ❖ **Maintaining standards through the DI resources**

The DI is the faculty and online learning resource which gives teaching and leadership materials with the aim of ensuring consistent standards in delivering Dunamis Project tracks and related events. As such it is an integral aspect of this move of the Holy Spirit, and helps ensure that the core teaching and ethos of Dunamis are not overlooked or distorted.

It will be really helpful to have studied the materials about track leading as you draw your team together. The videos will give you first hand examples and teaching from the PRMI team and others with experience and expertise in leading Dunamis so you don't have to reinvent the wheel, and there are also videos giving guidance for team members such as lead intercessors, worship leaders, administrators etc. You can sign up at [www.dunamisinstitute.org](http://www.dunamisinstitute.org) using the 'register' button.

## 2.3. Remembering the Big Picture

### ❖ **TDs need to ensure that they keep perspective of the wider work within which Dunamis sits.**

Each Dunamis Project event is one local example of the national and global ministry of the Dunamis Fellowship. It doesn't exist in isolation. Track Directors have a responsibility to be ambassadors of this wider ministry, sharing the overall vision of PRMI, the 'umbrella' organisation. Dunamis is an outworking of one of PRMI's vision initiatives. We are one tributary of the worldwide river of the Holy Spirit's work, with some particular characteristics (most notably our roots in Reformed church theology and pre-Pentecostalism teaching and our emphasis on exercising discernment). It is easy to become very focussed on the Track you are directing, because this work is challenging and exhilarating, but we need to keep perspective, and to honour both our roots and the wider church. Section 7 gives guidance on how to present this wider picture during the Events themselves. You also need to remember it in your team preparation.

## 3. THE TRACK DIRECTOR

Although this entire document addresses the role and responsibility of the TD, it is helpful to make special note of the following key aspects:-

- a) Is appointed by the DFBILT, though the discernment process will normally involve others from within the DFB&I.
- b) Exercises spiritual authority and oversight for their Track or Event, including temporarily handing over the 'point' role to others when necessary, and coming under the authority of the DFBILT.
- c) Is an ambassador for the global ministry of the Dunamis Fellowship
- d) Brings together a Track Leadership Team in consultation with the DFBILT.
- e) Discerns the appropriate venue for the events in partnership with the Track Leadership Team, subject to concurrence of the DFBILT.
- f) Liaises with the DFB&I Director (or through the Team's Lead Teacher) about the teaching team for each event.
- g) Ensures that the ethos or 'DNA' of Dunamis is fully embodied and modelled throughout each event.
- h) Ensures that the Vision is presented and offerings are taken towards this work.

## **4. BRINGING A TRACK LEADERSHIP TEAM TOGETHER**

- ❖ **Team formation is key to successful Tracks and should happen early so that the team works and plans out of relationship.**
- ❖ **Personal intercessory prayer cover is essential**
- ❖ **Essential qualities of team members.**
- ❖ **Definition of team roles and essential information for TDs in selecting team members.**

Ideally, new track leadership teams begin to form as participants in Dunamis events experience both a sense of koinonia and a desire to pass on to others the blessings they are receiving. The leadership team of a track should be looking for people who will be the next 'generation' of leaders and should find ways of beginning to engage them in areas where their giftings and attitudes are coming into focus. This is especially appropriate for people who have joined a track early on (eg at 'Gateways to Empowered Ministry' or 'In the Spirit's Power' events) and have proved to be faithful participants. It's often the people who do not put themselves forward but in whom growing maturity is seen who prove to be the most effective members of new teams.

As we have said before, the ethos of Dunamis is important, and we've found that people who have committed themselves to a whole track have had the opportunity to absorb that ethos more fully than those who dip in and out. Of course, there are exceptions, but **relationships** that have been built through being at events and discerning together the Lord's ways in prayer, healing, gifts, spiritual warfare and evangelism make being on team significantly easier.

It's our experience that it is best if TDs have the nucleus of a team formed before they begin to book venues etc. Dunamis emphasises collective discernment and mutual accountability. We recognise that booking venues often has to happen a long way in advance and this can lead to pressure to start planning without a team but it is distinctly preferable to begin to build the relationships before planning events.

As you draw together your team, it's important to remember that every role is spiritually strategic. When you ask people to take part, it is highly likely, if not inevitable, that they will become a focus for spiritual warfare. We ask that you ensure that they are aware of taking their own responsibility for arranging **personal intercessory prayer cover for their role.**

So here are the **key positions** that we recommend are in place from early days and who will normally be involved in team meetings during an Event.

Track Director, Track Administrator (see 4.1), Lead Intercessor (4.2), Lead Teacher (4.3), Hospitality Leader (4.4) and Worship Leader (4.5).

In addition, we have listed three other positions which you should prayerfully consider as possible key team members. You may decide not to put such people as team members, but you need to think and pray through how these roles will work on your track, and how the liaison into the team will work. These roles are Personal Prayer Ministry (PPM) Leader (see 2.6), Corporate Listening Prayer Leader (2.7) and Technical Support Leader (2.8).

In team roles, it is possible for there to be some overlap, for example TDs can be Lead Teachers, Administrators can be responsible for Hospitality, but it is usually best to have these roles defined. You will need to be prayerfully considering the best way to handle this so that in advance of the Events and at the Events themselves the team members know their responsibilities and the team is big enough to provide mutual support, prayer, back up and encouragement to one another (and especially when the going gets tough, which from time to time it will). Your team needs to have servant hearts and to be flexible enough not to be offended when things change during the Event and their bit gets squeezed out, but to be willing to participate fully in the discernment process.

You should note that Dunamis Events are often intense and that it is possible for Team members to find that relationships among themselves or with participants become very close. Care should be taken that safeguards are put in place to ensure that this closeness does not result in inappropriate temptation or behaviour. Similarly, where frictions arise from time to time, the Team needs to model koinonia and to deal swiftly and lovingly with issues as they arise.

The following teaching video resources provide helpful insights and details for each team member:-

**Administration:**

Jeanne Kraak on Administration of Dunamis Projects <https://vimeo.com/album/1759535/video/33035578>

Graham Hill on Administration of Dunamis Projects: <https://vimeo.com/album/1759535/video/32766287>

**Intercession:**

Mary Ellen Conners on Growing Intercession at Dunamis Projects:

<https://vimeo.com/album/1759535/video/33026459>

**Hospitality:**

Hilary Clark on Hospitality at Dunamis Projects: <https://vimeo.com/album/1759535/video/32766745>

**Personal Prayer Ministry:**

Vernon Payne: Personal Prayer Ministry at Dunamis: <https://vimeo.com/album/1759535/video/32765740>

**Worship:**

Intro: Worship at Dunamis <https://vimeo.com/album/1759535/video/32727807>

Teaching Spirit Led Worship: <https://vimeo.com/album/1759535/video/34483317>

Practicum - Spirit led worship <https://vimeo.com/album/1759535/video/32729022>

Team work and Worship <https://vimeo.com/album/1759535/video/32728203>

#### 4.1. Track Administrator.

❖ **Key Spiritual Role.**

❖ **Good stewardship and information to enable decision making.**

This is a key spiritual role. Experience shows that the Enemy tries more than anything to disrupt communication on Dunamis, and the Administrator's ability to work with the TD to make good communication happen is vital. The Administrator's role includes fielding enquiries about bookings, taking bookings, ensuring participants know the dates by which they must pay deposits and final booking fees, handling finances and accounts for the event (in conjunction with the Dunamis Fellowship Trust Treasurer), liaising with the venue to ensure that numbers of attendees, meals, accommodation and meeting rooms needed are clearly understood. Part of this will involve ensuring that both the team and the venue are aware of particular needs of individual participants, eg disabilities, dietary needs etc. The Administrator will also need to be helping the team to make timely decisions if, for example, numbers are inadequate to cover costs and readjustments or cancellations need to be made. Good stewardship and godly liaison is essential so that Dunamis is seen as a fellowship which honours those we work with - both the participants in courses and the venues who host us.

Note that the trustees of the DFT are legally and personally liable in the event that good practice is not observed during Dunamis Events. So it is essential that the Track Administrator keeps accurate and complete records, particularly relating to finances and any activities which may have a bearing on insurance issues, and liaises with the DFT treasurer on these areas.

#### 4.2. Lead Intercessor

❖ **Heads team of on-site and off-site intercessors for discernment and spiritual cover.**

❖ **Identifying growing gifts of intercession**

❖ **'Engagement' and 'standing-down' of intercessors**

The Lead Intercessor will have responsibility for organising a team of intercessors to be praying for the track in advance, discerning together things that the TD and the remainder of the team will need to know. They will also need to co-ordinate two teams for the track events themselves; a team of on-site intercessors, and a team of off-site intercessors. Once on site, the Lead Intercessor and Hospitality Leader should liaise to ensure that the rooms that the participants will stay in have been prayed through, and with the Track Director and Worship Leader to pray through the meeting rooms. During teaching sessions and practical ministry, the Lead Intercessor will co-ordinate the on-site team to ensure that there is good cover within the venue and that the team also get sufficient 'down-time' to be alert enough for the work of intercession. From time to time, particularly as track participants become familiar with the team and trust is established, the Lead Intercessor will work with the TD and team to identify and call on participants to step into intercession for a session (this usually happens on events from 'In the Spirit's Power' onwards when gifts are beginning to be discerned) and will be responsible for guiding, managing and debriefing those who have been interceding. The Lead Intercessor will also liaise with the off-site team to pick up discernment from them and give information if particular situations arise where prayer cover needs to be stepped up.

It is important for those who are engaged in the work of intercession to be 'called to duty' or 'stood down' in prayer as appropriate at the beginning and end of sessions and of the whole Event.

Intercessors will sometimes be reluctant but will have a real sense of calling for this work; a burden from the Holy Spirit which will not always be comfortable but will be known to be right.

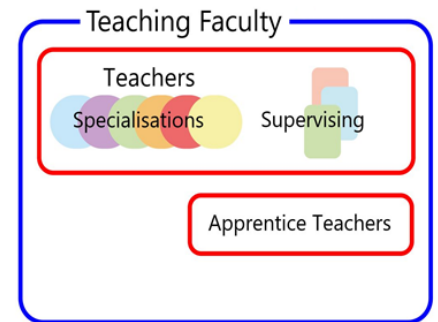


### 4.3. Lead Teacher

- ❖ **Teachers are assigned by DFB&I Director in consultation with the Track Director or with the Team's Lead Teacher**
- ❖ **Lead Teacher involved in team meetings during the event**

Responsibility for all teacher assignments rests ultimately with the Dean of Faculty for the DI (currently Revd Cindy Strickler). In Britain and Ireland this responsibility has been delegated to the Director of the DFB&I (currently Paul Stokes, who is also the Academic Dean of the DI).

Normally the teachers will be drawn from the Teaching Faculty of the DI, which has within it Teachers and also Apprentice Teachers. Most Teachers have subject specialisations within the Dunamis Project materials, for example gifts in teaching on healing and moving in to practice, or gifts in listening evangelism. Some of the Teachers are also responsible for supervising the development of Apprentice Teachers during events. Sometimes Guest Instructors may be used for a particular piece of teaching, where they are known to have significant, relevant abilities in imparting practice as well as theory to others. On other occasions, it may be appropriate to 'try out' someone from the course for a particular piece of teaching in order to discern whether they have an aptitude and anointing for teaching the Dunamis materials.



At each Dunamis Project event the teaching is overseen by a Lead Teacher. Sometimes this person might also be a permanent member of the Track Leadership Team, in which case the Director of the DFB&I will work in collaboration with the Team's Lead Teacher in making teacher selection and assignments. If not, then selection and assignment will be in collaboration with the Track Director, and one of the visiting Teachers will be the Lead Teacher. The Lead Teacher should be involved in the team meetings during the event, and will work with the other members of the team to discern when changes need to be made to the teaching programme in order to co-operate faithfully with the Holy Spirit's direction.

Dunamis is an equipping event, not simply a lecture imparting information. The Lead Teacher will be someone with teaching gifts who is able not only to teach the content ('theory') of Dunamis faithfully, but also someone from whom the ethos of Dunamis can be 'caught' – essentially a practitioner in the subject that is being taught (eg: prayer, deliverance ministry, or evangelism).

Where there are Apprentice Teachers involved in the event then the Lead Teacher (or one of the other Teachers) will need to provide supervision of their sessions, as well as giving and recording feedback in order to help the Apprentice Teacher develop and to track their progress. This is important and will need to be planned into the (already busy) schedule. For the events from 'In the Spirit's Power' onwards, teachers will also be needed to deliver the 'Gateways Catch-up' sessions, and it is often here that people whose teaching gifts are beginning to be discerned can be given the opportunity to deliver material under the supervision.

### 4.4. Hospitality Leader

- ❖ **Ensuring safe place for participants.**
- ❖ **Liaising with team to ensure personal needs of participants are considered.**

It is vital that participants in Dunamis know that they are in a safe space where they are being welcomed in to building a learning and practising community. The hospitality offered by the team really helps make this

possible and it is our experience that having someone specifically gifted in this on the team is the best way to ensure it is thought about. In a residential event, the Hospitality Leader works with the TD and the Administrator to ensure that the rooms where the participants are staying are well-prepared, often with a small welcome gift, and that the kinds of items that participants may have forgotten to bring with them are available. In a non-residential event, the Hospitality Leader will need to work with people in the locality to ensure that those who are coming a long distance can find suitable accommodation and, where applicable, work with local hosts to ensure the welcome and comfort of participants. If there are dietary issues, these need to be covered in consultation with the venue. In the meeting rooms, things like temperature, availability of water and snacks, relevant reading and writing materials etc makes for a sense of care. If participants have special needs, eg disability issues, the Hospitality leader will prayerfully consider how best those needs might be met to enable full participation in the event. For example, if a participant has sight issues, how will the materials available be tailored to them, how will their movement around the building be facilitated, how will they be enabled to participate in worship etc.? The Hospitality Person will need to liaise with other team members to ensure they have given due consideration to these issues in advance of the event. The Hospitality Leader needs to be a full member of the Team so that comfort issues which may affect participants' ability to concentrate on the teaching can be flagged and dealt with. With the TD they may discern that, at times, it is best to spend time with the participants rather than be in Team Meetings during an Event as this enhances the sense of availability of the Team to the participants.

#### 4.5. Worship Leader

- ❖ **Prayerful and practical consideration of enabling participants to engage in worship, and sensitivity to the Holy Spirit's leading.**
- ❖ **Under authority of TD, close liaison with them.**
- ❖ **Leading band if appropriate**

'Mission exists because worship doesn't'. So said John Piper and there's a lot of truth in it. Worship is an essential part of Dunamis because it ensures that our focus is not on ourselves but on God. The Worship Leader needs to be prayerfully seeking guidance about what will help the participants meet with God. Often this will be song- centred but it's much more than that. There needs to be an openness to the Holy Spirit that means that there is space for kairos moments within worship times; where silence is needed, or spoken words, or for hearing God through the participants, through scripture etc. During event sessions, the Worship Leader must operate under the authority of the TD and there needs to be good liaison between the two.

Once a Worship leader is appointed, it is their responsibility to call a worship team/band together if that is going to be appropriate. Though members of a band may be suggested by other members of the team, their participation needs to be carefully discerned in advance of the events. If the Worship Leader is working with a worship band, there will need to be adequate times for the worship band to rehearse both before and during the event. Dependent on the abilities and gifts of the band members, it is very helpful to have the flexibility to go 'off-plan' but we need to recognise that this is not always possible because of the constraints of musicians needing sheet music. The Worship Leader is responsible for these decisions. As ever with Dunamis, there are opportunities to draw servant-hearted participants in the course, whose gifts in worship are being discerned, into working alongside the worship team; the Worship Leader will be responsible for mentoring of such participants if this happens. Any invitations to others to participate should be fully discerned in conjunction with the Worship Leader prior to any invitation being issued.

The Worship Leader needs to be responsible for ensuring that adequate resources in terms of PA equipment and sheet music and words for participants are available at the event; if projection of words for

worship is being used, he or she also needs to ensure that there are people at the event who can manage the technical aspects of this. (see also 2.6 - Technical Support Leader -below). Consideration also needs to be given to the needs of participants with disabilities, for example sight issues. The Worship Leader is also responsible for ensuring that a record of songs copied and/or projected/played is given to the person responsible for completing Christian Copyright Licensing returns (currently Rev. Sheila Coop). Personal Prayer Ministry Leader (PPML) Prayerful and Practical Coordination of personal ministry to participants where discerned necessary. The decision to engage a PPML is significant. Often, during Dunamis events, the teaching and practical work will stir up in participants a need to receive more in-depth personal ministry than can take place during the corporate practical sessions. Having a person who is specifically tasked with co-ordinating that ministry can be very helpful as it means that other members of the team are free to concentrate on their own tasks without having to take responsibility for co-ordinating personal ministry to participants, which can be distracting and involves significant spiritual and practical demands.

#### 4.6. Personal Prayer Ministry Leader

The PPML works under the authority of the TD to draw together, instruct and authorise small teams from within the group (usually twos or threes) to minister to individuals in a way that is in line with Dunamis teaching and practice and ensures a safe and confidential environment for the ministry. Prayerful discernment of the right people to minister at the time is needed. Where appropriate (and in consultation with the TD), this may involve, in advance, inviting people with experience to attend the Event for the purpose of offering this ministry.

The PPML needs to give careful consideration to the best time for these ministry sessions to take place, to minimise disruption of the individual's participation in the teaching and more corporate practical sessions. PPM should take the form of listening to the individual, and spending time listening to what the Holy Spirit is saying about the person's need, then ministering in prayer appropriately. Sessions should be given a time limit (usually of not more than 90 minutes), to avoid running through more than one teaching session and to avoid trying to deal with too much in any one period of ministry. There is a need to recognise that, after PPM, individuals may need to rest and have individual space and/or to be cared for and affirmed, and then to re-engage with the wider group; so the PPML needs to liaise with their team members and the Hospitality Leader or others as needed to ensure that this is done appropriately.

Dunamis events are not primarily about ministry to individuals - they are equipping events to enable the participants to grow in their learning and practical engagement in co-operating with the Holy Spirit. Personal Prayer Ministry can be very helpful in increasing the experience of the individual receiving ministry, of those offering ministry, and of the wider group if debrief can happen without breaching confidentiality (see section 5.iv). However, we need to be careful to ensure that participants understand that it is the equipping of Spirit-Empowered Witnesses to Jesus Christ that is our main focus, so that people do not become dependent on Dunamis as the place where they get ministered to.

PPM is a situation in which it is vital, for everyone's protection, to ensure safe working practices. The PPML should be familiar with and adhere strictly to the DFT policies on protection of vulnerable people. It should be noted that *anyone* receiving PPM is, at that time, legally counted as a vulnerable person. The policies are found at [www.dunamis.org.uk/resources/downloads](http://www.dunamis.org.uk/resources/downloads) under the sections 'Safeguarding' and 'Guidelines and values for ministry'.

#### 4.7. Corporate Listening Prayer Leader.

##### ❖ **Leading and modelling morning Listening Prayer meeting and giving feedback of discernment**

This is an area which can overlap with other functions but experience says that there is real blessing in bringing alongside the team someone with gifts in leading the wider group in Corporate Listening Prayer each morning. The feedback from this time of prayer into the team's decisions about how the day should go gives a sense to the participants that their own discernment together is taken into consideration, and affirms that gifts are already being exercised. The person leading the morning prayer meetings needs to be able both to lead in prayer, and to facilitate the course participants in listening together for the Lord's guidance. They also need to record significant contributions and the overall direction of the Corporate prayer meeting. It is your decision as TD as to whether this person is a full member of the Event leadership team. If they are, this makes the feedback into team meetings easier. If not, then you need to make good provision for that feedback to happen in a timely way.

#### 4.8. Technical support leader.

Co-ordination of audio-visual needs of the Team, Teachers and Participants. Depending on the venue, the leadership style and the needs of the teaching and worship teams, it can be very helpful to have a liaison person to deal with the audio-visual needs of the team and participants (PA, projection etc) and with any administrative need for computer equipment/printers etc. This involves checking what equipment is available within the DFBI and at the venue, including researching any cost implications, and ensuring that available equipment gets set up at the venue at the appropriate time. It makes a significant difference if this person is also Spirit-filled! If the event is based in a church or other voluntary location, the Technical Support Leader will need to ensure good liaison with the technical team at the venue, to ensure that misunderstandings do not arise over the use of equipment.

If you don't have such a person available, you will need to think through carefully in advance all the possible needs for technical expertise and adapt your presentation to suit what is available, in liaison with the venue.

#### 4.9. Finance for the team.

Dunamis is a faith ministry. As such, team members will usually have to finance their own participation in events. You need to be clear with team members what this means in terms of both attending team meetings ahead of events and for the events themselves.

### 5. DISCERNMENT AND SELECTION OF VENUE.

- ❖ **Venue booking must be approved by the DFT through the DFBIILT**
- ❖ **Discerning appropriate places for the target participants and finances available**
- ❖ **God's call to take Dunamis into a place**

It's our normal pattern for the DFBIILT to work with the Annual Fellowship Meeting to discern tracks which should be started, who they are for, and/or the area of Britain and Ireland where they should be taking

place. Once an area is established, a TD has been appointed and a core team has been formed, it is the team's responsibility to find a suitable venue, in consultation with the DFBILT.

The actual contract for booking a venue, including deposits and payments of fees, has to be made by the Dunamis Fellowship Trust (DFT) as that is the legal charitable body. The DFT will do this on advice from the DFBILT, who are entrusted with discerning the 'rightness' of the event and of the financial risk involved.

You need to consider the following as you prayerfully discern the location the Lord is leading you to.

- a) Target participants. Is there a call to bring Dunamis to a particular group of people (eg members of a particular denomination, or those who are living in the UK who originate from other nations, or those with special needs) or is this track aimed at a particular area of the country? If so, the venue selected needs to take this into account. In particular, there may be social or cultural factors that make some residential venues difficult for your target participants. Does your target group fit the location you select?
- b) Is your target group able to commit to the financial conditions of venues you may be looking at? For example, if their work is of a variable hours nature, can they commit to a residential venue? If you are targeting ministers, will their denomination contribute to their costs?
- c) What is the spiritual basis of the venue you are considering? If it is sympathetic to an evangelical Christian understanding, this will be of great help. It is worth asking what kind of groups the venue is open to and checking in with your intercessors about what might be the spiritual cleansing needs of the venue. This shouldn't mean we never go to places where groups of other spiritualities meet - in fact, the Lord might be calling us to change the spiritual atmosphere of such places - but we will need to be vigilant about possible influences which are opposed to Jesus.
- d) Does the venue have particular rules for guests, for example with regard to alcohol consumption, locking-up times etc? If it does, it's essential for those rules to be honoured when we are there, so that there is no spiritual clash. It will be up to you as Track Director to ensure that participants honour these rules, so there are no opportunities for deception to take place. If you don't think you'll be able to honour the rules of the venue, please find an alternative venue where you *can* honour the rules!
- e) Is this to be a residential course track or are other arrangements being made - eg a church-based venue or a weekly course. Dunamis does work best in residential settings where the community aspect builds by being together outside the teaching times but, with care, other venues can work very effectively.
- f) How many people do you anticipate will attend? Experience says that venues prefer you to start with realistically small numbers and increase the request for accommodation, rather than booking large numbers of places and having to cancel bookings. This may vary, but you do need to check very carefully what their booking conditions are.
- g) Take careful note of the financial commitment you are making - this is a commitment for the whole DFBI. When do deposits have to be paid, when do final numbers have to be in, are there deadlines where prices change or cancellation/alteration fees apply?
- h) Most importantly, of course, is there a sense of God's calling to take a track into this venue, taking into account the discernment tests? Although practical considerations are extremely important, God has the resources to make things happen, so if the team and the DFBILT have discerned this is what God wants, that is the vital ingredient.

## 6. TEAM PREPARATION

### ❖ Relationship building and planning

Team meetings. It is really desirable (if not essential) for teams to meet face to face, several times before the first event, and at least twice in between events, to have time to worship and pray with and for each other. These times build relationship and pay real dividends when it comes to working together at events. They ensure that planning takes place within an atmosphere of growing trust. We do appreciate that this involves a further sacrifice of time, particularly if team members live a distance apart.

If the only way you can meet is by conference call, there is more room for misunderstanding and for missing particular tasks.

Corporate listening prayer should form an integral part of team meetings. The TD should ensure that clear notes are taken of the actions agreed, and check in with team members between meetings, both from a relational and task point of view.

The responsibilities and decision making we've already outlined in part 3 for the members of the team are part of this planning.

## 7. EVENT ETHOS.

### ❖ Teaching, worship, deliberate moving into practice, debrief, discernment, safe space, confidentiality, honesty, point person, spiritual attack, intercession, corporate listening prayer.

As we said in the introduction, Dunamis has a particular ethos and the team needs to be able to deliver that ethos. This isn't an exhaustive list but these aspects enhance the likelihood of the track being true to the values and practices of PRMI.

- a) Teachers should teach from the Manuals. Although each teacher will have their own personal style, the content of the course has been carefully thought through and makes sense as a whole. The Biblical and theological basis of the materials needs to be communicated, because this gives confidence to participants that we are taking God's word seriously in our theology of the Holy Spirit.
- b) It's good for teachers to share their own experience of practising the principles of co-operation with the Holy Spirit and to be honest where they have struggled in their own journey. All of us will have gaps in our knowledge and experience, and it's important to have the integrity to say so. This is where the whole team can work together to contribute their experience when called on.
- c) There should be intentional moving into times of putting theory into practice, giving the participants the opportunity to apply what they are learning. This 'lab time' (or 'practical') will vary according to the event that you are on (Gateways, In The Spirit's Power, Prayer, Healing, Spiritual warfare, Listening evangelism). The team needs to communicate clearly what they are asking participants to do, and to reassure the group that all of us are learning, and it is OK to experience nothing, it is OK to try things and see what the Lord reveals, and it is thrilling to do this together. It is also OK to get things wrong provided our intention is to learn and to ensure that participants maintain safe practice and care for one another.

- d) Within and beyond Dunamis events, the right of the individual to give or withhold permission to share their story must be honoured. If a participant has been ministered to within an event, and the debriefing of that ministry will be helpful to the whole group, such debriefing should be limited to the principles and process by which those who were ministering received discernment, rather than the specific details of the discernment they received. Of course, if the person receiving the ministry is willing for details to be shared within the wider group, that can be very helpful, but we must avoid any sense of violation of privacy, and not give opportunity for gossip.
- e) We are part of the ministry of the whole church of God which gives honour to Jesus Christ. It should be part of our ethos that, even where our emphases are different from other parts of the church, we take care to speak well of the people God loves - His Church. So we choose not to be critical of the Church, rather to show by example that we are aware of the grace that we have received in being filled with the Holy Spirit.
- f) Debrief, and accountability of the team to the participants, is essential. It creates a sense of learning together, and a safe environment where questions are not only tolerated but welcomed. Events of each day should be debriefed in a timely and concise manner, bearing in mind how much energy the group has for this at any particular time. This applies both to the theological and biblical framework of the teaching (the opportunity to ask questions about content) and to the pattern of ministry/lab times, good and bad. The team should point participants to the discernment tests which we use and check in that there was no human manipulation. The focus should be on whether we effectively co-operated with Jesus through his Holy Spirit. If there has been a session in which there has been a sense of confusion or spiritual attack, it is often helpful to hear from the Lead Intercessor about what the prayer team has discerned. It may also be appropriate for the group to discern together if the Lord permitted a particular situation in order for the group to learn a particular lesson. On occasion, this may lead to further Listening Prayer at an appropriate time.
- g) If it is not possible to cover a full debrief at the end of a day, or there are questions that have not been able to be answered, check in with the participants that they are OK with revisiting what has happened at a different time - and make sure you do it. Occasionally, the Enemy will try to disrupt a debrief time by a particular participant having a 'bee in their bonnet'. At such times it is often best to avoid the whole group being disrupted by this, and for one of the team to offer to talk with the person about the issue in question at a separate time.
- h) On occasion, members of the team will either come to a point where they are very tired or come under spiritual attack, and will 'meltdown'. The team needs to ensure that they are covering one another's backs when this happens, in prayer and in practical stepping in. Again, admission of this to the wider group can be helpful, but it is the team member's story. These can be very helpful learning experiences.
- i) As a general rule, because of the importance of the delegated spiritual authority we have under Jesus, the team (at least) should know clearly during each session who is acting as 'point' person. If that point person needs to change during a session, or between sessions, a good, prayerful handover ensures the safety of the group. Usually, this delegating of leadership from the TD can take place within the team meeting, with the TD nominating those team members who will be on point for particular sessions. It is always good for the team to ask members of the course to pray for them at the beginning and end of sessions or when a fresh teacher takes up their part of the session. Experience says that it is usually best at the beginning of a track or event, when the participants' spiritual background may be unknown, to ask people with whom we are familiar to lay on hands, but to ask the whole group to be asking Jesus to bless the teaching/leadership.

- j) There is a balance to be struck between the time the team needs to prepare themselves at the beginning of the day and before particular sessions, and the need to be available to be building appropriate relationships with the course participants. There aren't any perfect answers to this, but it is important to be aware of the issues.
- k) Worship is an integral part of Dunamis. Worship helps to clear the spiritual atmosphere and put the focus of the participants on Jesus. At times, there will be a need to respond to God in worship when it's not on the schedule. The TD and team should be aware of this and respond accordingly. Particularly when people have been struggling with their response to teaching or to ministry, worship gives them the space to engage their heart and mind with God in a refreshing way - and it pleases Him!
- l) Intercessory prayer cover. In the early stages of an event, it often helps to reassure people that there are people in the room who are specifically praying for the group. At these stages it may be inappropriate to go into detail about the prayer cover, but as the course progresses further explanation can be given. The person who is leading intercession in any session should draw their team together before the session and agree on how they will communicate. Care needs to be taken about room layout so that there is space for intercessors to move if necessary for communication. There is considerably more detail about event intercession in the Dunamis Institute materials.
- m) In addition to the intercession for the event, the Morning prayer meeting, where participants are invited to share in Corporate Listening Prayer and to know that the discernment will be fed back into the team's planning, is a really positive experience both in hearing from the Lord about His plans and encouraging the group that they do hear from him.
- n) It should be built into our DNA that our financial accountability should be exemplary. So where offerings are taken, they should always be accounted for and countersigned by at least two trusted, independent people and that information passed to the Trust Treasurer as soon as possible. It is always a great encouragement (as well as good practice in accountability) for the participants to be informed of the total amounts which have been offered at the Event, whilst it is still running.
- o) There should be intentional seeking of the Spirit's guidance as to gifts of the Spirit that are being developed in individuals as the Track progresses. Each event has a distinct set of teaching materials designed to promote the raising up of people gifted in different areas of ministry and, as appropriate, opportunities to exercise these gifts in safe conditions should be made. The Track leadership team should also be seeking whether the Lord is raising up individuals to form future track leadership teams and take opportunities to try people out under supervision, for example in Gateways Catch-up teaching, intercession, worship, hospitality etc.
- p) Towards the end of each event, consideration should be given to how people make the transition back to their home environment and local church situation. Dunamis events are intentionally intensive and the readjustment to home life can be difficult. Appropriate teaching and encouragement is important.

## **8. CASTING THE VISION**

- ❖ **Track Directors must ensure that the vision is shared with participants**
- ❖ **There must be opportunities for offerings towards this faith ministry**



As we have said, because each Dunamis Project event is one local example of the national and global ministry of the Dunamis Fellowship, Track Directors have a responsibility to be ambassadors of this wider ministry. To do this, you need to ensure that the following things happen:

- a) Share the overall vision of PRMI, the 'umbrella' organisation. At any one Event you will not be able to share the whole story, but it is important to give some overview of the history of PRMI, and/or significant developments which are taking place, either with the development of the Community of the Cross, or with Training initiatives (such as Equipping Streams, the Dunamis Institute, Ignite, Living Waters etc), and/or the introduction of PRMI staff members, eg by Skype calls.
- b) Include in your presentations, or worship or ministry times, testimony of how Dunamis has impacted the lives of one or more individuals who are present at the event – its value and fruitfulness (this might be through a Dunamis Project event, or through one of our ministries such as LW or UC). Provide at least one opportunity for an offering to be received, as well as a mop-up opportunity for those who may have been unprepared or undecided at the first occasion. It is part of our understanding that offerings should be announced in advance, giving opportunity for people to ask the Holy Spirit as to what he is calling each individual or family to give. It should be emphasised that people should only give what the Spirit prompts them to give. The Track Administrator should make available envelopes and details of Gift Aid donations, as well as opportunities for people to give pledges, as appropriate.
- c) Present information about the Dunamis Fellowship and invite people to consider becoming members (you will need to have copies of the DFB&I membership leaflet to help with this, although people can also join via our website). Particularly towards the end of an Event or Track, this helps people to feel that they will have an ongoing relationship to the wider work.
- d) If you know of ongoing events such as Dunamunch or Equipping Streams which will take place between Events or after the Track comes to an end, again make sure that people have the information to hand as the Event comes to an end, so that they have a sense of continuity with the work.
- e) Be discerning as a team people whose gifts may be particularly helpful to the wider Dunamis Fellowship and prayerfully ask them if they would be willing for those gifts to be offered to the wider ministry.