



# **BREAKING BOYS & BUILDING SPARTANS**

**ELDER KEITH J. WALKER**





# BREAKING BOYS & BUILDING SPARTANS

*The Apostolic Pentecostal  
Military Academy*

*Written by*  
Elder Keith Joel Walker

# A One-Year Jesus Name (Acts 2:38) Training — School of the Fivefold

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## Preface

This booklet outlines a one-year full-time Apostolic Pentecostal training program designed to transform raw commitment into spiritual maturity and active ministry. Rooted in Acts 2:38 and the Jesus Name Apostolic Pentecostal heritage, the academy trains, mentors, disciples, and deploys believers into the fivefold ministry (apostle, prophet, evangelist, pastor, teacher). The martial language—“Breaking boys to build soldiers / Breaking boys to build warriors / Building Spartans”—is used as a scriptural metaphor for disciplined formation, spiritual resilience, and readiness for service in God’s army.

## Mission

To raise disciplined, Holy Ghost-anointed ministers who walk in Jesus Name doctrine, live holy lives, operate in the gifts, and are equipped for apostolic deployment in local church planting, evangelism, discipleship, and leadership across the Body of Christ.

## Vision

A generation of sold-out ministers trained in Apostolic Pentecostal doctrine, seasoned by discipline and mentoring, who serve with integrity, power, and humility in the fivefold ministry.

## Foundational Scripture

- Acts 2:38 — Repentance, baptism in Jesus' name, and the gift of the Holy Ghost
- Ephesians 4:11–13 — Fivefold ministry to equip the saints
- 2 Timothy 2:3–4 — Soldier analogy for discipline and single-minded devotion
- Romans 12:1–2 — Consecrated life and transformation

## Statement of Faith

- One God, manifested in Jesus Christ; baptism in Jesus Name (Acts 2:38).
- The Holy Scriptures as God's authoritative Word.
- Salvation by repentance, water baptism in Jesus' name, and receiving the Holy Ghost.
- Sanctification, holiness of life, and the operation of spiritual gifts.
- The fivefold ministry, church order, and evangelistic mission.

## Program Goals

- Impart doctrinal clarity in Apostolic Pentecostal theology.
- Develop spiritual disciplines: prayer, fasting, silence, Scripture study.
- Train in evangelism, discipleship, and church planting strategies.
- Cultivate gifts of the Holy Spirit through instruction and hands-on practice.
- Build character, leadership, and pastoral skills for full-time ministry.
- Create a replicable mentorship model (Train Mentor Disciple Deploy).

## Who This Is For

- Believers committed to full-time Christian service who have been baptized in Jesus' name and have received the Holy Ghost.
- Those willing to undergo intensive spiritual and character formation and submit to mentorship and accountability.

## Program Structure — One Year (52 Weeks)

The year is divided into four quarters (12–13 weeks each). Each quarter builds on the previous one: formation, equipping, activation, and deployment.

## Quarter 1 — Foundation & Formation (Weeks 1–13)

Purpose: “Breaking” old patterns; establishing spiritual formation and doctrinal foundation.

Core focuses:

- Deep study of Acts, doctrinal teaching on Jesus Name baptism and the Holy Ghost.
- Holiness and character formation (repentance, consecration, moral life).
- Basic spiritual disciplines: daily prayer rhythms, Bible intake, fasting practice.
- Intro to the fivefold ministries: biblical roles and responsibilities.
- Practical: personal testimony refinement, witnessing 1:1, small outreach assignments.

Outcomes: Clear testimony, disciplined prayer life, doctrinal grounding.

## Quarter 2 — Equipping & Skills (Weeks 14–26)

Purpose: Build ministerial tools and gift cultivation.

Core focuses:

- Teaching and preaching workshops; homiletics basics.
- Evangelism: open-air, door-to-door, digital outreach techniques.

- Worship leadership basics; corporate prayer and intercession.
- Gifts training: prophecy, healing ministry, deliverance (with safeguards).
- Pastoral care essentials: counseling basics, visitation, church discipline.
- Theology of apostolic order and church governance.

Outcomes: Capable in basic ministerial functions, operating gifts under supervision.

Quarter 3 — Intensive Activation (Weeks 27–39)

Purpose: Hands-on ministry under mentorship; leadership practice.

Core focuses:

- Leading services, preaching publicly, conducting baptisms and prayer meetings.
- Planting and leading a small group or outreach cell.
- Short-term apostolic mission trips or evangelistic projects.
- Advanced leadership training: conflict resolution, team building, administration.
- Mentorship rotations with apostolic, prophetic, pastoral, and teaching mentors.

Outcomes: Proven leadership in ministry settings;

increased spiritual fruit.

## Quarter 4 — Deployment Preparation & Commissioning (Weeks 40–52)

Purpose: Final assessment, ordination/ commissioning, and deployment pipeline.

Core focuses:

- Final theological and practical examinations.
- Creation of a ministry plan (church plant, evangelism strategy, local deployment).
- Financial stewardship, fundraising ethics, and practical ministry logistics.
- Counseling for long-term sustainability and self-care.
- Commissioning service and placement with partnering churches, apostolic networks, or mission fields.

Outcomes: Commissioned ministers ready for placement and ongoing mentorship.

### Weekly/Daily Rhythm

Daily

- Morning: Personal devotional (Scripture intake + prayer), physical exercise (30 mins), journaling.

- Midday: Study/lectures or ministry task.
- Evening: Corporate prayer meeting / worship practice / mentorship check-in.

### Weekly

- Monday: Teaching & doctrine.
- Tuesday: Practical ministry labs (evangelism, counseling practice).
- Wednesday: Intercessory prayer & midweek service practice.
- Thursday: Gifts training and supervision.
- Friday: Community service / outreach.
- Saturday: Discipleship groups and small group leadership.
- Sunday: Lead/serve in local church services (apprentice roles progressing to lead).

### Mentorship Model

Train → Mentor → Disciple → Deploy

- Each student is assigned a primary mentor (seasoned apostolic minister) and a peer accountability partner.
- Mentors meet weekly for discipleship, evaluation, and practical assignment.
- Mentorship focuses on character formation, doctrinal growth, spiritual gifting, and ministry readiness.
- Discipline and correction are administered pastorally, with restorative goals.

## Assessment & Graduation

- Ongoing assessments: practical evaluations, recorded sermons, outreach reports.
- Formal evaluations at quarter ends: written theology exam, practical ministry demonstration, mentor recommendation.
- Graduation requirements: completion of curriculum, satisfactory conduct record, demonstrated fruit in evangelism and discipleship, mentor endorsement.
- Graduation may include ordination or commissioning by apostolic leadership, subject to local apostolic polity.

## Code of Conduct & Lifestyle Expectations

- Commitment to holiness: abstain from behaviors inconsistent with Apostolic Pentecostal standards.
- Integrity in finances and relationships.
- Respect for authority, mentors, and fellow students.
- Mandatory confidentiality regarding pastoral counseling and sensitive matters.
- Zero tolerance for abuse, harassment, or exploitation. Complaints are handled according to biblical and legal standards with transparent investigation and care for victims.

## Safety & Screening

- Background checks, medical declaration, and mental health screening prior to acceptance.
- Trauma-informed care and referral pathways available for students in need.
- Clear procedures for spiritual deliverance ministry to ensure safety and psychological care.

## Leadership & Faculty

- Led by apostolic leaders with experience in pastoral ministry, church planting, prophetic ministry, and theological instruction.
- Guest instructors for worship, counseling, administration, and mission strategy.

## Partnerships & Deployment Pathways

- Local churches and apostolic networks for placement and field assignments.
- Short-term mission partnerships for cross-cultural evangelism.
- Support and accountability structures for newly deployed ministers.

## Recommended Reading & Study Resources

- The Bible (primary textbook)

- Apostolic Pentecostal doctrinal works and sermons (suggested list to be provided by academy)
- Practical ministry handbooks on preaching, pastoral counseling, and evangelism
- Spiritual formation classics emphasizing prayer, holiness, and discipleship

## Appendix A — Sample Monthly Themes

- Month 1: Repentance & New Birth (Acts emphasis)
- Month 2: Baptism in Jesus' Name & the Holy Ghost
- Month 3: Holiness and Consecration
- Month 4: Gifts of the Spirit — Foundations
- Month 5: Evangelism & Soul Winning
- Month 6: Worship, Prayer, and Corporate Anointing
- Month 7: Preaching & Teaching the Word
- Month 8: Pastoral Care & Counseling
- Month 9: Apostolic/Prophetic Ministry
- Month 10: Church Planting & Administration
- Month 11: Leadership, Ethics, & Stewardship
- Month 12: Commissioning & Long-term Strategy

## Appendix B — Sample Assessment Rubric

- Doctrine: accuracy and clarity (1–5)
- Holiness & character: consistency of life (1–5)
- Gifts operation: effective and controlled (1–5)
- Leadership: teamwork, initiative, teachability (1–5)
- Ministry fruit: conversions, discipleship, group

## Practical Notes for Implementation

- Keep class sizes intentionally small for personal mentoring.
- Create a budget for student needs and ministry projects; teach stewardship.
- Maintain relationships with local churches for ongoing placements.
- Regularly review curriculum for cultural relevance and spiritual effectiveness.
- Provide ongoing alumni mentoring for sustainability after graduation.



## The Mind of a Spartan — Overview

- Core idea: “Spartan” here is a biblical metaphor for disciplined, sacrificial, doctrinally rooted, mission-focused ministers. The goal is not militarism but spiritual soldiering — courage under fire, iron discipline, humility in service, and apostolic effectiveness.
- The spiritual root: we build on the sacrificial faith of those who came before us at Pentecost — the cost of holiness, the giving of self, and the empowering of the Holy Ghost (Acts 2). That sacrificial heritage is the moral and spiritual fuel of the Spartan mind.
- Core attributes to form: Discipline, Courage, Resilience, Humility, Loyalty, Obedience to authority, Tactical thinking, Endurance, Sacrificial love, Strategic vision, Teachability, Emotional maturity, Apostolic boldness.

### 13-Year Formation Path — Phases & Yearly Focus *(Organize trainees into cohorts or track individuals through these 4 phases over 13 years.)*

Phase 1 — Foundation & Formation (Years 1–3)  
Purpose: Establish spiritual identity, doctrinal clarity, and essential habits.

#### Year 1 — New Birth & Basic Formation

- Focus: Repentance, baptism in Jesus' name, receiving the Holy Ghost; daily devotional rhythms.
- Methods: Intensive discipleship, daily Scripture memorization, Morning Muster, accountability triads.
- Checkpoint: Clear testimony, documented devotional journal, mentor endorsement.

### Year 2 — Holiness & Character Formation

- Focus: Moral integrity, temptation management, humility practices.
- Methods: Renunciation rites, confession loops, servant assignments, birth-to-death testimonies.
- Checkpoint: Behavioral stability, positive character references, church service reliability.

### Year 3 — Basic Skills & Evangelism

- Focus: Basic preaching, testimony delivery, frontline evangelism.
- Methods: Homiletics labs, street evangelism bootcamps, recorded feedback cycles.
- Checkpoint: Demonstrated conversions, 10-minute sermon competency, outreach metrics.

### Phase 2 — Equipping & Hardening (Years 4–6)

Purpose: Deepen gifting, expand ministry skills, strengthen endurance and resilience.

## Year 4 — Gifts Formation & Supervised Operation

- Focus: Operate prophecy, healing, and deliverance under supervision.
- Methods: Gifts practicums with mental-health oversight, deliverance protocols, supervised ministry nights.
- Checkpoint: Safe, effective gift operation and mentor sign-off.

## Year 5 — Leadership & Pastoral Care

- Focus: Counseling basics, visitation, team leadership.
- Methods: Pastoral rotations, crisis simulations, team leading assignments.
- Checkpoint: Pastoral competency evaluation, conflict resolution demonstration.

## Year 6 — Tactical Ministry & Team Discipline

- Focus: Rapid mobilization for outreach, team cohesion under pressure.
- Methods: “Field Days” intensive, church-planting logistics, leadership labs.
- Checkpoint: Successful short-term mission or launch of a cell group.

## Phase 3 — Leadership Maturity & Apostolic Training

(Years 7–10)

Purpose: Train leaders who can multiply; develop strategic/prophetic vision.

### Year 7 — Mentorship Multiplication

- Focus: Apprentice as trainer; begin leading mentorship triads.
- Methods: Train-the-trainer modules, curriculum writing, supervised teaching.
- Checkpoint: Successful discipleship chain started and documented.

### Year 8 — Strategic Ministry & Administration

- Focus: Church governance, fundraising ethics, administration.
- Methods: Admin internships, budget projects, conflict mediation practicums.
- Checkpoint: Lead an administrative project (plant, budget, or fundraiser) successfully.

### Year 9 — Cross-Cultural & Mission Preparation

- Focus: Cultural adaptability, mission strategy, language basics if needed.
- Methods: Short-term cross-cultural deployments, mission simulations, cultural briefings.
- Checkpoint: Positive mission field evaluation and adaptability assessment.

## Year 10 — Apostolic Deployment Readiness

- Focus: Produce and defend a 3-5 year launch plan (church plant, missions post, or apostolic assignment).
- Methods: Commissioning rehearsals, deployment simulations, donor engagement practice.
- Checkpoint: Mentor + apostolic council approve launch plan.

## Phase 4 — Multiplication & Legacy (Years 11–13)

Purpose: Commission leaders who multiply leaders and plant reproducing works.

### Year 11 — First Launch & Coaching

- Focus: Actual launch of ministry project (cell, church plant, mission team).
- Methods: Supported field placement, oversight coaching, alumni network support.
- Checkpoint: One year of field metrics (attendance, discipleship chains, community impact).

### Year 12 — Leadership Refinement & Apostolic Authority

- Focus: Deepen apostolic governance, mentoring other leaders, prophetic strategy.
- Methods: Apprenticeships with apostolic mentors,

leading training cohorts.

- Checkpoint: Successful multiplication of at least one another leader/worker.

## Year 13 — Legacy & Handoff

- Focus: Solidify legacy structures, hand off ministry to next generation, ordination as appropriate.
- Methods: Commissioning, “passing the sword” ceremonies, documentation of systems and curriculum.
- Checkpoint: Sustainable ministry with local leadership and documented reproducible systems.

### Trainer Methods

#### *How Those Who Train Build A Spartan’s Mind*

##### 1. Modeling & Embodiment

- Trainers lead by example: visible discipline, prayer life, integrity, and sacrificial service.
- Regular transparency about failures and restoration models humility.

##### 2. Progressive Exposure & Graded Responsibility

- Start with low-risk tasks; increase responsibility as competence and character are proven.
- Use a rank/badge system to mark progression and

expectations.

### 3. Structured Routines & Rituals

- Fixed daily rhythms (Morning Muster, Bible intake, physical conditioning, devotions).
- Periodic rites (vision fast, commissioning, renunciation) to mark thresholds.

### 4. Hardening Drills (Spiritual & Practical)

- Controlled discomfort: fasting cycles, intermittent sleep-challenge for on-call readiness (with health safeguards).
- Endurance events: long evangelism days, mission marathons, community service blitzes.

### 5. Simulations & Real-World Scenarios

- Crisis simulations for pastoral care, deliverance with psychiatric safeguards, church conflict role-plays.
- Mission rehearsal exercises before cross-cultural deployments.

### 6. Mentoring with Tough Love

- One-to-one mentoring with clear expectations, corrective feedback, and practical assignments.

- Use of “accountability circles” to create peer pressure for holiness and service.

## 7. Apprenticeship & Shadowing

- Long stretches of shadowing seasoned ministers in services, council meetings, counseling, and field work.

## 8. Multiplication Assignments

- Each trainee must start a discipleship chain and launch a cell, with measurable outcomes.

## 9. Rigorous Assessment & Feedback Loops

- Regular evaluations (quarterly reviews, written and practical exams) with clear remediation plans.
- Recorded sermons, outreach reports, and mentor logs for objective review.

## 10. Spiritual Warfare Preparation

- Teach biblical worldview of spiritual warfare: prayer strategy, fasting, prophetic intercession, deliverance protocols (with ethical safeguards).
- Train emotional regulation so trainees do not conflate emotion with authority.

## 11. Teaching Tactical Thinking & Strategy

- Strategic planning labs: mapping communities, target demographics, resource allocation and contingency planning.

## 12. Emotional Intelligence & Relational Skills

- Counseling training, conflict de-escalation, family relational repair.
- Enforced family accountability where appropriate to ensure healthy homes.

## 13. Continuous Reproduction

- “Train-the-trainer” practice so graduates become teachers—this cements learning and scales the model.

### Assessment Milestones & KPIs for the Spartan Mind

- Spiritual disciplines: daily devotion log consistency (target %).
- Evangelism fruit: conversions/disciple chains started per year.
- Leadership competence: team retention & growth metrics.
- Character markers: integrity incidents (0), restitution completed, feedback scores from peers.

- Resilience tests: performance under simulated crisis (pass/fail + improvement plan).
- Multiplication: number of leaders produced and churches/cells launched.
- Doctrinal fidelity: written theology scores, public preaching accuracy.

### Practical Tools Trainers Use

- Journals & spiritual formation portfolios
- Recorded sermon library with annotated feedback
- Ministry project templates and launch checklists
- Rank/badge digital dashboard to track competencies
- Remediation plans and timelines
- Mental health referral directories and consent forms

### Ethics, Safeguards & Pastoral Care

- Never bypass medical/psychological screening before extreme practices.
- Obtain informed consent for fasting, deliverance, physical regimens.
- Maintain outside grievance and reporting channels; zero tolerance for abuse.
- Prioritize restoration, not humiliation—discipline is pastoral and redemptive.
- Include family and sending church in major

decisions and deployments.

## How the Pentecost Sacrifice Shapes the Process

- The Spartan mind is forged by remembering Pentecost's cost and gift: the early church's radical surrender and dependence on the Spirit.
- Trainers teach sacrificial motifs: surrender, witness, and dependence on the Spirit rather than on tactics alone.
- Regular remembrance rituals (testimony nights, Pentecost commemorations, sacrificial giving teachings) reinforce that legacy.

## Sample Trainer Checklist

- Ensure baseline screenings completed.
- Assign primary mentor + triad.
- Set personal spiritual & ministry KPIs.
- Schedule quarterly simulations and at least one short field deployment.
- Track journal/devotional compliance weekly.
- Provide remediation plan if KPIs not met for two consecutive quarters.

## Closing Practical Notes

- Not every trainee needs the same level of intensity—personalize pace to health and maturity.

- The 13-year process is ideal for producing generational leaders; shorter pipelines (1–3 years) can produce first responders ready for immediate deployment while funneling promising ones into the long track.

## Contact / Implementation Assistance

Below is a comprehensive, practical list of methods the “School of the Spartan” can use to “break boys” (deconstruct old patterns, remove spiritual immaturity and bondage) and build soldiers (form disciplined, mature ministers). I’ve organized methods under Formation (the “breaking”), Training, Mentoring, Discipling, Deployment, Assessment & Accountability, and Safeguards/Support. Each item includes what it looks like and the intended spiritual purpose.

Note: “Breaking” is used biblically/metaphorically—to crucify the old self and remove harmful habits. All methods should be implemented pastorally, legally, and ethically, with safeguards against abuse.

### 1. Formation — “Breaking” (Deconstruction of old patterns)

- Repentance Intensives: structured, guided seasons where students confess, renounce, and publicly

repent of specific sins/habits to promote radical life-change.

- Renunciation Rites: formal declarations to renounce false teachings, addictions, worldly values, or previous lifestyles (documented vows).
- Accountability Circles: small groups where students share struggles weekly and submit to mutual accountability and prayer.
- Controlled Discomfort Disciplines:
- Extended fasts (with supervision) to teach reliance on God.
- Physical discipline (daily exercise/rigorous schedule) to build endurance and discipline.
- Sleep-deprivation drills (mild, controlled) to train sacrificial service and focus. (Use with strict health oversight.)
- Confession & Restorative Resolution: structured confession sessions followed by action plans for restitution and reconciliation.
- Solitude & Silence Retreats: short residential retreats for focused Bible intake, journaling, and confronting personal idols.
- Deconstruction Teaching Series: systematic teaching to dismantle false doctrines, cultural compromises, and unhealthy identities.

## 2. Training — Skills, Doctrine, and Gifts

- Core Doctrine Classes: intensive study of Acts 2:38,

Jesus Name theology, holiness, and fivefold ministry roles.

- Scripture Memorization & Catechism: daily memory work of key passages, doctrinal catechism, and creeds.
- Homiletics Labs: progressive preaching practice — short testimonies → 10-minute devotionals → 25-minute sermons → full sermon delivery, with recorded critique.
- Worship & Leading Labs: training in worship leading, set design, transitions, and anointing-based leadership.

Gifts Practicums:

- Prophecy clinics (with boundaries).
- Healing ministry under supervision.
- Deliverance ministry following protocols and mental health referrals.
- Evangelism Bootcamps:
- Street evangelism, door-to-door, public testimony, and digital evangelism training.
- Conversational evangelism drills (role plays).
- Pastoral Care & Counseling Training: basic counseling skills, crisis intervention, pastoral visitation routines.
- Administration & Operations: church planting logistics, budgeting, fundraising ethics, recordkeeping.
- Military-style Team Training: drills in teamwork,

chain of command, role clarity, rapid mobilization for outreach.

- Leadership Labs: conflict resolution, meetings facilitation, delegation, leading volunteers.

### 3. Mentoring — Train → Mentor model in practice

- One-to-One Primary Mentor: weekly discipleship sessions with a seasoned apostolic leader; focus on character, calling, and practical assignments.
- Mentorship Rotation: short rotations under apostolic, prophetic, pastoral, and teaching mentors to experience different ministry temperaments.
- Triad Mentorship Groups: mentor + two protégés for mutual accountability and shared learning.
- Shadowing & Apprenticeship: students shadow mentors in services, counseling, and leadership meetings.
- Assignment-Based Mentoring: mentors assign real ministry tasks with post-action debriefs and corrective feedback.
- Performance Coaching: focused coaching on preaching, counseling, or outreach weaknesses with measurable improvement goals.
- Spiritual Direction Sessions: confidential prayerful guidance for inner life and vocational discernment.

### 4. Discipleship — Long-term formation practices

- Discipleship Chains: every graduate commits to discipling others using a reproducible curriculum and template.
- Study Partners / Bible Triads: ongoing structured study and accountability with weekly study plans and prayer targets.
- Apprenticeship to Lead: progressive responsibility—student begins as assistant → leads small group → leads service → plants cell/church.
- Reproducible Curriculum Templates: discipleship modules designed to be used by students to disciple new converts in 6–12 weeks.
- Multiplication Projects: each student is required to develop and launch a small discipleship or outreach cell during the year.
- Lifestyle Formation: enforced habits—daily devotions, tithing, family and relational accountability, and testimony sharpening.

## 5. Deployment — Sending, Placement, and Commissioning

- Placement Pipeline: partnerships with local churches, apostolic networks, and mission fields for placements upon graduation.
- Commissioning Services: formal commissioning/ordination services with laying on of hands and testimonies.
- Field Internships: 3–6 month deployments with

partner churches or mission teams as supervised placements.

- Launch Plans: each student produces a 12–36 month ministry plan (budget, outreach strategy, support plan).
- Support Raising & Stewardship Training: teach ethical fundraising, long-term financial sustainability, managing supporters.
- Ongoing Coaching Post-Deployment: scheduled mentor check-ins (monthly/quarterly) for the first 1–3 years after deployment.
- Alumni Network & Accountability: alumni cohorts for mutual support, resource sharing, and crisis intervention.

## 6. Assessment, Evaluation & Progression

- Initial Screening & Assessment: background checks, psychological screening, doctrinal and lifestyle interviews.
- Formative Assessments: weekly mentor logs, outreach/evangelism metrics, sermon recordings, and peer feedback.
- Summative Examinations: written theology exams, practical demonstration (baptisms, leading service), mentor endorsements at quarter ends.
- Rubrics & KPIs: metrics for doctrine, holiness, leadership, gift operation, and ministry fruit (conversions, group growth).
- Rank/Badge System: progressive ranks (apprentice,

corporal, sergeant, lieutenant, commissioned) tied to demonstrated competence.

- Remediation Paths: individualized development plans for those needing more time, with clearly defined objectives and timelines.
- Separation Protocols: clear process for dismissal for gross misconduct, doctrinal deviation, or inability to meet standards.

## 7. Discipline, Correction & Restorative Practices

- Private Correction First: mentor-led private correction with goal of restoration.
- Public Accountability Only When Needed: handled with dignity, loving confrontation, and restoration plan.
- Restorative Practices: restitution, reconciliation processes, and counseling as part of correction.
- Suspension & Reassessment: temporary removal from ministry duties with counseling and reassessment before reinstatement.

## 8. Safety, Health & Ethical Safeguards

- Mandatory Background Checks: for all students and staff.
- Informed Consent for Intensive Practices: written consent for extended fasts, deliverance sessions, and physical disciplines.

- Mental Health Screening & Referrals: partnerships with counselors and protocols for psychiatric care when needed.
- Abuse Prevention Training: mandatory training on boundaries, sexual misconduct prevention, and mandated reporting.
- Deliverance & Counseling Protocols: multi-person teams, documented procedures, and mental health referrals required.
- Confidential Grievance & Reporting Channels: independent channels for reporting abuse, with church and civil investigations where appropriate.
- Medical Oversight: medical clearance for any physically demanding regimens.

## 9. Practical Methods & Rituals (Examples)

- Morning Muster: daily 60–90 minute time of prayer, Scripture, physical training, and reporting.
- Weekly “Field Days”: days dedicated entirely to street evangelism or service projects.
- Quarterly Vision Fast: 3-day guided fast with vision casting and commissioning for the next quarter.
- Rite of Passage Projects: culminating ministry projects that demonstrate leadership and fruit before advancement.
- Testimony Nights: scheduled public testimonies to build boldness and practice brevity.
- Shadow Services & Reverse Roles: students lead services while mentors play support roles to test

leadership.

## 10. Cultural & Character Formation

- Creed Recitation & Identity Formation: daily recitation of core doctrinal statements to form theological identity.
- Service Ethic: assigned community chores, visitation rounds, and servant-leadership rotations.
- Humility Exercises: periodic role-reversal tasks (serving elders, cleaning, caregiving) to cultivate humility.
- Accountability to Family & Home Church: maintains ties and reporting to sending/receiving churches.

## 11. Reproduction & Sustainability Methods

- Train-the-Trainer Modules: selected graduates trained to run future cohorts' curriculum and mentorship.
- Curriculum Templates & Manuals: reproducible lesson plans, sermon outlines, and outreach scripts.
- Multiplication Metrics: every cohort measured by number of disciples, cells, and church plants launched.
- Funding & Resource Pooling: shared resources for new church plants and mission teams to ensure sustainability.

## 12. Implementation Notes & Ethics

- Tailor intensity to individual health and spiritual maturity; avoid one-size-fits-all extremes.
- Ensure transparency with families and sending churches about program demands and expectations.
- Keep legal advice on file for international deployments, visas, and child protection laws.
- Regularly review methods with a council of elders and mental health professionals to avoid harm.

## How Spartans Learn to Work Together as a Team — Principles and Practices

Teamwork is taught, practiced, measured and formed by culture. In the “School of the Spartan,” team formation is both spiritual (unity in the Spirit, submission to apostolic order) and practical (clear roles, disciplined communication, coordinated action). The goal is a cohesive body that moves with one mind, preserves each member’s dignity, and multiplies ministry fruit.

### Core Principles

- Unity in Purpose: one vision, one mission—everyone knows the gospel goal they’re pursuing.
- Shared Identity: daily creeds, testimonies, and rituals that create “we” rather than “I.”
- Clear Roles & Chain of Command: everyone knows responsibilities, reporting lines, and who makes

decisions in crises.

- Mutual Accountability & Care: corrective love, restoration, and practical support.
- Communication Discipline: simple, timely, truthful communication with standardized channels.
- Trainable Humility: willingness to serve in any role and accept correction.
- Safety & Respect: consent, health safeguards, and zero tolerance for abuse.

## Practical Methods & Exercises for Team Formation

### 1. Daily and Weekly Rhythms that Build Cohesion

- Morning Muster as a Team: shared prayer, reading, 10-minute mission brief, and a short physical warm-up. Reinforces unified start.
- Team Devotional & Testimony Night: once weekly, team members share a victory/struggle to build mutual knowledge and empathy.
- Debrief Huddle: short daily or post-event debrief to celebrate wins and identify improvements (structured, 3 questions: What worked? What didn't? Next steps?).

### 2. Role Training & Role Rotation

- Role Clinics: teach specific team roles (lead

preacher, intercessor, outreach lead, logistics, worship transitions, ushering, counseling intake).

- Rotation Periods: rotate roles every 4–12 weeks so every Spartan learns each function and appreciates others' work.
- “Buddy System”: pairing of experienced and new members for each role during rotation for safety and skill transfer.

### 3. Team Drills and Simulations

- Outreach Simulations: team practices an entire outreach (set-up, presentation, follow-up) under time pressure to rehearse coordination.
- Crisis Simulations: pastoral emergency or deliverance/counseling simulation with role-players and a multi-disciplinary response team.
- Logistics Drill: fast setup/teardown drills for meetings and events to build smooth backstage operations.
- Communication Drill: a noisy distraction exercise where teams must use hand signals or short codes to complete tasks—teaches non-verbal coordination.

### 4. Cooperative Physical Challenges (with health safeguards)

- Service Blitzes: community projects where teams must coordinate tasks and time (builds mutual

reliance and servant heart).

- Team Endurance Events: non-hazardous endurance activities (hikes, team obstacle courses, sustained evangelism days) to build stamina and interdependence.
- Trust Exercises: guided, low-risk trust falls, blindfolded guided walks, or problem-solving puzzles requiring one teammate to lead another.

## 5. Projects that Require Interdependency

- Launch a Cell or Outreach Team: each team must deliver a project from planning to evaluation—assign distinct roles and require cross-role collaboration.
- Multiplication Assignment: teams disciple a new group and hand it off to a different team—forces intentional replication planning and cooperation.

## 6. Structured Communication Systems

- Standard Operating Procedures (SOPs): checklists for services, evangelism, deliverance protocols, counseling intake, so everyone knows the steps.
- Communication Channels: establish primary (in-person huddle), secondary (protected messaging group for logistics), and emergency (phone tree) channels.
- Briefing Templates: short pre-event brief with objectives, roles, contingencies and a clear exit plan.

## 7. Leadership & Decision-Making Practices

- Chain of Command: define team leader, deputy, and role leads. In emergencies, the designated leader makes final call; afterwards, group debrief.
- Consensus + Accountability: for non-emergency decisions use consensus or majority with leader finalizing and taking responsibility.
- After-Action Reviews (AARs): formal debrief facilitation by a neutral mentor to capture lessons, assign corrective tasks, and document improvements.

## 8. Mentoring & Peer Accountability for Team Dynamics

- Team Mentor Coach: each team has a mentor who observes, gives feedback, and models conflict resolution.
- Peer Feedback Sessions: quarterly facilitated sessions where teammates give structured, loving feedback using a standardized rubric (behavior, communication, contribution).
- Conflict Resolution Pathway: immediate private correction → mediated restoration → documented restoration plan if unresolved.

## 9. Cultural Formation & Rituals that Cement Unity

- Team Creed & Vow: short statement recited

together that summarizes vision, values, and mutual commitments.

- Launching & Commissioning Rites: public ceremonies where teams are prayed over and assigned a mission—creates spiritual solidarity.
- Shared Symbols: team name, banner, or simple uniform (e.g., colored lanyard) to build identity without legalism.

## 10. Measurement & KPIs for Team Health

- Operational KPIs: timeliness of set-up, execution errors, outreach contacts made, follow-ups completed.
- Relational KPIs: peer feedback scores, conflict incidents recorded, restoration completion rate.
- Spiritual KPIs: number of conversions/disciple chains, corporate prayer fidelity, ministry fruit from team projects.
- Team Readiness Index: simulation pass rate, SOP adherence percentage, and mentor endorsement.

## 11. Teaching Conflict Management & Emotional Intelligence

- Courses & Role Plays: teach active listening, nonviolent communication, and forgiveness frameworks; practice through role-plays.
- Counseling Referral Pathway: when relational wounds are deep, route to trained pastoral counselors

to prevent team breakdown.

- Restoration Ritual: formal process combining confession, forgiveness statement, restitution steps, and public recommitment as appropriate.

## 12. Scaling & Multiplying Healthy Teams

- Train-the-Trainer within Teams: appoint and train team members to teach new teams, preserving culture and standards.
- Cross-Team Collaboration: mixed-team projects to break down silos and increase unity across cohorts.
- Alumni Support Teams: graduated Spartans mentor new teams, strengthening continuity.

### Sample Weekly Team Training Schedule

- Monday Morning Muster (30–45 min): prayer, brief, physical warm-up
- Tuesday Role Clinic (60–90 min): teaching a specific team function
- Wednesday Outreach/Field Day (half-day) or simulation
- Thursday Debrief + Peer Feedback (60 min)
- Friday Team Devotional & Service Task (community service)
- Saturday Worship & Shadow Service (rotate leading)
- Sunday Serve in Local Church (lead roles as

assigned)

## Ethical & Pastoral Safeguards

- Consent & Health Checks: all physical and trust exercises require informed consent and medical clearance when appropriate.
- No hazing: any “breaking” that dehumanizes or risks harm is prohibited. Discipline must be restorative and pastoral.
- Confidential Reporting Channels: team members must have safe ways to report misconduct or abuse.
- Family & Sending Church Inclusion: keep sending church informed about team placements and significant incidents.

## Implementation Checklist for Team Trainers

- Define team vision, mission, and one-sentence creed.
- Create SOPs for core activities and distribute to team.
- Assign clear roles and publish chain of command.
- Schedule regular drills and simulations with mentor observers.
- Institute daily huddles and short debriefs after events.
- Establish peer feedback and formal AAR cadence.
- Measure KPIs monthly and adjust training based on

data.

- Keep mental health and abuse prevention resources accessible and visible.

### Final Charge

This academy seeks to produce servants who are humble, holy, and powerful—soldiers of Jesus Christ equipped to stand in a crooked generation. “Breaking” is not destruction but crucifixion of the old self so the new man may arise: disciplined, doctrinally rooted, baptized in Jesus’ name, and filled with the Holy Ghost, ready to serve in the fivefold. We train, mentor, disciple, and deploy—until the harvest is reaped.

Blessings as you build and deploy laborers for the harvest.

Elder Keith Joel Walker