



**Altar Team
Training Manual**

Lance Johnson Ministries Team Covenant

I strive to live a life of purity, free of hidden sins, so that my lifestyle matches my testimony of Christlikeness.

I understand the meaning of submission and honor, especially as it pertains to authority and leadership.

I understand that a *rebellion is as the sin of witchcraft* according to 1 Samuel 15:23 and will not be tolerated in any form.

I commit to live a life above reproach and according to 2 Corinthians 6:3, I will *give no offense to anything, so that the ministry may not be blamed*.

- I do not partake of tobacco products of any kind (this includes, "dipping", smoking, & vaping).
- I do not partake of alcohol of any kind (this includes wine and homemade alcohol).
- I declare that I am not involved in any type of sexual impurity (this includes all non-marital sex, & common law marriages.)
- I desire to give God my best; wearing clothing that covers my body modestly and doesn't offend or distract from worshipping God.

I commit to the training required by the ministry in which I have been chosen to serve; to be punctual and flexible in my service.

I promise to cultivate Christian courtesy in all my relationships; to be slow to give or take offense, and to always be ready for reconciliation. I promise to guard the reputation of my fellow believers and co-laborers and not to needlessly expose the details of their lives through my conversation with others.

In the case of a difference of opinion among believers ministering together in this ministry, I promise to avoid a contentious spirit, If at any time I have an offense with someone on the team, I will go to that person in love and attempt to work it out. If I am unable to work it out, then I will approach a ministry leader for assistance in resolving the issue.

Lastly, I understand that serving and leading requires that I have an ongoing relationship with Jesus Christ, prayer and study of God's word. Therefore, I promise, through the guidance and power of the Holy Spirit, to walk together with my fellow believers in Christ's love; understanding that a life founded in prayer will naturally promote a life of holiness.

Signature _____ Date _____

In this ministry, we are blessed with the opportunity to partner with believers in praying for miracles while guiding the lost into a relationship with Him.

Scripture Base for this Ministry

- James 5:14-16 Is anyone among you sick? Let him call for the elders of the church, and let them pray over him, anointing him with oil in the name of the Lord. And the prayer of faith will save the sick, and the Lord will raise him up. And if he has committed sins, he will be forgiven. Confess *your* trespasses to one another, and pray for one another, that you may be healed. The effective, fervent prayer of a righteous man avails much.
- Acts 10:38 How God anointed Jesus of Nazareth with the Holy Spirit and with power, who went about doing good and healing all who were oppressed by the devil, for God was with Him.
- Matthew 10:7-8 and as ye go, preach saying, "The Kingdom of heaven is at hand." Heal the sick, cleanse the lepers, raise the dead, cast out devils; freely ye have received, freely give
- Mark 11:22-24 So Jesus answered and said to them, "Have faith in God. For assuredly, I say to you, whoever says to this mountain, 'Be removed and be cast into the sea,' and does not doubt in his heart, but believes that those things he says will be done, he will have whatever he says. Therefore, I say to you, whatever things you ask when you pray, believe that you receive *them*, and you will have *them*."
- Mark 16:17-18 And these signs will follow those who believe: In My name they will cast out demons; they will speak with new tongues; ¹⁸ they will take up serpents; and if they drink anything deadly, it will by no means hurt them; they will lay hands on the sick, and they will recover."
- John 14:12-14 Verily, verily, I say unto you, He that believeth on me, the works that I do shall he do also; and greater works than these shall he do, because I go unto my Father. And whatever you ask in My name, that I will do, that the Father may be glorified in the Son. If you ask anything in My name, I will do it.
- John 15:16 Ye have not chosen me, but I have chosen you, and ordained you, that ye should go and bring forth fruit, and that your fruit should remain; that whatsoever ye shall ask of the Father in my name, he may give it you.

Altar Team Ministry Expectations and Commitment

- Lead a life of wisdom and prayer
- Seek to cultivate the Fruit of the Spirit and the Gifts of the Spirit. (Galatians 5:22-25 & 1 Corinthians 12).
- To follow and abide by the Lance Johnson Ministries team covenant which is included as the first page of this training manual.
- To submit to the authority of the team leader.
- To read and understand all parts of this manual and participate in all team meetings and trainings.
- Maintaining confidentiality by not providing names or details that would identify a person
- To be punctual to each outreach and follow through with all commitments. If circumstances beyond your control occur and you are unable to keep your commitment, make the team leader aware as soon as possible so that arrangements can be made to cover your absence.
- To prepare for and supply your transportation to and from events and secure lodging in advance of each crusade.
- To represent Jesus Christ in all words and actions and to love and serve as unto him in all things.

Preparation For Ministry

Before you arrive:

- Spend time praying and ask God to cleanse you and prepare you to be a vessel for His use. Make sure all sin is confessed, and you are walking in forgiveness.
- Consider special prayer and fasting before the crusade date(s) you will be serving.
- Arrive to sessions ready for ministry, on time or when possible, early to pray.

Ministry Etiquette

- Honor and love the individual coming for prayer. They are more important than “ministry”. They Are the Ministry.
- Keep self (flesh) out of it, do not bring attention to yourself. Direct their focus to Jesus for their prayer need.
- Use Discernment: Know what the Lord is saying to the person so you can pray in agreement with Him.
- Give Compassion not sympathy. Dwell on the solution not the problem. Jesus showed great compassion but never sympathy (sympathy feeds the flesh).
- Build Faith: Do not dwell on what may appear to be defeat. Stand in Victory and encourage as the Holy Spirit leads you.
- Forgiveness: Ask if they need to forgive anyone, if so guide them confession and surrender.
- Anoint with oil, when appropriate, according to James 5:14-15. Do not use the same hand with oil to touch their clothing.
- **Ask before you touch: Do not touch anyone without permission.**
- Use discretion in “laying on of hands”. Always ask first if you may touch them on shoulder or any part that needs healing. If stomach or other sensitive areas, ask them to put their hand on the area – and if appropriate, ask to put your hand on top of theirs.
- Do not rub or caress backs, or extremities arms, even as a gesture of comfort.
- Don’t use this as a counseling appointment. Encourage the person to contact their church, if they feel they need counseling.
- Signal for help if you are dealing with a difficult personality/situation (unruly, demon possession, major distraction, etc...). There are deliverance ministers ready to assist.
- Do not push, pull, or apply pressure. It can be exciting to pray but be mindful that no one wants to feel coerced or forced.
- Do not counsel, advise, suggest, hint, or imply discontinuation of any course of medical treatment or medicine.
- It’s ideal for men to pray with men and women with women.
- Be careful with your tone and volume. The person could not be feeling well, or there may be others listening. This is particularly important when praying for personal issues.
- **Don’t assume to know.** It is not kind for our first response to the pain of people to be, "You have a demon," or "What sin do you have?" or "Have you forgiven?" Listen. Have compassion. Meet the person where they are emotionally. After a trauma, we do triage. Sometimes we need to get the wound to stop bleeding before cleaning it out.

Be mindful of the needs of the weak, hurting, or disabled

- Offer a chair so that participants do not have to stand while receiving prayer. This could include the elderly, physically impaired (or restricted), or pregnant. It can be challenging to receive if there’s a concern about falling.

- Not everyone who is weak looks like they are. Be mindful to watch for those who need to be seated.
- If someone comes to you for prayer for a headache or migraine, do not speak loudly in their ear.
- Do not be afraid or intimidated to pray for the worst issues. When we see an instant miracle, it is not us who did it, so we can boldly pray for people and give their care to God. Show compassion and love.
- Do not assume that you know what a person with a visible disability wants. They may want to be healed, or they may have a different prayer request.

Work to preserve modesty for those receiving from the Lord.

- If the person you're praying for has unintended issues with their clothing, cover them with a cloth.
- If the person ends up kneeling or lying on the floor and is in an immodest position, honor them by covering them with a cloth, if possible.
- If you see that people are mocking or gawking at the person, you could have someone physically step between the person and the observers to "shield" them from unnecessary attention.

Altar Etiquette

- Avoid strongly flavored foods and drinks before ministering. Use breath mints or make sure your breath and approach are not offensive.
- Don't look too overeager, that 'please come to meeee!!!' look is not appropriate
- Don't look too disinterested, that 'please DON'T come to meee!!' look is not appropriate
- If they are not pleasant smelling– make sure your expression is still pleasant.
- Look them directly in the face while they are talking to you – show them that you are only interested in what they are saying, not their clothing or anything else about them.
- Express love and care to the person receiving ministry. Jesus showed compassion! The goal is to bring blessing, edification, comfort, healing, liberty, and salvation for those coming up for prayer.
- Keep your eyes open while you pray, this will help you to help the person and to know what to command to go.
- If you feel the need to pray in the spirit, ask the person receiving prayer if they mind if you speak in tongues. Be mindful that praying loudly can be distracting or even fearful to someone not used to the gifts of the spirit. (We are also mindful that some do pray louder in the anointing; the idea is to be mindful.)
- Encourage the one receiving prayer to just receive and not pray in the spirit or in English unless Holy Spirit tells you otherwise.
- Anointing oil: If you are using oil – ask them if it is ok first before applying oil and tell them where you plan to apply. It is most commonly used in praying for the prayer of faith, particularly in healing. Avoid heavily scented oil. It is enough to get oil on your finger and lightly touch their forehead or area of sickness. Do not pour oil over their head or clothes. You can also anoint the hands and head.
- Offer tissues to those weeping. Do not tell people not to cry. Sometimes, we need to let what God is doing on the inside out. Let them cry if they need to!
- Avoid saying things that agree with sin or to make them feel better. For example, if the person confesses a sin, do not respond, "It is okay." It is not okay, but it is washable! We aren't to be condemning, but we must come into agreement with repentance.

- Know your limitations, experience, and gifts. Do not hesitate to get help from a team member or leader with more experience in a specific area. Refer people to other ministries when needed or get wise counsel.
- Do not hesitate to get someone with more authority or experience involved, especially if the situation is out of your comfort zone.

Signs you may need to motion for a deliverance team member:

- Hands, body fidgets, hand distortion
- Eyes changing (rebellion, defiance, lust, witchcraft)
- Overly heated
- Sudden Pain
- Facial movements or distortions
- Violent intentional movements
- Twisting body parts
- Unnatural nervousness
- Wincing like their head hurts
- Childlike speech, behaviors, movements
- Unusual movements like hair twisting
- Unable to talk
- Extreme Emotion: If a person suddenly is overwhelmed by grief, fear, or shame, stop. Quickly ask the Lord to come in with His peace.

Not everything is demonic. Some issues are the flesh, environment, or deeper inner healing is needed. We must be kind to those with brokenness, and trauma-based issues.

Salvation Decision Forms:

Bishop Lance Johnson is ultimately accountable for each soul during these crusades. Therefore, we must be diligent in obtaining a record of each decision made for Christ. This information will be used to follow up with the new believer and also help them get plugged into their local Spirit-filled church.

This system may vary depending on venue set up, we are going to be flexible.

- There will be greeters/ushers (Gathering Team) stationed strategically around the perimeter of the altar and aisles to help gather information and take the attendees to the Information Table.
- Gathering team: You will be given this tri-copy form upon arrival to serve.

LANCE JOHNSON
MINISTRIES

Name: _____

Phone: _____

Email: _____

Salvation ☐ _____

Rededication ☐ _____

Other ☐ _____

Location: _____

- When someone comes for salvation, after the altar team member has prayed with them, they can point them over to a “gathering team” member. If the attendee has been on the floor, the person assisting them up will escort them to one of the persons mentioned above.
- Gathering Team- please give the form to the attendee to complete (*name, phone, email* is best) and be sure to check salvation or rededication (if appropriate).

- Thank them, as you take the completed form and escort them to the Information Table where they will be provided with salvation & connection materials.
- Finally introduce the attendee and hand the completed form to the table attendant.

Remember:

We are here to serve God and others, honor people and assist where we can.

- Be ready – Be in your area and ready to serve in the capacity you are assigned.
- Be approachable – Use breath Mints and Keep hands clean
- Be friendly – Smile and put people at ease.
- Be attentive – Listen carefully to the individual's need.