TYB Training Workshop

Preparing to Lead Ministry to Organizations

**TYB MINISTRY**

Chester and Betsy Kylstra

Version 181115

**TYB Ministry Contents**

This document contains instructions, discussions, teachings, handouts and worksheets for you to use as you work with organizations to bring transformation, healing, and freedom to them.

This document is organized around the three primary phases of the TYB Ministry: the Preparing, the Ministering, and the Follow-Up.

- **Preparing** to Lead TYB Ministry to an Organization

- Initial Contact with Organization’s Leader/Contact Person

- Second Contact with Organization’s Leader/Contact Person

- Checklist: Organizing an TYB Ministry Seminar

- TYB Ministry Seminar Preparation Letter

- Release from Liability clause

- **Ministering** to an Organization using a TYB Ministry Seminar

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- Outline Ministry Seminar plus Power Point

- Presenting the TYB Concepts

- Developing the Ministry/Action Plan

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- Ministering Action/Ministry Plan Suggestion and Tips

- Organizational SoFCs (SoFFCs/SoRFCs) Groupings

- Corporate UBGs/GBs

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- Organizational Demonic Oppression, Strongholds, and Principalities

- **Follow-Up** after a TYB Ministry Seminar to an Organization

- Sample Follow Up Letter

- Establishing Intercessors

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- Continuing Consultant Role

TIME LINE for TYB Ministry Flow

Preparing/Contacts Ministering via TYB Ministry Seminar/Action Plan Follow Up: Additional Ministry

Organize/Final Details Developing/Ministering Establishing Intercessors, Developing Culture

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**I. PREPARING FOR THE TYB MINISTRY**

The following detailed steps are typical of the Preparing Phase when you are organizing to lead TYB Ministry to an organization.

A. Initial Contact with Primary Leader/Contact Person

You have a number of items to discuss with the Organization’s Leader. While you are looking for issues and roots, the prime question you are asking yourself is “**Does God want me to do this ministry or not?**” You will be listening to the Holy Spirit to reveal problems, symptoms, etc., as well as provide the answer to the question: **Do I accept this ministry opportunity?** You will want to include the information you gather during your initial conversation with the primary contact person as you make this decision.

- Objectives to Accomplish during Call

- You want to ‘build a bridge’ with person by first introducing yourself, and then asking how he found out about you and the TYB Ministry.

- Use the “**Initial Contact with Organization’s Leader/Contact Person**” form to guide your conversation.

- After the Call

- Prayer: **Do I accept this TYB opportunity?**

- If you decide to decline the TYB ministry opportunity, send a gracious “Thank you but No” letter.

- If you decide to accept, you want to send the Preparation Information documents to the contact person so he will have them before the Second Contact conversation. These include: TYB Ministry Seminar Check List, Organization’s Preparation Letter, and (optional) the Release from Liability clause.

B. A Second Contact with the Leader or Contact Person.

Alright! You and the Lord have decided the answer to The Big Decision is: **Yes.**  When it is time to be in touch with the Leader/Contact Person again, you will want to cover the following items.

- Use the “**Second Contact with Organization’s Leader/Contact Person**” form to guide your conversation. Ask the relevant questions, and then go over the important items on the Check List, the Organization’s Preparation Letter, and the Release from Liability clause.

- Send summary email covering items discussed with highlighting things needing advanced preparation.

C. Preparation Time before Arriving for the TYB Ministry Seminar

- More Prayer: What is the real Issue? It is advisable to seek spiritual revelation as to what is really going on with the organization. What is the real situation? What does the Lord want to do about all of this? The more you already have the Ministry/Action Plan items in your heart, the better you will be able to lead the TYB Ministry

- Conduct Internet research to glean information on the city or geographic region(s) in which the organization is located. What is it ‘famous’ for? Try to identify probably sin issues, spiritual influences and principalities for the region. Also see what you can find regarding the organization itself.

- Solicit the help of intercessors to pray covering/protection for you and principal leaders of organization and to also seek “what is the real issue?” as well as any other revelation from the Holy Spirit.

- Do final confirmation communication to assure the organization’s preparedness and to try to minimize confusion about final details.

- Verify again that there will be at least one person present who can provide the history of the organization, of the land/structures, and of the region.

- As you prepare to travel to lead the TYB Ministry Seminar:

- Pack your Laptop computer with presentation mouse.

- Ensure you are familiar with the TYB PowerPoint presentation, and that it is working correctly

- Pack your TYB book.

- Have your initial draft of the SOFFCs/SORFCs-Demonic Oppression/Principalities groupings.

- Have your initial draft of Ungodly Organizational Cultural Beliefs and potential Hurts/Losses.

- Arrange for Flip Chart stand, Flip Chart paper, and Marker Pens. (Tape if needed.)

**TYB Ministry: Preparing**

**Initial Contact with Organization’s Leader/Contact Person**

**ITEMS TO COVER**

1) How well does the leader understand the TYB process (briefly summarize it even if leader thinks he understands).

2) Does leader understand the time commitments for TYB Ministry (preparation time, the three 3 hour sessions of the ministry seminar, plus follow up)?

3) Does the leader have clarity about the presenting issue?

A. The history of the issue

B. The current status of the issue

C. The effects and implications of the issue

D. How the issue is being impacted by the organizations founders and successive leaders

E. How the issue is being impacted by the history of the land and building(s), and regional principalities

4) Is the leader willing to look at any real issues underneath the presenting issue?

5) Do you think the leader would be willing to acknowledge his contribution (if any) to the issue and also to ask forgiveness?

6) Is the leader willing to do pre-seminar preparation including:

A. Read the TYB book and ask his team to read it

B. Contact the appropriate attendees and schedule the seminar meeting

C. Find one or two historians to make 15-minute presentations on:

1. the history of the organization.

2. the history of the land and local region.

7) How does the leader react when you explain the possibility of negative consequences of dealing with the issue?

- More sin issues may be exposed.

- Some staff/employees may quit.

- Some individuals may be frustrated that they are no longer able to control and manipulate others.

- Leader(s) may be frustrated that he/they loses control over others.

8) (optional) Is the leader and organization willing to sign a release of liability clause for any negative consequences coming from the ministry?

9) Is the leader willing to do the needed follow up, including:

a. propagating new organizational GBs?

b. engaging intercessors to follow up?

c. delegating any new responsibilities?

d. dealing with additional issues that may be exposed?

10) Discuss with leader possible metrics that could be used to evaluate the effectiveness of the ministry

11) Discuss with leader the following:

A. Cost and method of travel

B. Cost of TYB books

C. Lodging arrangements

D. Honorarium

12) Let the leader know when you will get back with him, after praying about the possibility of ministering TYB to his organization. Best if both of you agree to pray (again) about the possibility.

**TYB Ministry: Preparing**

**Second Contact with Organization’s Leader/Contact Person**

**ITEMS TO COVER**

**I) Questions to ask for the initial history**

**- Of the Organization’s Leaders:**

1. Organization: When founded?
2. Land/Structures: Own, Lease, or Rent?
3. Founders: who were they? What characterizes them?
4. Current Leaders/Owners? Who are they? What characterizes them?
5. Leaders: Total number of them? Known for? Repetitive health issues?
6. Major Sin Patterns among the leaders? (Sexual Sin/Immorality, Idolatry, Covenant Breaking?)

**- Of either Organization’s Leaders or long-time Resident of the Area**

1. Former Inhabitants of the Land: Who were they? Individuals, Organizations, ethnic groups, etc.?
2. Any major events on the Land? Disasters, Rebuilding?
3. Major Sin Patterns on the Land? Innocent Bloodshed, sexual sin/immorality, Idolatry?
4. Based on above information, discuss whether it would be appropriate for the leaders to “receive the land” and enter into a stewardship relationship with the land?

**II) Items to Cover to arrange Ministry/Seminar**

- You will want to go over the important items on the Check List, the Organization’s Preparation Letter, and the Release from Liability/Hold Harmless clause.

- Agree to dates for the ministry.

- Discuss importance of having the right people at TYB Ministry Seminary (discuss who they are and why). Agree that all leaders will be notified of the TYB Ministry and the importance of their participation.

- Discuss helping leaders get up to speed by reading at least Parts 2 and 3 of TYB book.

- Discuss obtaining how to obtain more in-depth history of organization, the land/structures, and region.

- Discuss the presenting issue (as it is currently understood), including:

- history of the issue,

- current status of the issue,

- effects and implications of the issue,

- how the issue is being impacted by the history of the founders and other leaders, the land/building(s), and the local/regional principalities.

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| **TYB PREPARATION: CHECK LIST**  **Transforming Your Business Ministry Seminar** | | |
| **Business:** | **Location:** | |
| **Contact Person:** | **Contact Phone:** | |
| **Finalized Date of Seminar:** \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  **Sessions Scheduled:** \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ | **Seminar Contact Person:**  **Phone:** | |
|  | **E-mail:** | |
| **First Contact: (Use First Contact Form)**  This Seminar is designed to:  (1) Present TYB Concepts  (2) Develop a Ministry/Action Plan.  - Agree to Pray and then decide. | Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  Decision?: \_\_\_\_\_\_\_\_\_\_\_\_\_ Follow-up: \_\_\_\_\_\_\_\_\_ | |
| **Second Contact: (Use Second Contact Form)**  **Gather Initial History, Make Arrangements.** | Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ | |
| **Order TYB from RTF Online Store** | Date: | |
| **DATE Email with Check List, Organization’s Preparation, (optional) Release Liability clause:** | DATE: Initials/Date call made: \_\_\_\_\_\_\_ | |
| **Basic Information:** |  | |
| Proposed Dates: | Finalized dates: | |
| Times of Sessions: |  | |
| Estimated number of participants: | Final estimated number of participants: | |
| **Teaching time/ministry time** of **3 Hours Required for each of 3 sessions.** | Day/Times of Sessions: | |
| **Select Presenting Issue?** |  | |
| **History:** Ask the business to provide a brief history of the organization, leaders, immediate surroundings, and region. | Follow up to insure that leaders have the History of the organization and the land. | |
| **Finances:** Expenses covered plus either a fee of \_\_\_\_\_\_\_ and/or a love offering. | | |
| Suggested minimum **"Love Offering/ Honorarium."** $1500 for Seminar Leaders. |  | |
| **Travel Expenses for Seminar Leaders**.  **Airfare or $0.30** for actual mileage.  Who will be making the arrangements?  (Some teams prefer to make their own arrangement.) | Airline: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  Departure: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  Return: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  Name of Airport: \_\_\_\_\_\_\_\_\_\_\_\_\_ | |
| Rental/Borrowed Car for Seminar leaders? | Who will meet Leaders at destination: | |
|  | Rental Car: | |
| Lodging for Seminar Leaders: | Housing/Hotel/Private: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  Host/Hostess name and phone number: \_\_\_\_\_\_\_\_\_\_  Address/Directions/Map: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_  Date housing info sent to Seminar Leaders: \_\_\_\_\_\_\_ | |
| **Equipment:** | |
| Lapel Mikes: 2? \_\_\_\_\_ (or 1 + 1 Handheld?) \_\_\_\_\_ |  |
| Projector for Power Point? \_\_\_\_\_\_ |  |
| Have Flip Chart Stand plus Paper plus Markers |  |



**Transforming Your Business Ministry**

[Your Address]

[Your Town, State and Zip]

[Your Phone Number]

[Your Email Address]

[Your Web Site]

[DATE]

Subject: TYB Ministry Seminar Preparation

Dear [BUSINES/CHURCH LEADER],

Thank you for inviting us to bring the Transforming Your Business (Church) ministry to your organization. We certainly enjoy doing this ministry. It will be a special blessing to help you and your organization gain more freedom, enabling you to further and more completely fulfill your purpose and call in life.

In order to have maximum freedom and healing come from the ministry, there are a number of important things to do before-hand. We could call them the "prerequisites" for successful ministry. Let us list them here, so that you can consider them and see if everything (and every person) is in place.

1. Please assemble a Leadership Team to represent the organization.

2. The Team should consist of senior leaders, significant decision makers, and other people of influence.

3. The Leadership Team can include all past leaders, if possible. If not possible, the current senior leader should be ready and willing to stand in for previous leaders.

4. If there is someone who knows the history of the organization, and/or the history of the land occupied by the organization, that person may be invited to be present as a resource for the Team.

5. The Team functions best if it has a maximum of approximately 18 people. Fewer people is okay. (For a one-person organization, the TYB ministry would normally be blended in with the RTF personal ministry.)

6. It is important that everyone on the Leadership Team be in full agreement that he/she wants to engage in the Transforming Your Business ministry. If someone you would normally chose is in disagreement with any part of the TYB ministry concepts and principles, it would be better to not have that person participate.

7. It would be good if all those on the Leadership Team could either read, or re-familiarly themselves, with the TYB book. However, we normally go through a review using Power Point in our first meeting, to help the entire Leadership Team be up-to-speed and ready to participate.

8. It is very helpful if the senior leadership would be thinking/praying about what issue(s) they want to focus on. However, we can determine an appropriate issue during our time together if you haven’t selected one beforehand. It might be helpful to ask yourselves: "What is going on in our organization that is a struggle area, a problem area, and/or a repeating pattern that keeps causing us problems, losses, personnel issues, etc.?" We usually have time to do one main issue plus one or two related/additional issues.

9. The Leadership Team members should be willing to be honest about the history and any part they may have had in the current problem/issue.

10. We will ask each one to be willing to walk through the confession of the Sins of the Founding Fathers and Curses steps, and ask forgiveness for his/her part. We will be asking each one to be willing to forgive the others, and receive forgiveness from the others, and from God. In other words, we are asking for serious openness and vulnerability. Similar heart actions may be needed for any aspects of an Ungodly Organizational Culture, Hurts/Losses of the organization, and any way legal ground has been given to the Demonic, Strongholds, and Principalities.

11. We would like to help you look at your decision-making model. This includes how decisions are made, how they are implemented, and how they are followed up. Is the chain of command adhered to throughout the organization? All of this is part of the culture of the business/church, and needs to be examined for any ungodly aspects.

12. It would be helpful to assign a spearhead person who will research and organize the history of the founders, the founding and development of the organization, and the building and land that it occupies. Having this will be a great help as we gathered for the ministry time.

We have an organizational "application" form [attached "Appendix A"] that the spearhead person may use as a guide. It is like the Application form for individuals, but for organizations. This form doesn't need to be filled out, but rather we ask you to look through it and let it alert you to the kinds of information we are looking for. We particularly want as much history as you have for the organization, and for the land/buildings the organization has occupied and had authority for/over.

The Transforming Your Organization process has borne good fruit in the places that have been open to it, but as you can see, there is significant work and preparation involved, not to mention openness of heart of all the Leadership Team. We hope this will not be a stumbling block for you and the Leadership Team.

There are several formats the TYB ministry can use. However, the one that seems to work the best is to deal with one major issue at a time. This format is very similar to the RTF Issue-Focused Ministry for individuals.

The amount of time required to minister to one issue will decrease as the team becomes experienced. The first time a Leadership Team comes together to do the TYB ministry process, there is the need to help the Team learn the process, and to learn about the history of both the organization and the region. These things don’t need to be repeated in later meetings. The first time usually takes a minimum of nine hours spread over three sessions. This seems to work best by scheduling a Friday night and Saturday morning and afternoon. That is about the least time the meetings can take and still be effective.

After the first issue is dealt with, additional issues can be ministered to in other meetings. Sometimes one long session (maybe 4 hours) is sufficient to process another major additional issue. Obviously, this style of meeting can be repeated, maybe one per month, until all of the most important issues have been cleared out.

Regarding finances for the RTF ministry team, we would appreciate our expenses being covered. We prefer to not charge a fee, but we do appreciate a love gift.

Looking forward to being with you. God Bless,

[YOUR NAME(S)]

**Statement: Release from Liability clause**

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ [organization’s name] agrees to hold harmless [YOUR NAME AND MINISTRY NAME] and to release you completely from any liability, expenses, or damage that might arise as a result of leading a Transforming Your Business Ministry with \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ [organization’s name]. This includes any change in finances, employees, customers, vendors, and land/buildings.

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Date Signature of appropriate Authority

II. MINISTERING USING THE TYB MINISTRY SEMINAR

A. As you begin your first meeting:

- Introduction of self and any others traveling with you (including ministry helpers if any).

- Thank and affirm leader for who he is and for the courage to honestly tackle important issues.

- If possible, inspect where you will be meeting for the TYB Ministry Seminar. Verify lighting, podium, projector plus cables present, and that it works with your notebook computer. Step through the Power Point slides and ensure all animation plays properly and all titles present correctly.

- Use the TYB Ministry Seminar Outline (following Pages) plus the Power Point to guide you as you lead the organization’s leaders through the introduction, concepts, developing the Ministry/Action Plan, and the executing the plan. Be sure to review the teaching notes for developing the different parts of the Ministry/Action Plan and then leading the ministry to each source affecting the issue.

Outline for TYB Ministry Seminar

Leading and Equipping the Organization’s Leaders

to Lead the Organization into Healing and Freedom

[DATE OF SEMINAR]

# PP-Initial Session

You want to engage the attendees as a group. Want to explain what you will be doing during your time together, and what will be expected of them, as well as what they will be able to do after the Ministry Seminar.

## Have You Ever?

You as the TYB Ministry Seminar Leader are to setup a situation similar to organization’s situation. Present a Story of an Organization with similar problems/issues. What could be the cause, the roots, behind the situation? Can these roots be discovered and removed? Promise the attendees that you will provide the tools, procedures, and understandings so that all of you together, and later they themselves, can effectively go after spiritual roots and remove their effects.

## Thank Leader and All Attendees

Thank each one for coming to be a part of a significant step in the history of the organization, as you all together reduce the ability of the enemy to hinder you as you fulfill God’s plan for you individually and corporately.

## PP GOAL-Purpose of Ministry Process, including the Seminar

To prepare you with understanding and revelation of spiritual sources/roots underlying issues and problems you are experiencing, so that faith may arise as you apply God’s solutions to these organizational issues.

## PP-Ministry Seminar Objectives

## PP-Your Contribution

- You will have a number of opportunities to learn the TYB concepts and ministry approach, one portion at a time, so that you may both:

- contribute to the understandings of the negative sources/roots underlying the organization’s problems/issues.

- participate with faith as one of the organization’s leaders during TYB ministry time.

## PP-Present Logistics for the Ministry Seminar

Share the following for the event:

- Overall Schedule – three Sessions

- Schedule for Breaks

- Where refreshments, bathrooms are located

## PP2-Types of Problems Solved

## PP3-TYB Ministry Seminar Schedule

## PP4-RTF-TYB Revelations

## PP4-Testimonials

## PP3-Transformation Awaits; Spiritual Roots

## PP Many-Exploring The Five Sources-TYB Concepts/Revelations

(main teaching/presentation slides)

### Spiritual Sources/Roots

### Spiritual Solutions

### Organizational Dynamics

### Commitment to Follow Through

## PP2-Developing Ministry/Action Plan

### What Are We Looking For?

## PP-Gather Individual Leader’s Understanding of Issues and Sources/Roots

If the issue to be addressed in this seminar has **not yet been selected**, ask the participants to list what they feel are the major problems/issues affecting the organization, and which issue they would like the group to deal with in this seminar.

In either case (whether issue has been selected or not), ask the participants to list what they feel are the sources/roots behind the current/primary issue. Have them name individuals if appropriate who they feel are a part of the problem, and how they contribute to it. Give then the option to write items on a slip of paper and hand it to you, or to email the list to you after the session. Ensure they know what they communicate to you will be combined with other submissions and will not be identified as coming from any individual.

Note: We prefer to do this first session in the evening. This allows us time to read the note/emails we receive and finalize the prototype flip chart sheets for the second session.

# PP-Information Gathering -- Ministry/Action Plan Session

- You want to provide a safe place for participants to share what they have experienced and/or learned about the sources/roots of the issue. You want to help the current and former senior leaders who are present feel safe so that they can allow others to share, and so that they can take responsibility for their contribution to the issue(s).

- See Developing Ministry Plan Suggestions and Tips for help in planning and leading this section.

- Before this session begins, you want to have prepared your own Ministry/Action Plan prototype, to provide suggestions to the attendees if needed:

- Have the 2-3 SoFCs Groupings you have developed already written on flip chart sheets.

- Have an idea whether the organization will want to do the “Receive The Land” ministry.

- Have the 2-3 Corporate UGBs you have formulated already written on flip chart sheets. Leave plenty of room to add GBs.

- Have a list of several possible Hurts/Losses to use if Group needs some suggestions.

## PP-Lead Discussion to Gather Information

- You want to work with attendees to gather information needed to develop Ministry/Action Plan.

- Set up individual Flip Chart sheets to accumulate information as it comes out, under your three SoFCs Groupings. Also have your Flip Chart set of organizational UGBs and organizational Hurts/Losses.

## Gather History

- History can be learned from revelation, internet searching, and from people sharing.

### Current Situation and Experiences

### History of the Organization

### History of the Land and Structures

### History of the Region

## **PP2**-Developing Ministry/Action Plan

### Corporate **SoFCs:** Finalize what is on the Flip Charts

- Ensure Group is (as much as possible) is in agreement with final Groupings (~3).

### Receiving The Land: (Optional)

- Decide ahead of time with primary leaders whether they would like to do this ministry or not. If the decision is to NOT do this ministry, you can skip this part of the Ministry/Action Plan and move the ministry steps slides to the end of the power point deck.

### Cultural **UGBs/GBs:** Finalize UGBs as stated on the Flip Charts, Create GBs

- Present a (very) short teaching on how to write UGBs/GBs. Use the Guidelines page from the RTF Ministry Tools book. A copy is on the next page.

- Separate attendees into several small groups (4-5 in group). Have each small group take one (or more) UGBs and create Cultural **GB** statements. Write on same Flip Chart sheets.

### Organizational **Hurts/Losses**: Group Discussion to select the most significant ones.

### Organizational **Oppression/Principalities:** Use SOFCs Groupings for ministry

### **PP2**-Discuss Follow Up portion of Ministry/Action Plan

**from RTF Ministry Tools Publication**

**GUIDELINES FOR WRITING**

**UNGODLY AND GODLY BELIEFS**

(RTF pages 188-193)

**UNGODLY BELIEFS**

1. Look for beliefs about God, self, and others that are **not in agreement** with God’s Word.
2. The three most common sources for finding the Receiver’s UGBs are: the UGBs pages in the My Story Application, the direct UGBs spoken by the Receiver, and the Holy Spirit’s revealing what is ‘underneath’ the statements made by the Receiver. The Holy Spirit might highlight these within the sessions, or afterwards, as you are reading/praying through your notes.
3. Additional indicators of UGBs are seen in patterns/themes of underlying unbelief, doubts, rationalizations, fears, worries, resentments, bitterness, blaming, criticalness, murmuring, hurts, or anger. (These negative thoughts, emotions, or behaviors are usually linked to painful experiences from which the Receiver formed the UGBs.)
4. Write each UGB as a declarative statement, doing your best to express the lie with one or two sentences.
5. Make a list of the UGBs that you feel cover the core issues in the Receiver’s life. Dig deep for each UGB, always looking for the ‘root.’ Number them, leaving three or four lines between them, so you will have room to write in the GBs during the session. Another way is to write all the UGBs on one page and put the GBs on a separate page.
6. It is usually best to limit your list to a maximum of 12 UGBs. Any more than that could be overwhelming to the Receiver and cause him to give up and thus not benefit from your work or his.

**GODLY BELIEFS**

1. A good GB is a statement that **agrees with** God’s Word, character, and nature.
2. A GB expresses what God says about the Receiver and/or the situation.
3. Generally speaking, a GB is the opposite of the UGB.
4. In most cases, the GB is written for the Receiver during the UGBs session. You can work with the Receiver to formulate the GB by giving helpful hints, by discussing his thoughts, and by making notes of the key phrases/words he hears from the Lord as he listens.
5. It is helpful to formulate a ‘potential’ GB for the Receiver before coming to the session. This is particularly true while you are learning to write GBs. How much advance work you do also depends on the Receiver’s knowledge and understanding of the Word, and how well he is able to hear the Holy Spirit instruct him.

# PP-Minister to Sources/Roots of Issue

- See Ministry Suggestions and Tips section for help leading this section.

- Ensure all the flip chart sheets are ready for use during the ministry. If you have enough space, all of them can be stuck on the walls. Make sure everyone can see and read the words.

## Pray Ministry Opening Prayer (Similar to RTF Opening Prayer)

## PP4-Explain overall flow of the session.

## PP7-Lead Ministry for SOFFCs/SORFCs

### Go through Ministry Steps slides one time explaining Steps to the group.

### Then repeat the slides leading group through the Steps one time for each grouping. (I.e., do Ministry Steps three times for three Groupings.)

### Ask for several attendees to share what they heard from the Lord.

### Note the Holy Spirit’s revelation. There may be items that can be added to the Ministry/Action Plan to enhance it.

## PP6-(Optional) Lead Ministry for Organization to ‘Receive’ the Land

- Skip over this step if the leaders have decided to not do this.

### Go through these slides the first time explaining Steps to the group.

### Then repeat the slides leading the group through the Steps.

## PP7-Lead Ministry for Cultural Ungodly Beliefs (UGBs/GBs)

- Ensure all cultural UGBs/GBs have been finished and written on flip chart.

### Go through these slides one time explaining Steps to the group.

### Then repeat the slides leading group through the Steps one time. When it is time to confess the UGBs, do all of them at the same time. When it is time to declare the GBs, declare and receive all of them at the same time.

### Stress the importance of coming up with creative ways to propagate the new beliefs throughout organization. (Will cover this again at Follow Up.)

## PP9-Lead Ministry for Corporate Hurts/Losses

### Go through these slides one time explaining Ministry Steps to the group.

### Ensure participants understand that they are encouraged to receive healing for their personal wounding while at the same time they are representatives receiving healing for the organization as a whole.

### Encourage each person to select one particular Hurt/Loss to focus on, one that is meaningful to that person.

### Then repeat the slides leading group through the Steps.

### Ask for several volunteers to share what they heard from the Lord.

## PP6-Lead Ministry for Organizational Demonic/Principalities

### Go through these slides one time explaining Steps to the group.

### Then repeat the slides one time for each Grouping. I.e., go through all steps for each Grouping.

### Ask several to share what they experienced.

## PP2-Follow Up: Remind Leaders of Ongoing Actions Listed on Slide.

## Closing the TYB Meeting

### If appropriate and needed, have the attendees gather around the senior leaders and pray for them. Pray for healing and comfort in any way they were wounded by the information coming forth during the TYB ministry.

### Have a short time of others offering thanksgiving prayer for all that Father did during this Healing and Deliverance time.

### Pray Closing Prayer (from your heart. Similar to RTF Closing Prayer.)

### Process any Final Activities: “Thank Yous” to Leaders

- PP-Evaluation of Ministry Seminar

- (If Relevant) Schedule of Future Ministry times.

III. DEVELOPING: SUGGESTIONS AND TIPS

First, think “Issue-Focused Ministry,” but not for an individual, but for a group of people, an “organization.”

This seems to be a good model to use when ministering to an organization. Going broader, i.e., using the Thorough Format Ministry as a model, doesn’t seem to work well for an organization. It gets too complicated too quickly, and bogs down in the complexity. Ministering to an organization is an activity where the KISS principle really pays off.

To help you focus as you develop the Ministry/Action Plan, let us encourage you to first develop a sentence that clearly states the issue you are addressing. I.e., what is the organizational problem/issue you want to solve/eliminate from the organization?

The following four sections can be a reference source for you as you continue to learn how to lead the TYB ministry to an organization.

**A. Developing the SoFCs (SoFFCs and SoRFCs = SoFCs)**

You will be developing two to three Groups of the underlying roots of the selected issue. Sometimes the appropriate issue is known before you start a TYB Ministry Seminar, sometimes it “comes out” as part of the interview discussion. Sometimes the organization will start with one issue, and then it morphs into the real issue during the discussion. However the selected issue becomes “selected,” your job will be to modify the flip charts with their lists of SoFCs so that you end up with the best Groupings for the final issue, with the best roots assigned to each Grouping.

We like to leave lots of “white space” as we initially write the list on the flip chart sheet, whether we are doing it before, or during, the second session of the Ministry Seminar. We like lots of room for adding, modifying, and crossing out.

During Session II of the TYB Ministry Seminar, we usually ask for one of the attendees to help by being the “scribe” as we refine the lists. Of course, we want someone with clear handwriting. That way, we can concentrate on leading the discussion while the volunteer is writing.

As the Groupings become finalized, the sheets can become quite messy, especially if there has been a lot of modifying. Ensure the lists of words are written well enough to be read by all of the attendees, regardless of where they are sitting. If they are not readable, ask your volunteer to rewrite the Groupings on a fresh flip chart sheet. This can be done during a break, usually the break between Session II and III.

These two to three Groupings are very important. They are the basis for all of the rest of the ministry. For example, you will want at least one UBS that corresponds to each one of the Groupings. Likewise the Organizational Hurts/Losses should be related to the Groupings. And, of course, the ministry for Demonic Oppression, Strongholds, and Principalities will use these same Groupings.

**Sources of Information**

The following is a detailed list of possible sources of information from which you (and the Attendees) will determine the Groupings.

1) Prayer and Revelation: Word of Knowledge and Wisdom. Discernment of Spirits.

2) Preparation talks with the organization’s leaders.

3) Research you do as you prepare for the Ministry Seminar.

We particularly encourage you to use the internet to search using key words such as “witchcraft meetings”, “witchcraft training”, “satan worship”, and/or “occult” (We suggest you use DuckDuckGo.com for freedom from being tracked.). Of course, include the name of the town or region and the state in the search key words. I.e., you could enter a search as: “Hendersonville NC religious bible belt witchcraft”. If you do this, you will learn things about this part of NC you did not know before.

4) History of the organization.

5) History of the lands and buildings, and of the region.

6) Information given to you by the Attendees as you request private notes and email at the end of the first session.

7) Revelation coming to Attendees by dreams and visions between sessions One and Two.

8) Information coming forth during the discussions of sessions One and Two.

**B. Developing “Receiving The Land” Ministry (Optional)**

This ministry, if done, normally follows immediately after the SoFCs ministry. It actually is an extension of the “I Receive …” blessings from the Lord as curses are removed. The land and structures are part of the organization’s inheritance. The ministry is a further commitment by the organization to provide godly stewardship of the land and structures.

From discussions with the organization’s leader(s), you may or may not need to prepare to lead the attendees in this ministry. You will ask questions about the land during the Second Contact conversation. You will be able to sense if there is already a caring and stewardship attitude toward the land, or not. You will have a sense of how earlier inhabitants of the land treated the land from the history of the region and the history of the specific land and structures occupied by the organization.

This is a somewhat sensitive area, so be sure and bring up the possibility of helping the organization’s leaders commit to more diligent stewardship of the land and structures before the TYB Ministry Seminar. If the leaders don’t want to do this ministry, and/or they or you don’t feel it is necessary, move the power point slides for these ministry steps to the back of the deck where they will remain unused.

**C. Developing the Cultural UGBs and GBs**

After finishing the SoFCs preparation, you are ready for the Cultural Ungodly/Godly Beliefs. You have a decision to make as to the best of two possible approaches to use. This decision is about how much to include the attendees in the process of developing the Ungodly Beliefs and then the Godly Beliefs.

Your goal is to have three to four Ungodly Beliefs, with at least one for each of the primary SoFCs Groupings. Sometimes the participants are very aware of the lies underlying the current issue, and you will have quite a few suggestions. Our advice is to never have more than six UGBs. Try to allocate them equally among the two to three SoFCs Groups.

**STEP ONE: APPROACH ONE: You Develop initial UGBs**

**This is a safer approach for a** church or business organization where the leaders are not very familiar with RTF, or where you sense they will have difficulty working together. It is also safer for you while you are gaining experience doing TYB Ministry Seminars.

Develop the UGBs from all the information you have gathered as well as by revelation from the Holy Spirit. Have these ready before Ministry Session Two where you will be developing the Ministry/Action Plan.

Write each UGB at the top of a flip chart sheet. Write large enough for the entire group to be able to read it.  As you present each UGB, explain why you chose it.  Also, ask the group whether or not they agree.  If the group has relevant suggestions, you can fine tune the UGB.

NOTE: It is okay to eliminate a UGB if there is sufficient disagreement that it accurately represents the organization. However, if you know it is really “there”, you can ask them to “humor” you and keep it.

NOTE: There is a point where you can get bogged down if there are too many suggestions for improvements.  You may need to nicely cut off the discussion.

Repeat this process with each Ungodly Belief you have developed.

Once you have presented your suggestions for the three or four Cultural UGBs, it is good to ask the group for additional relevant UGBs. You may find they don’t have any, or you might get a torrent of suggestions. Sort through whatever you receive and select ones that align with the current issue, without exceeding the maximum limit of six. If time permits, you may allow some suggestions for fine-tuning any UGBs you add. However, this can become excessive. You may need to tactfully stop any additional discussion and declare the UGB “good enough for ministry.”

Stay alert to hearing significant hurts and losses being expressed, as the group offers UGB suggestions. You can add these to your Corporate Hurts/Losses list. Also, if any suggested UGB is expressed in a harsh or angry manner, you will want to tone it down in how it is stated.

When ready, go on to **STEP TWO**.

**STEP ONE: APPROACH TWO: Small Groups Develop UGBs**

The second approach gets the participants involved as you lead them in developing Cultural Ungodly Beliefs for their organization.  This approach is more messy, and also a lot more time consuming. However, the benefit is that it encourages more participant engagement with the more likely “buy in” by each participant.  For example, when we have used this approach with a group that includes a lot of millennials, they are much more involved.

Note: We do not recommend this approach until you have gained experience leading several TYB Ministry Seminars.

CAUTION: Using the Second Approach can take an additional 30 -- 45 minutes, so make sure you are okay time wise if you choose this approach.

While it takes more time to include the group when developing the UGBs, you can compensate for some of the additional time needed by dividing the larger group into as many smaller groups as the number of UGBs you want to develop, and let each smaller group develop one UGB.

Assign each small group a topic that matches one of the major SoFCs Groupings that were developed earlier, i.e., that is underlying the roots of their organizational current issue.  For example, you might give one group the area of "abandonment", a second group "performance" and another group, "competition".  Each small group should develop one or more relevant cultural UGBs.

Instruct them to write one UGB at the top of each flip chart sheet. Let them know they should select a group spokesperson to present it to the larger group for fine tuning. Give them 15 minutes for this activity.

As the leader, your job is to circulate among the small groups and observe how they are doing. Be available to answer questions, give advice, or help “unstick” any groups that are not sure how to do this activity.

When all the small groups are finished (or you have used up the allotted time), have each group spokesperson present their UGB(s) to the entire group. If you have time, you might let the larger group help fine-tune it. Otherwise, declare the UGB is adequate as a “prototype” and proceed to the next spokesperson.

**STEP TWO: Short Teaching**

Once all of the UGBs have been agreed upon (or eliminated) by the majority of the group, give a short teaching on developing Godly Beliefs. You may use the RTF Ministry Tools handout for instructing Ministry Receivers about writing Ungodly and Godly Beliefs.  We have included this guideline with the TYB Ministry Seminar Outline.

**STEP THREE: Small Groups Develop GBs**

Now you are ready to develop a Godly Belief for each Ungodly Belief. Divide the larger group into several small groups according to the number of UGBs that you have. (Try to keep each small group to 3-4 people and try to have a strong leader in each small group if possible.) Instruct them to develop a new GB to replace each of the UGBs. (If you did Approach Two for Step One, then the group will already know what to do.)

Hand each small group one or two flip chart sheets with the UGBs.  Instruct them to write the new GB underneath the UGB on the same sheet, writing large enough for the entire group to read.  Allow about 15 minutes as the groups develop new GB(s).

**STEP FOUR: Oversee Groups**

Oversee the groups as they develop their corporate GBs.  Move among the groups and make relevant suggestions as needed. (Have you noticed you often have to repeat directions?)

**STEP FIVE: Groups Report**

Once all of the groups are finished, have one person from each group report to the larger group. Have the person hold up their flip chart sheet with the new corporate GB.  You can ask the entire group if there are any suggestions that would fine tune the new GB.  However, if a time-consuming debate begins to develop, you can cut off the discussion and pronounce the GB “good enough for ministry.” Ensure them that you will quickly fine-tune the GBs and submit them to the organization’s leader for distribution.. (You can return the refined GBs with the Follow-Up letter.)

Continue until each group has reported and you are basically satisfied with the corporate UGBs/GBs pairs.

**STEP SIX: Completion**

Stick all of the flip charts sheets on a wall to be used in the ministry time.

**SESSION III: FOLLOW UP Section**

In the Follow Up section at the end of the TYB Ministry Seminar you will have a short presentation about the importance of each participant meditating on the new corporate Godly Beliefs for at least 30 days.

Also lead a discussion presenting ideas on ways the new Godly Beliefs can be shared with the entire organization.  Make a note of the participant’s suggestions so you can include the good ones in the Follow-Up letter.

**D. Developing the Hurts /Losses**

You will have been hearing about various kinds of Corporate Hurts/Losses as you have communicated with the organization, right from the Initial Contact with the organization’s leader. We suggest you accumulate what you hear in a computer file so you will already have a rich list to draw from as you prepare for the TYB Ministry Seminar. Of course, the first two sessions of the seminar will provide more understanding, as we discussed above, so your prototype Hurts/Losses list may be getting too long by the time you are ready to present a flip chart list to the group.

With them, your job will be to select the three or four Hurts/Loses most closely aligned with the current issue. Cross out the other items on the list so the participants can focus on the selected ones.

Let them know that in the ministry time, you will be asking them to pick one Hurt/Loss that they will take to the Lord for healing, both for themselves and for the people in the entire organization. If possible, have them chose one which has affected them personally.

Be aware that as the different Corporate Hurts/Losses are discussed, different people may have different reactions. Some may become angry, others may experience fear, rejection, and/or tears. It is good to acknowledge these emotions if they are wide-spread or strongly affecting any individual, but do not attempt to minister to them at this time.

**E. Developing the DO, Strongholds, and Principalities**

The development of the Ministry/Action Plan for ministry to DO, Strongholds, and Principalities is essentially already completed by the end of Session II, since we will use the same flip chart sheets already developed for the SoFCs. However, it is good to pause a moment with the group and ask the question, “Are there any ways that Demonic Oppression, or local Principalities, are effecting/contributing to the current issue?” If the answer is “Yes,” add those ways to the appropriate Grouping.

This is a good time to emphasize the influence of the Regional Principalities.

Add any relevant suggestions from the group, plus names/words you may have already been thinking about, to the flip chart, either to be ministered to along with the SoFCs words, or to just be included for the DO, Strongholds, and Principalities Ministry.

IV. MINISTERING: SUGGESTIONS AND TIPS

As we said under the Developing section, we want to say again. Think “Issue-Focused Ministry.” We are going to minister to an entire organization as if it is one entity. Wait a minute! It actually is one entity, an entity with a significant issue that needs to be rooted out. Let’s keep the ministry focused and no more complicated than necessary to remove the roots of the current issue.

The following four sections can be a reference source for you as you lead the TYB ministry to an organization.

It is good to remind the group that all the work done so far has been to prepare for this moment; to actually, by faith, work with Father God, Jesus, Holy Spirit, and the angels to recover legal ground given to the enemy. This is the time for war. It is time to remove the enemy’s influence.

Also let the group know that you will be using power point slides to help everyone stay in agreement and in unity. While the words on the slides represent concepts that could be expressed in a variety of ways, they will help lead us through important confession and forgiveness ministry steps. Again, please emphasize that we want to speak these words from the heart and by faith, believing the promises of God and that He is faithful to carry out His part as we carry out our part.

As you start each ministry area, you will step through the power point slides for that ministry area. That is, first you will use the slides for SoFCs, then the UGBs/GBs, next the Corporate Hurts/Losses, and finally the DO/Stronghold/Principality area.

Carefully explain the purpose of each ministry step. Encourage the participants to set their spirits for warfare. They are not just reading the words, but they are making declarations and exercising their authority as First Born Sons of God.

**A. Ministering to SoFCs**

Using the two or three flip chart sheets on the wall, you are ready to lead the ministry.

Step through the SoFCs ministry steps slides, as described above. On the last slide, the “I Receive …” ministry step, encourage everyone to listen/watch to see what God wants to give them individually and also for the organization. Ask them to write any “I Receives …” they hear that are for the organization on a sheet of paper to be collected and compiled later by a delegated member of the group, then shared with the entire group (and you). These can be a great corporate encouragement.

Then back up to the first slide for the SoFCs ministry steps. As you prepare to lead them in reading the words together, again encourage each one to do this in an atmosphere of agreement and unity. Remind them, they are the leaders of this organization and they have God-delegated authority to represent the organization in the heavenlies. We are engaged in warfare, legal warfare, fulfilling God’s conditions to see His promises manifested here on the earth. Have them stand up to help enforce this atmosphere of authority.

Point out which SoFCs Grouping you are starting with, then lead then through the steps for that Grouping.

Give each attendee time to receive from the Lord on the “I Receive …” step, both for himself and for the organization. You also listen to receive for them. Remind them to note any words for the organization. Then ask for several to share what they received.

After selecting the next Grouping, back up again to the first slide for the SoFCs ministry steps, and repeat the process.

When you finish the two or three Groupings, it is good to stop a moment and give the Lord a handclap and/or celebrate what He has done for the organization.

**B. Ministering to “Receiving The Land” (Optional)**

As stated above, you will know whether or not you are going to lead the group in this ministry before you start the TYB Ministry Seminar.

Leading this ministry is similar to the SoFCs ministry. Review the ministry steps on the power point slides with the attendees, and then lead them through the steps.

**C. Ministering to UGBs and GBs**

When you are ready to move on to the Corporate UGBs/GBs ministry, point out the flip charts attached to the wall, one for each UGB/GB pair.

Again, initially step through the power point slides for UGBs/GBs carefully explaining the purpose of each ministry step. Then, back up to the first ministry step slide for this area.

For UGBs/GBs, we do not repeatedly go through all of the ministry steps for each UGB/GB pair. Rather, we read all of the UGBs at one time, at the end of step one, as part of the confession step. Then, after the forgiveness steps, in step five we renounce and break our agreements and legal contracts with all of the UGBs at the same time. Then on the last step, step 6, we declare and receive all of the new GBs as we read each one.

The Outline includes reminding the Group about the importance of “walking it out” for them as individuals as well as propagating the new GB truths throughout the organization.

**D. Ministering to Corporate Hurts/Losses**

As you begin this ministry area, remind the Group of the list of Hurts/Losses written on the flip chart sheet. Let the people know that it is okay for each person to react differently to these Hurts/Losses and to the healing process.

Make sure that people feel comfortable where they are seated. Let them know they can spread out if desired (and if there is room). Occasionally, some participants may want to lie on the floor. They need enough room to not be self-conscious if there are tears.

Also check the lighting. Lower or dimmer lights feel more comfortable and help people relax with the healing process.

Let everyone know that you will use the power point with its ministry steps to explain the Hurts/Losses healing process. Then, starting again at the first slide, you will lead them through the confession and forgiveness steps using the power point. Then, for the personal healing portion of the ministry, to help them have a more heart to heart interaction with the Lord, you will personally lead them through the steps. Once that is complete, you will return to the power point to finish the process with thanksgiving. In other words, the individuals will be going from a corporate experience, to an individual personal experience with Jesus, and then back to the corporate process.

Sometimes, we start this ministry with a worship song, and perhaps a testimony. The purpose is to help the participants to begin to make the shift from their heads to their hearts/spirits.

There are two similar but different approaches that can be used for TYB ministry to Hurts/Losses. You will need to decide which one will work best with each organization.

**APPROACH ONE**

One approach is to have each participant choose one Hurt/Loss from the flip chart that also caused him personal pain. As he presents this Hurt/Loss to the Lord, he will be given time to receive personal healing. As he receives his healing, there is a spiritual affect that ripples out helping the entire organization to become more healed as well. Every healed leader means a more healed organization. We use this approach most of the time.

**APPROACH TWO**

This is a more of an intercessory approach. As in Approach One, you may let each participant chooses one Hurt/Loss from the flip chart. Ask him to choose one, if possible, that has also impacted him personally, However, unlike Approach One, it is not necessary for the individual to have suffered personally from the particular Hurt/Loss he is praying for.

Then check to ensure that each listed Hurt/Loss has been chosen by at least one person. Make sure that each person understands that he will be taking this Hurt/Loss to the Lord for healing, and that he will be receiving healing on behalf of the entire organization.

NOTE: This approach has proven to be quite effective; however, sometimes it is not as personally meaningful to the participant as the first approach.

**STEPS TO FOLLOW**

1. After choosing the approach you want to use, prepare the group using the TYB Ministry Seminar Power-Point slides for Corporate Hurts/Losses ministry. Step through each slide, and explain that the group will begin by reading/praying together the words for the initial Ministry Steps.

Let them know that there will be ample time of each one to ask the Lord for healing, and then to receive that healing, both for themselves and/or on behalf of the entire organization.

When you feel the majority of the group have completed their interaction with the Lord, you can gently bring their attention back to the group setting, and complete the power point ministry steps.

2. You may want to take a few minutes to have several individuals share the healing they received from the Lord, and how it will influence the entire organization.

3. You may share any ways you believe the organization may be different as a result of this organizational healing.

4. Note: You might want to take a 5-minute break before going into the last ministry area, where we again move into active warfare.

**E. Ministering to DO, Strongholds, and Principalities**

Everyone will be familiar with the basic TYB ministry approach by now, so you can quickly step through the power point slides as you let them know the process for this ministry area. The thing that is different is that we will be using the SoFCs flip chart sheets, with the two to three Groupings, and perhaps some additional words/names that were added for this part of the ministry. What is also different is that we will read through each Grouping twice. In step one, we will address the Demonic Oppression and Strongholds. The, in step two, we will address the Principalities and Powers.

Have everyone stand again, as we move back into an attitude of spiritual warfare, exercising our authority as First Born Sons. Help foster an attitude of:

*“Enough is enough. No more will we allow satan and his minions to do as they wish with us individually and as an organization. That time has come to an end. We have recovered significant legal ground, and they must GO!”*

Reset the power point to the beginning of the DO ministry section, and repeat the Ministry Steps one time for each Grouping.

**V. TYB MINISTRY FOLLOW-UP**

Plan for follow-up with the organization. You may do this with a few simple communications, similar to what we do with a RTF Ministry Receiver, to provide support, encouragement, and prayer as the organization implements its new Godly Beliefs and builds an intercessory team.

At a minimum, Follow-Up should include the Follow-Up letter and the fine-tuned Corporate Godly Beliefs. It can be more extensive, perhaps as an consultant, where you have a specialized assignment or an ongoing agreement. Any way they are willing to have your help we encourage you to provide. You want to have an ongoing contribution to the healing and freedom of the organization by continuing to spread the RTF-TYB revelations throughout the organization.

Items for Possible Follow-Up

- Follow Up Letter: see sample letter below.

- Establish Intercessors: discuss with the leader Part 5: Intercession, in the TYB book. If the organization does not currently have an organized intercessory team, this might be an area where you could help train and establish a vital and alive prophetic intercessory team. If you do not feel qualified to lead this activity, there are RTF HHN teams that are called and qualified.

- Change Corporate Culture: As an ongoing consultant, you can help bring the RTF and TYB concepts, teachings, and revelations to the organization. How this could be done depends, of course, on the type of organization, i.e., a church or a business. Possibilities include raising up an IFM church team, messages from the pulpit, evening teaching and ministry meetings. In a business, employees could volunteer to attend meetings where you could explain how to function as a Christian in the workplace, using RTF understandings.

- Continuing Consultant Role: including return trips to address more problems/issues.



**Transforming Your Business Ministry**

[Your Address]

[Your Town, State and Zip]

[Your Phone Number]

[Your Email Address]

[Your Web Site]

[DATE]

Subject: TYB Ministry Follow-Up Letter

Dear [BUSINES/CHURCH LEADER],

We so appreciate the opportunity to bring Transforming Your Business Ministry to your organization. We join you in looking forward to the positive changes in the spiritual atmosphere and relationships among your people as you move ahead.

Below, find our summary of what was revealed and accomplished, observations and suggestions for moving ahead.

**SUMMARY**

**WHAT WAS REVEALED AND ACCOMPLISHED**

1. Identified and addressed three major strongholds: [USE THE ONES YOU DEVELOPED]

* (abandonment)
* (occult/religious control (with resulting idolatry))
* (strife and competition among staff)

NOTE: See commentary below about inter-relationship of these strongholds

2. Recognized the degree of impact of past spiritual and emotional (abandonment) (many staff members

acknowledged still working to earn approval, belonging and significance)

3. Largely cleared the spiritual atmosphere by releasing occult principalities and oppression. This will

result in establishing a more neutral place to seek the Lord in decision-making.

4. Facilitated healthy confrontation with several leaders regarding their ongoing participation in occult

activities. Discussed the implications for your organization.

5. Discussed the roots of strife and competition and the damaging effects.

**NOTE: EXPLANATION OF INTER-RELATIONSHIP OF STRONGHOLDS**

Abandonment, with the resulting need for affirmation, sets the stage for a culture of performance. Performance, quite naturally, leads to the idolatry of influence and leading a task-driven life vs a more relationship/love-oriented life. This pattern is a setup for strife and competition and ultimately, for disunity. The occult intensifies each of the strongholds, as well as the overall negative patterns.

**GENERAL OBSERVATIONS**

1. Spiritual warfare - Be encouraged. There was a great feeling of unity as your leaders participated in spiritual warfare prayers. We believe this area of prayer could become a strong resource for you in the future.

2. Occult influences – It is difficult to completely clear out the strong occult influence when several of the leaders are still participating in some occult activities. Perhaps further individual talks with them concerning how their participation opens doors into your organization (not to mention into their lives) could be helpful.

3. Engagement – Your leaders liked to participate. We believe they would engage well in trust building exercises.

**RECOMMENDATIONS FOR MOVING AHEAD**

1. Ask your intercessors to continue strategic warfare prayer against the three major strongholds we addressed. Please join them for prayer times if at all possible.

2. Preach or teach on spiritual warfare and engage your organization in praying against these strongholds.

3. Do trust-building activations with the larger staff. Consider a Saturday retreat. Your people seem to feel very appreciated by you, but not by each other. We can make suggestions about possible activities if that would be helpful to you.

4. Bring in a trusted person to help in the above area, if you are hesitant to lead this yourself.

**QUESTIONS TO TAKE TO THE LORD (OPTIONAL)**

1. Lord, what kind leader do you want me to model for my staff and for the congregation?

2. Lord, am I in the wrong job? Do you want my giftings and talents to be given to the Body of Christ in a different format or in a different location?

3. Lord, have I just gotten away from the original vision? Would you update what it is you want me to do with my life.

It was a pleasure and an inspiration for us to work together with you and your leaders to move your organization forward. Please let us know the changes that you are experiencing in your organization as well as any ways we can be a further help.

Respectfully submitted,

[YOUR NAME]

[Your Ministry]