
Pastoral Leadership

International Educational Fellowship School of Ministry

Pastoral Leadership

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Part I: Pastoral Care

Chapter One Introduction: Being a Pastor

Pastoral care is an umbrella term for the entire role of a Christian minister. Pastoral care refers both to the role and description of pastors, and also to their ability to lead Christ's church. Both of these tasks are vital. Because of the eternal impact pastors have on the lives of many people, their task is very significant. Describing the work of a pastor as a task shows that it is work and labor, but this work can be very rewarding. There will be long hours with sweat, strain, and hardships. There will be days when the pastor will fall into bed exhausted. Taking on the task of pastor is definitely not a life of ease. The Apostle Paul described it this way:

"To this end I labor, struggling with all His energy, which so powerfully works in me" (Colossians 1:29).

Yes, there is labor. Pastors will struggle, but they can always trust in God's energy. As we examine the "job description" of a pastor, remember that pastors have Christ at their side. When they do not recognize Jesus' presence, they will either trust in themselves (pride) or become filled with doubt and depression. The ministry of a pastor will be impossible without trusting Him. Pastors should always acknowledge and thank Jesus for their significant ministry.

Part I of this text will dissect the job description of pastors. The tasks they must perform and perform well, is quite a lengthy list. They must be able to pray, spend time in the Scriptures, prepare messages, counsel people, marry people, bury people, give leadership to the church, and work with all facets of church life (Sunday School, other training

programs, ministry to the poor and hurting, church discipline, visitation, evangelism, music leadership, etc.).

Part II will take a deeper look at the pastor's role as a leader of people. In this section the concept of leadership will be examined. This study will also search for some biblical ideals of a Christian leader. It will then draw some practical principles for pastors to follow in their ministry.

Having thus examined the role of the pastor and the Bible's description of a leader, Part III will focus on the practical application of this study. Pastoral pitfalls will be examined as well as the benefits of pastoral care. There is so much that pastors must do. It can be overwhelming.

In the book of Exodus (chapter 3), we see God giving Moses a similar task: to care for and lead His people, the Hebrews. Yet Moses felt inferior to the task God had given him. He believed the job described by God was beyond his talents. Moses said "Who am I that I should go to Pharaoh," and "Oh, my Lord, send, I pray, some other person" (Exodus 3:11; 4:13). But God had chosen Moses and he became one of the greatest leaders that the world has ever known.

God has called you for an impressive job. There is so much to do with so little time. You may be a good preacher but a poor counselor. You may be a great administrator, but you may have trouble motivating people to move on for God. Yet God guides, as he did with Moses, through all that is being accomplished. This course is designed to help you realize your pastoral skill and recognize and strengthen your weaknesses. God told Moses he would help him (4:12), and he says the same to you and me today. From a human perspective, the role of a pastor is truly impossible. But as Jesus said to his disciples, "With God, all things are possible" (Matthew 19:26).

Chapter Two

What is a Pastor?

This chapter will develop a preliminary definition of who a pastor is and what a pastor does. We will begin by looking briefly at a societal perception of pastors, and then we will turn to the Scriptures. Next we will examine three different texts which shed light on a pastor's personal attributes. It should be noted that this entire course is aimed at defining pastoral leadership. Therefore, this short chapter will leave many issues unanswered until a later time.

Cultural Definition of a Pastor

There are several ways in which a pastor is perceived by those outside of the church. It will be helpful to examine these briefly.

Preacher

Since preaching is the pastor's most visible public role, many people in the pastoral ministry are simply seen as the church's preacher. Depending upon their skills in the pulpit, they are known as good or bad preachers. Many outsiders do not understand the pastor's role in the ministry of Jesus Christ. All they know is what they see and hear.

Social Worker

Sometimes the pastor is viewed as a social worker, a person who does nice things for the community. They help the poor, counsel people, help people find jobs, work in prisons, and help the sick. Again, outsiders only know what they see on the surface.

Reverend

At times, the pastor is looked upon as a nice person. They are even referred to by some as "reverend". People will have them over for dinner or invite them to social gatherings. Pastors are viewed as clean, educated, and as having good manners.

Biblical Definition of a Pastor

Pastor

The word we use for pastor (in Greek *poimeen*) literally means a shepherd. Shepherds take care of the needs of their animals. Like the shepherd, pastors take care of the needs of their people (See Psalm 23). Pastors know their people and lead them. Jesus is the greatest example of a shepherd/pastor. He was willing to lay down his life for his people (John 10:14-15).

Elder

Another term used in the New Testament to describe a pastor is an elder (*presbuteros*). It literally describes the chronological age of a pastor, but is used in the New Testament to describe a pastor's wisdom and maturity. Elders are many times regarded as a pastor. Timothy was a young man, but he was considered an "elder" at the church in Ephesus. The term shows that they are not novices, but have proven themselves as mature leaders of the church.

Bishop

The term bishop (*episkopos*) describes someone who "sees over". This leader has been given oversight of the local church by God. They are skilled leaders and can direct the people of God.

Minister

There are several words that describe a pastor as a minister (*diakonos* -- one who serves, or *litourgos*). One of these terms (*huperetos*) is used by Paul in Acts 26:12-16. Technically, the word describes a servant, helper, or assistant. Literally, the word means "under-rower". The term comes from the Roman slave trade and describes a slave chained in the galley of a great ship, working with other slaves to row the ship through the rough Mediterranean Sea.

Ministers therefore do not work alone, but with others in their efforts to bring about the kingdom of God.

The word *pastor* shows the heart of the person. The word *elder* shows the wisdom and maturity of the person. The word *bishop* shows that they can motivate people to change. And the word minister shows that the person is willing to work to see that change come about.

So one can say that pastors have a heart for people and for God. Because of this heart, they will shepherd the people God has given them with wisdom, motivating them to live fully for God. Some of this may entail preaching, doing social work, and/or simply being a nice, revered, person. But it goes far beyond that. Being a pastor is being God's representative to God's people. A pastor's cry is like that of the Apostle Paul's: "We loved so much that we are delighted to share with you not only the gospel of God but our lives as well, because you had become so dear to us" (1 Thessalonians 2:8).

Personal Attributes of a Pastor

This study will now turn to some biblical passages which will give good descriptions of what a pastor's character looks like.

1 Timothy 3:1-7. Read this passage. Here, Paul is describing to Timothy several aspects of God working in the pastor's personal life:

- 1) they have the desire to be a pastor/overseer (3:1);
- 2) they are above reproach -- that is, they have a good reputation both inside the church and in the community at large (3:2, 3:7);
- 3) they are the husband of one wife -- that is, their sex life is under control (3:2);
- 4) they are temperate, self-controlled, respectable, and hospitable -- that is, their appetites are under control (3:2);
- 5) they are able to teach (3:2);

6) they are not one given to drunkenness (3:3);

7) they are not given to violence or quarreling but is gentle -- that is, their anger is under control (3:3);

8) they are not lovers of money -- that is, their desire for material things is under control (3:3); and

9) they are not a novice or a new convert (3:6);

Paul also describes pastors as having God at work in their family life:

10) they manage their household well -- that is, they lead their wives spiritually as they lead the church (3:4-5); and

11) their children are disciplined and follow the faith of the father and mother (3:4-5).

This passage shows that pastors' lives are completely under God's control. This includes not only their own personal life, but also their family life. Only when a pastor turns over control of their most precious possession (his own life and family) to God, will God turn over control of his most precious possession (the church) to the pastor.

Acts 6:3. Read this verse. This is another short list of qualifications for church leaders is given by the disciples.

1) Church leaders must be persons of good reputation. This means that the man should be well known as to his spiritual fervor and ability to lead -- there is no guess work here. A good reputation will bring trust.

2) They should also be full of the Holy Spirit. This means that the person's ministry is empowered by the Holy Spirit; the gifts and the fruit of the Spirit are operative in their life.

3) Finally, the pastor should be full of wisdom. This of course, does not refer to a person's intelligence. What it does mean is that the person listens regularly to the voice of God in their prayer life and devotion to the Scriptures.

Titus 1:6-9. Read this passage. Here, the Apostle Paul gives a young minister another list of character traits of pastors.

- 1) First, pastors must have their house in order.
 - a. They must be the husband of one wife -- a demonstration of faithfulness to their spouse (1:6).
 - b. Their children should be believers and not accused of open rebellion (1:6).
- 2) They must be above reproach. This means they should not:
 - a. be overbearing (pushy and manipulative 1:7);
 - b. be quick tempered (1:7);
 - c. be given to drunkenness (1:7);
 - d. violent (1:7); and
 - e. pursuing dishonest gain (1:7).

Note how many times Paul tells these young ministers (Timothy and Titus) to avoid anger. Improper anger in a pastor can destroy their ministry. The pastor may get angry, but not sin (Ephesians 4:26). Anger that abides within a pastor's heart will turn to bitterness. In time, the congregation will feel the effects of this anger in sermons and meetings.

Eventually, this anger will disqualify the minister.

Instead of the negative traits listed above, the pastor should:

- f. be hospitable (1:8);
- g. love what is good (1:8);
- h. be sensible (shown in the way they spend they money, use their tongue, and even in their eating habits 1:8)
- i. be just (desires to see justice done 1:8);
- j. be holy in their walk before the Lord (1:8);
- k. be self-controlled (not impulsive but acts deliberately as God guides them 1:8); and

1. believe in correct doctrine and be prepared to defend it (1:9).

1 Peter 5:2-3. Read this passage. Peter tells us:

1. A pastor should be willing to shepherd their flock (5:1-2),
 - a. not because they must,
 - b. but because God wants them to be the shepherd.

Too many pastors are not willing shepherds of their flocks. They get up in the morning and painfully go about their work -- people become a hassle for them. To be a good shepherd, pastors must truly love the people they are serving and leading.

2. A pastor should not be a tyrant or dictator over their flock (5:3).

Peter continues (verses 4 and following) to discuss humility in the life of a Christian. This should be the mark of a pastor. Yes they are leaders, but the true biblical leader will also be the greatest servant (see John 13:5-7).

Study Questions

1. What are the three aspects of a cultural definition of a pastor?

2. List the four terms examined in this chapter used by the New Testament writers to describe a pastor.

3. List at least five personal attributes of a pastor.

4. List three personal attributes of a pastor as found in the four biblical passages examined which you find lacking in your life or ministry. Pray during this next week that God will help you in this area.

Chapter Three

Biblical Examples of Pastors

Before examining the job description of a pastor in more depth, it may be helpful to look at a few more biblical examples of New Testament pastors. In doing so, this study will draw a few principles from these texts to aid us in understanding the pastor's role.

Acts 20:28-35

In this passage, Paul is making his farewell statement to the church at Ephesus. His statement provides us an excellent biblical example of what a pastor's/elder's job entails. Let us look at a few of the principles found in this passage.

First, a pastor must keep watch over himself (20:28a). This means that a pastor's motives must remain pure. Paul illustrated this in his ministry. He did not enter his ministry for the money, nor did he covet anyone's wealth. His motive for ministry was to serve God by serving God's church.

Aside from their own motives, pastors must also take concern for their own spiritual life. Paul said, "I beat my body and make it my slave, so that after I have preached to others I, myself, will not be disqualified for the prize" (1 Corinthians 9:27). I do not believe this statement to be a literal description of Paul's self-infliction of pain, but an athletic metaphor describing Paul's spiritual discipline. It takes time and effort to maintain a life-giving spiritual relationship with God. Ministry is simply an overflow of that relationship.

Caring for oneself also includes physical care. Good ministry requires much physical and mental exertion. For this reason, ministers must be careful to eat well, exercise their body, and get enough rest. Physical and emotional burnout is often the downfall of many ministries.

Second, Paul told the Ephesian elders to keep watch over all the flock (2:28b). Notice that Paul urges them to watch over all of the flock, not just some of them. Why? Simply

because every person that God has placed under a pastor's care is important. In the body, if one body part is in pain, all of the body suffers. So it is with the community life of the church. When one suffers or rejoices, all are affected. Similarly, if one person is deceived, he may spread this deception to others in the body and tear the congregation apart. Only a pastor who watches all of the flock can see this and stop it before it is too late.

2 Timothy 4:1-8

In this passage, Paul told Timothy to do six different things as a pastor of the church of Ephesus. First, the pastor must preach the word (4:2). In other words, Scripture should be the focus of their preaching. Of course, a minister's preaching may be tied to current events, but it's thrust must come from the Bible. God does not always promise that He will bless a pastor's sermons, but He does promise to always bless their word (Isaiah 55:11).

Paul continues his instruction to the young pastor Timothy, by stating that the preacher must be ready to preach "in season and out of season." They must always be prepared to share the word of God at any time they are given the opportunity. They should use their preaching of the Bible to correct their flock as they stray, rebuke them as they turn away from the truth, and encourage them in their walks with the Lord. Paul notes that the pastor should also use the Word of God to instruct their flock. This of course, requires great patience for the pastor. Many of those we lead have been lost much longer than they have been saved. Careful teaching from Scripture will aid them as they conform to the image of Christ.

Second, the pastor needs to be sober (4:5). This term stands in contrast to drunkenness, although in this passage Paul is not speaking of literal alcohol consumption (he warned against that earlier). What he is saying is that pastors should be wise and deliberate in their actions. They should avoid emotionalism and exaggeration. They should be clear-headed. As they say in the old television cowboy movies, the pastor should be "calm, cool, and collected."

Third, the pastor must be prepared to endure hardships (4:5). Unfortunately, hardships and suffering are a part of life in this fallen world. They are even more a part of life for the pastor. Not only must the pastor endure normal hardships concerning daily life, they must also contend with satanic attacks against their ministry and family. Be relieved however, that enduring hardships produces maturity in the ministry. Trusting in God will allow the pastor to endure.

Fourth, Paul says that the pastor must do the work of an evangelist (4:5). There are certain individuals who God has entrusted with the ministry and giftings of evangelists. But these are not the only ones called to evangelize. In the Great Commission (Matthew 28:16-20), Jesus commanded all of his followers to evangelize the lost and dying world. Here, Paul specifically tells pastors, that although they might not be "evangelists," they are to evangelize.

Fifth, Paul tells Timothy that a pastor should fulfill his ministry (4:5). Timothy's ministry was that of a pastor -- a shepherd. Paul told him not to neglect any part of his ministry, but to fulfill all of it.

Finally, Paul reminds Timothy that like Paul, a pastor will be judged by the Lord (4:8). Of course, every person will one day stand before the judgment seat of Christ. They will either receive eternal reward or punishment. But ministers will also be judged on how they have ministered to Christ's body. They will be judged on how well they have accomplished these first five responsibilities. It should be noted that Paul was writing to Timothy shortly before his execution. In verse seven, he makes it clear that he felt he had ministered well and would be rewarded for it. Our goal as pastors should be to be able to stand before the judgment seat of Christ and be able to say with the Apostle Paul, "I have fought the good fight, I have finished the course, I have kept the faith."

1 Peter 5:1-9

This passage was briefly examined earlier and it has been mentioned that Peter called the elders to be shepherds. He warns that the shepherd should not have the wrong motives for pastoring. These impure motives might be: 1) that they feel they are obligated or forced to serve; 2) they serve out of greed for money or things; or 3) they serve because they enjoy having power and authority over others. On the contrary, Peter urges his readers to have pure motives for service. First, they should have a deep desire to serve. Secondly, in connection with this, they should be eager to serve. A desire could be said to be found in the will, but eagerness is rooted in action. These two character traits of a pastor go hand in hand.

Peter also called the elders to be humble. Humility is the key to being a good pastor. The best way to become humble is to spend time in the presence of Jesus. Philippians 2:5-11 describes this humility as *kenosis*, the Greek term that literally means "to empty." Although He was creator of the universe, He emptied Himself of His glory and humbled Himself in the form of mankind. He now stands exalted above all. One is not able to walk in pride and stand in His presence at the same time.

Finally, Peter called the elders to be self-controlled and alert. The reason is simple. Satan is looking to interfere in both one's personal life and in one's ministry. He wants to defeat God's people. Therefore, one must remain alert, "taking every thought captive (2 Corinthians 10:5)," and learning to spot his work. One's self-control and alertness, in conjunction with the power of the Holy Spirit, Satan can keep Satan far away from one's family and ministry.

Hopefully, this short chapter has given some insight on the biblical idea of a pastor. Three of the greatest men of faith-Luke, Paul, and Peter have given their opinion. In their estimation (under the inspiration of the Spirit of course), pastors are: people who shepherd or watch God's "flock" of chosen people, watching out for themselves in the meantime through sobriety, self-control, and alertness. They humbly minister to their flock (and evangelizes

Chapter Four

What Does a Pastor Do?

Pastors have many responsibilities. There never seems to be enough time to do everything. Some biblical descriptions of pastors have been discussed, now this study will look more specifically at the specific tasks of a pastor.

Sometimes, the best example of something is a negative example. Read Ezekiel 34:2-5, where the prophet gives a powerful description of a bad shepherd. What is the telltale mark of a bad shepherd? Ezekiel describes it as selfishness. The sign of a selfish spirit pastors is when they take care of themselves before they take care of others. Their motto is "Me first." They wine and dine on the best food and wear the finest clothes. They rationalize, "I deserve the best because I am following God". Because of their greed, they neglect the flock of God. Rather than serving God's people, they exploit them. They treat God's people like they were their own rather than God's.

In contrast to this, good shepherds give of themselves for the sake of God's flock. Read 1 Thessalonians 2:3-12. Paul ministered to the Thessalonian church tirelessly. He faced much toil and hardship working "night and day in order not to be a burden to anyone". Paul put others first, and is an excellent example of a good shepherd. Let us now turn to the tasks of a good shepherd gleaned from Ezekiel 34:2-5.

First Task: Strengthen the Weak

The prophet is not referring here to those who are physically weak, although they may certainly be included. Rather, he is speaking of the spiritually immature. He is speaking of the same people Paul mentions when he said "Help the weak. (1 Thessalonians 5:14)." Who are the weak that a good shepherd is supposed to strengthen? I believe they include the following:

- The spiritually weak. These are the ones who do not know how to face and defeat their spiritual enemy. They may be filled with anger, bitterness, depression, anxiety, worry, or stress. Pastors must not only overcome these enemies of the soul in their own life, but must also train their flock to overcome them as well.

- The sexually weak. These are the ones who struggle with lust, pornography, sexual immorality and adultery. The pastor can tell them to stop, but this is a rather weak command. The good shepherd must show the flock how to overcome these evil desires. This means pastors must teach them how they overcame these same desires. In other words, one cannot afford to neglect teaching on sexual matters. The sexual drive is a beautiful, God-given gift when handled properly. One simply cannot assume however, that the flock knows how to handle this gift properly.

- The environmentally weak. Some of the flock will have matured to adulthood without the benefit of a proper, godly role model. They have had no one to look up to nor anyone after whom to pattern their lives. The good shepherd will be a good role model and will take young men and disciple them.

- The relationally weak. These are the ones who are struggling in their marriages and relationships. Pastors must commit themselves to teaching that will strengthen the marriages in their congregation.

- Others. There are others who are weak in congregations. In fact, everyone is weak in some areas of their lives. Some may be weak in the areas of prayer, Bible study, gossip, or sharing their faith.

How can pastors strengthen the weak? First, they must realize that as this is such a huge task, it cannot be done alone. Every Christian is called to ministry, not just the pastor.

Therefore, they should seek to enlist help in strengthening the weak. Paul said that the role of the pastor is to "equip the saints for the work of ministry (Ephesians 4:11-12)." Of course, training others in their ministry will take time and effort. However, in the long run, pastors will save time and effort as their "work load" is lightened.

Second, in strengthening the weak, the pastor must lead them to independence. This means that the weak ones should not depend totally upon the pastor for their strength. They must be taught to depend upon Christ and not upon the pastor. Only when they are spiritually independent, that is, not relying upon human mediation, can they say with Paul, "I can do all things through Christ who strengthens me" (Philippians 4:13). It is for this reason that Protestants refer to their leaders as pastors rather than priests. Individuals do not need

mediators between themselves and God other than Jesus Christ (Hebrews 9:15). Through him, they can approach the throne of God. A pastor only aids them in finding direction.

Second Task: Heal the Sick

Ezekiel shows that the second task of a good shepherd is to heal the sick. This passage also refers to the physically sick. It can be difficult to pray for the sick, but it is part of the pastor's ministry. Jesus commanded in Matthew 10:8, "Heal the sick." Of course, pastors do not have within them the intrinsic power to heal the sick. But they have the same Holy Spirit who empowered Jesus' healing ministry. Therefore, they can pray for the healing of the sick with power and boldness.

Some people have the special gift of healing (1 Corinthians 12:9). But God, through the writing of James, says that all Christians (especially elders/pastors) should pray for God's healing. James states, "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 offered in faith will restore the one who is sick and the Lord will raise him up. . ." (James 5:14-15). Note that this is not merely a "good suggestion", but a command of the Lord.

How does one pray for the sick? James gives several pointers. First, believers must confess their sins openly to one another (5:16). This is especially humbling for the pastor, but it is necessary. Second, Christians must be righteous in their character (5:16). This goes much deeper than simply being a good person. Rather, a righteous person is someone who has the fear of the Lord present in their lives. Finally, one must pray for God's healing (5:16). One must pray in faith (5:15), believing that God can heal, He does heal, and desires that we be healed. This, of course, is no guarantee that the person will be healed, but it is the biblical manner for asking God to heal. Here are some practical pointers in praying for someone's healing.

1) Find out specifically what is wrong. Do this by talking to the person and seeking to discover the nature of their illness. At the same time, listen to God for direction. The problem may be physical, but there may also be spiritual problems that should be dealt with first.

2) Pray quietly at first as you seek direction in how to pray for the person (you may want to pray in the Spirit). As you pray, always seek to be in agreement with God in your prayers. (I often pray Bible verses which describe God's love and healing power.) Be very

clear in your prayers that it is God who heals, not you. Ask for the Holy Spirit to come and minister to the sick person and wait upon the Spirit. Note that a well spoken or poorly worded prayer is inconsequential. God is the one who heals, so let him do it.

3) Evaluate what is happening. It is helpful to pray with your eyes open. This allows you to see the effects of the Spirit's ministry on the person you are praying for. You may receive further direction at this point.

4) Advise post-prayer direction. After praying for the sick person, there may be pastoral advice you should give. If there is sin in that person's life, encourage him to repent of it. If they need further help, direct them to those who may be able to provide it. Encourage the person. God does not always heal instantaneously. The person may have to wait for their healing. If this is the case, the sick person will most certainly need some words to encourage and strengthen them. Finally, direct them to some Scripture passages on God's love, His healing, or faith which will help them as they wait.

Third Task: Bind up the Injured

Someone that is spiritually injured is someone who is broken. The fallen world in which we live has infested mankind with spiritual and emotional sickness -- people who have been broken. Christ has taken that sickness, that brokenness upon Himself as He died on the cross

(1 Peter 2:24). The third task of the pastor is to show these injured individuals that the healing for their broken souls and emotions can be found in the crucified Messiah.

Even the spiritually strong have times when they become injured. If one is to be a good shepherd, one must know their flock well enough to notice when someone in the congregation is hurting. A pastor should listen to them, counsel them, and encourage them. The pastor should find the hurt and let God bring healing to them.

Fourth Task: Bring Back the Strays

A stray is someone who is rooted in the congregation who has wandered off of the path or has gone beyond set limits. In this context, a stray is someone who has wandered off into sin. Sometimes strays are not outwardly noticeable. They may still attend church regularly or may even serve in leadership roles. At other times, strays may be very noticeable, flagrantly displaying their sin for all to see.

The task of a good shepherd is to bring the stray back into the fold. This is not a passive act, but an act of aggressively searching for the lost one (Luke 15:1-7). He may only require some kind words and the knowledge that he is loved to return. However, there may be need for discipline. Matthew 18:15-17 gives several principles for church discipline. Here is a summary of them:

- 1) reprove him in private;
- 2) if he does not accept the pastor's counsel, the pastor should take two or three witnesses and reprove him again;
- 3) if he still will not heed the warnings, the pastor should reprove him in front of the entire church body; and
- 4) if he will not listen, he should be removed from the church.

Paul followed this outline in 1 Corinthians 5:13. He says that the purpose of removing such a sinner from the church protects the body from his sin (5:6), but also is for the man's

own good. Once he is outside of the church, he will hopefully repent and return. The goal of church discipline is not punishment, the goal of church discipline is to bring back Christians gone astray.

Why is this important? Just like a sheep that leaves the fold, a stray Christian may feed on poisonous food (false doctrine). They also lose the protection found within the community of faith and become prey for wild beasts. Satan will assuredly attack the stray. Therefore, the good pastor will take action to bring him back. It is truly a matter of life and death.

Fifth Task: Search for the Lost

The final task of a good shepherd is to search for the lost. Paul told Timothy to do the work of an evangelist. As a pastor, it is easy to get caught up in the "work of the church." But if the church's work is carrying on the ministry of Christ, then evangelism is the work of the church.

How do pastors make evangelism an integral part of their ministry? First, they must commit to spend time on evangelism - they must make it a priority. Second, they must develop relationships with people outside of the church. This means that they should get to know their neighbors and get involved in their community. Pastors should get to know sinners and enjoy them. Good pastors become friends with them. Some of Jesus' most effective evangelistic encounters were with those people the religious community of His day would have nothing to do with. Third, pastors take a leader's role in evangelism. They preach about it, talk about it, and they are a good example to others in their congregation. Finally, if pastors accomplish the first four tasks of a good shepherd described above, evangelism will flow more easily from their ministry. As pastors heal the sick, bind the wounded, bring back the strays, and strengthen the weak, they will also become effective evangelists. It is very important to understand the task of shepherding.

What does a pastor do? Much like the shepherd described by the prophet Ezekiel, good pastors will strengthen the weak, heal the sick, bind up the injured, bring back the strays, and search for the lost. In doing this, they will always put the body of Christ first.

Study Questions

1. What is the mark of a bad shepherd?
2. According to our study of Ezekiel 34:2-5, what are the five tasks of a good shepherd/
3. List the four steps Jesus gave for church discipline in Matthew 18:15-17.
4. What is the goal of church discipline?

Part II: Leadership

This section will examine the issue of a pastor's role as leader. Chapter five will examine a biblical model of leadership. Chapter six will discuss ways in which one can cultivate leadership characteristics within oneself. Chapter seven will speak to the issue of putting those leadership qualities into practice, that is to say, leading others.

Chapter Five A Biblical Model of Leadership

What is leadership? Who is a leader? This question has been asked throughout the centuries and has been answered in a variety of ways. Often, the church's definition of leadership has not come directly from the Scriptures, but has been drawn from models given by the world.

It is imperative that when examining the topic of leadership, to begin with a biblical understanding of the concept. One must start by asking, "What does the Bible say about who a leader is?". Let us turn to the Bible's definition of leadership.

Definition of a Leader

The Bible answers this question not explicitly in its teaching, but implicitly through the examples of many godly men and women. It also teaches on the standards and qualifications of leaders. One distinction that is made throughout Scripture is the difference between the natural and spiritual dimensions of leadership. These two dimensions have many similarities, but there are certain areas in which they are practically opposite to one another. Look at the chart below:

Natural Leadership

self-confident

knows people they are leading

makes their own decisions

ambitious

develops their own methodology

enjoys commanding

motivated by personal goals

independent

Spiritual Leadership

confident in God

knows God

seeks to find God's will

humble

finds and follows God's ways

delights to obey God

motivated by love

God-dependent

One of the key elements in defining biblical leadership comes from Acts 6:3. The central idea behind this understanding of leadership is that the leader be full of the Holy Spirit. Beyond all of the qualifications, activities, abilities, talents, and ministry ambitions, there must be the power and direction of the Holy Spirit.

Leadership is not simply commanding others. Leadership is being used by God to influence others for the ministry of the Kingdom of God. When defining leadership, one must be careful not to measure the effectiveness of a leader by worldly standards. It is said that one is not a leader unless others are following. If this were true, one would have to question the leadership ability of Noah and prophets like Isaiah or Ezekiel. It could even be argued (based upon the number of followers) that Christ was not an effective leader. Is this accurate? Definitely not. This study will show that Christ is the model for biblical leadership.

Attitude of a Leader

Here is an examination of two biblical texts which demonstrate the differing opinions concerning the attitudes of leaders. Both stories have similar context, involve an individual who is ready to be a leader, and both record a conversation with this person and someone

trying to influence their leadership style. At the same time, one story gives the world's impression of a leader's attitude while the other represents a godly view of leadership.

The first text is Jesus' conversation with Peter after the resurrection. Jesus reinstated Peter in a position of church leadership (John 21:15-19). The other text is Satan's temptation of Jesus in the wilderness just prior to Jesus' earthly ministry (Matthew 4:1-11). Both stories are instructive for finding a biblical model for leadership.

The Priorities of Leading. Satan tempted Christ to turn stones into bread. What would be the sin in this? As the Gospels record, Jesus would later perform numerous miracles centered around food. What Satan was attempting to do through this, was to corrupt Jesus' priorities. Jesus had fasted and prayed for forty days, showing that his priority lay in communion with the Father. Satan's temptation went further than Jesus simply feeding himself, Satan was tempting Jesus to place himself and His physical body in a position of priority.

Many leaders are constantly tempted with making their lives and ministry the priority. Often, this temptation comes in subtle ways. Leaders may absolve themselves of responsibility so as not to be damaged by failure rather than caring for others involved. Leaders may choose options based upon "What is best for me", rather than on the values God may hold.

Whereas Satan tempted Jesus to put himself first, Jesus came to Peter and asked, "Do you love me?". For Jesus and for pastors, the priority of leaders must first be love for God. It is interesting that Jesus, when reinstating Peter for ministry, did not ask such questions as, "How many churches will you plant for me?" or "How many people will you lead to the Lord?". The question was whether or not Peter loved the Lord first.

A leader's attitude toward their ministry and toward other people must begin with a love for Christ. Peter, by denying Christ, had done just what Satan had tempted Christ to do

in the wilderness. Peter had put himself in a place of priority. Jesus' question to Peter shows that one must reevaluate their priorities if they want to be a biblical leader.

In order for one to walk in this attitude, one must be a leader who stays intimate with Christ. His love must always be pouring into pastors so that they can then respond to His love and love others. The result of falling into Satan's temptation is despair. Some leaders, out of a sense of fear and pride, put themselves first in their attitude toward ministry. However, this attitude consumes them and they end up spending all their energy and time protecting themselves rather than loving others. Jesus comes to you and asks, "Do you love me?". This is where leadership for the Kingdom of God begins. One cannot love and lead others unless one first loves God. If one gives themselves to God, then they will be whole and full of the strength of the Spirit. It is in that attitude that one will be able to lead others.

The Purpose of Leading. In the temptation narrative, Satan tells Jesus to throw himself from the temple where He would be caught by God's angels. Satan was tempting Christ to impose upon His special relationship with God in a spectacular way. Surely, if Jesus had done such a feat, those Jews standing in the temple courtyard would have seen it and proclaimed Him Messiah.

This is a major temptation for leaders: to impose their will upon God in order to be spectacular or successful. This attitude is grounded in individualism. The leader is chiefly concerned with their own success and how people will view them rather than the ministry itself.

Contrary to this, Jesus came to Peter with the instruction, "Feed my sheep". There is certainly nothing spectacular in this image! Whereas Satan was attempting to get Jesus to focus on being spectacular and successful, Jesus was trying to get Peter to see his purpose in leadership in the terms of touching people's lives. Jesus' command for Peter to feed His sheep was drawing on the picture of the intimate relationship a shepherd had with his flock. A good shepherd would lay down his life for his sheep.

The purpose of leadership is being used by God to change people's lives and not seeking one's own success. Spiritual leaders are less concerned about their ministries than they are with the people to whom they minister. Spiritual leaders want the ministry of Christ to take place. This type of leadership focuses on the leader, not as a separated individual, but as someone close to his people. They create an atmosphere of trust and security so people can share honestly about their struggles and fears.

Another example illustrating this point is found in the description of the Last Supper. Jesus was near His death, and the disciples were arguing over who among them would be the greatest in the kingdom of God. They were at this point, following the world's model of leadership. Jesus did not reprimand them. He simply picked up a wash basin and began, one by one, to wash their feet. Jesus took on the form of the most humble servant in teaching servanthood to the disciples. Think for a moment about the feet Jesus washed that night. Two of them belonged to Judas, the very man who would betray Him. As a leader, will you model that kind of love to people who will betray or hurt you?

The Purpose of Leadership

The purpose of leadership is not to be individually spectacular or successful in one's ministry. It is to love people through Christ and to lead them toward the glory of the Kingdom of God. Jesus' washing of their feet did more to train the disciples for their future ministry than any of His spectacular miracles. Our purpose in leadership is to feed His sheep.

The Methods of Leading

The final leadership issue addressed in these two stories involves how a leader leads. In the temptation account, Satan came to Jesus and said, "Bow before me and I will give you the kingdoms of this world." Jesus had come to earth to save mankind and establish the Kingdom of God. Satan was offering Him access to mankind and every earthly kingdom through a different means. Rather than going to the cross, Jesus could have bowed down to the tempter.

There is an ongoing temptation among leaders to do things their own way. Sometimes they even use manipulation and even deception to try and accomplish the mission God has given them. One should be careful not to fall into this temptation. Ministers who have fallen into this line of thinking begin to feel that the "end justifies the means". They believe that all that matters is getting the job done, regardless of how it is accomplished. This temptation often leads to an abuse of power. Power is a cheap substitute for love. Manipulation is a cheap substitute for faith. God has called leaders to work with people through love and He has called leaders to lead by faith.

In direct contrast to Satan, Jesus came to Peter and said, "Someone else will lead you. . ." He was teaching Peter that his attitude in leadership had to be one of faith in Christ. This is also an attitude of humility and servanthood. Leaders must know their objective, but they also must reach that objective. Christian leaders reach their objective, not by their own means, but through faith and guidance of the Holy Spirit.

Joseph is a perfect example of this truth (Genesis 37:39-50). Many leaders would have been deceitful to accomplish their goals when put in his situation. But Joseph remained faithful to God even when it sent him to prison. He trusted in the wisdom of God's ways.

Leaders, are a primary target for the enemy. He will try to destroy their work. The three greatest temptations will be having the wrong leadership priorities, having the wrong purpose for leadership, and using wrong leadership methods. Remember the words of Jesus to Peter:

"Do you love me?" - the priority in leading should be a love for God;

"Feed my sheep" - the purpose for leading is to change people's lives; and

"Someone else will lead you" - the methods for leading come from faith in Christ.

Qualifications of a Leader

The Bible gives many qualifications for leadership. These must be examined seriously (though not legalistically). There is a danger in forgetting that Jesus chose His disciples to be leaders when they did not meet most of these qualifications. These were qualities that they "grew into". Leadership is learned: it comes with maturity. The church and its leaders need to be aware of these qualifications. This study will examine them in two categories: natural and spiritual qualifications.

Natural Qualifications

People who are truly gifted leaders (note that leadership is a spiritual gift) do not learn everything about leadership with experience or maturity. They are born with, or develop early in life, many leadership qualities. The following questions will help the student of this study determine if they have some of these leadership qualities, and will expose some areas they may need to develop.

- Have you ever broken yourself of a bad habit (discipline)?
- Do you maintain control over your emotions when things go wrong (self-control)?
- Do you think independently?
- Can you handle criticism objectively?
- Can you use mistakes as learning lessons?
- Have you been used to motivate people to do something joyfully?
- Are you able to work with different types of people effectively?
- Are you strongly dependent upon the approval of others?
- Are you a strong communicator?
- Do you welcome responsibilities and new projects?
- Do other people's failures annoy you or do they challenge you?
- Can you take the blame for your mistakes?
- Do you command people or encourage them?

- Do people want to follow your leading?
- Are you an optimistic person?
- Do you manage your own personal life well?

All of these questions point to natural abilities of leadership, and all of them are important. Thankfully, they are not required of biblical leaders from the outset of their ministry. God through His grace, allows leaders to develop these characteristics. More important than these natural qualifications however, are the spiritual qualifications.

Spiritual Qualifications

Discipline

Proverbs 6:6-11. A leader must be one who exemplifies strong discipline in their life. Because so much of how a person leads is based upon their life as a model, it is imperative that they lead a disciplined life. They must be on time for appointments. They must show themselves to be reliable and responsible; these traits grow out of a disciplined life. Consistency is crucial for good leadership, and this is often determined by the level of discipline in one's life.

Vision

A leader guides people to a certain destination. Vision does not only speak of plans for buildings or church growth, but also of spiritual growth for God's people. To lead effectively, the leader must have vision. They must be able to see the reality of a goal even when it is still a dream. Most leaders have the gift of faith which enables them to believe God for tremendous ministry in their lives. The people rely on their leader to lead them to places which they may not be able to see yet.

Wisdom

Acts 6:3. Good leaders are not just visionaries, they are people with great wisdom. Wisdom is the practical application of biblical truth. Every leader must make important

decisions that will impact many other people. Making decisions is never easy. But good leaders are able to make good decisions based on the wisdom God gives them.

Courage

Acts 4:13. Leaders will always be under attack. The source of attack may be from the enemy, or it may come from within the church. Every leader in the Bible was attacked simply because they were leaders. Decision-making will almost always cause someone to be angry with the leader. For this reason, leaders must have courage. Courage, which is strong faith in God's protection, enables the leader to withstand attack and hold firm to the ministry God has given. When leaders lack courage, they often run from God's plans.

Humility

John 3:30. Leaders are elevated to high positions. Most people admire leaders and treat them with great respect. The result of this is often times, leaders begin to think that they are truly great people because of their leadership position. It is at these times that a biblical leader, like John, sees his correct position before the Lord. People are only leaders because God has made them one, not because of their own achievements. Leaders must remain humble, especially during times of great success, or their next project may be their downfall.

Integrity

2 Timothy 1:3. Integrity is a word that is often used today, but is rarely practiced. Biblical leaders should model the words that they speak. The world watches Christian leaders very closely, waiting for them to make moral mistakes. Therefore, they must have integrity-they must live out the values they find in Scripture. Paul chose not to take money for his preaching so that the people would know that he was sincere in his ministry. That is integrity. One should put their biblical values to work in their life and be full of integrity.

Patience

2 Peter 1:6. Leaders tend to be the type of people who envision great projects, and want them completed quickly. They want people to become spiritually mature quickly. Ministry takes time. Projects are not often completed quickly, nor do believers mature overnight. Leaders must allow God to work His will within His time frame. Pushing their own chronological agenda may cause people to withdraw from the leader as the demands are too great. A good leader will be patient.

Prayer

Luke 5:16. This is the most critical aspect of leadership. It is crucial because of what it does to the minister's life. It causes the leader to slow down and gain God's perspective. It enhances their faith as they face numerous trials and persecutions. It places within the leader the heart of God. God knows all the needs a leader will have even before they pray, yet He calls them to pray so that they will grow into the fullness of God.

Study of the Bible

2 Timothy 3:14-15. All of the decisions made by a leader should be made only on the basis of the Word of God. Any time a leader make a decision based on the desire to please other people or on what will help them the most, that leader runs a grave risk. There is a standard that God has given to leaders. When people ask the leader why they have made this or that decision, their response should be found in the Bible. The Bible is the resource God has given one for leadership, for working with people, and for guiding their ministry.

Study Questions

1. What is the biblical definition of leadership?

2. What are the three main areas of concern when discussing the attitude of a leader?

3. List the two broad types of qualifications for leadership.

4. What is an area listed under "natural qualifications" on which you need to work?

5. List the nine spiritual qualifications for leadership.

Chapter Six

The Leader in You

This chapter will look at developing leadership skills. To be an effective leader, two things must be done. First, leaders must learn to take responsibility for themselves and their actions. Second, they must have in mind a plan or mission for their ministry. This chapter will examine these two areas and provide some suggestions for developing a mission statement.

Taking Responsibility for One's Life and Ministry

Every person must take responsibility for their life and ministry if they are to be an effective leader. It is often tempting for leaders to blame others for problems or situations that go wrong. There are two types of leaders:

- 1) leaders who see themselves as responsible and assertive; or
- 2) leaders who absolve themselves of responsibility and are for the most part reactionary to life's circumstances.

Both types of leaders are influenced by circumstances that are often times out of their control. However, leader # 1 responds to these circumstances by taking initiative and changing those circumstances. Leader # 2 on the other hand, allows their ministry and leadership to be determined by their circumstances.

For example, a pastor may have limited funds for church ministry. He has two options. First, he can complain about the situation and blame his failure on the lack of money, thereby absolving himself of responsibility. Or second, he can refuse to give up and attempt to change his circumstances. Recognizing his situation, he may begin to pray about what God would have him do in this situation.

The first option is to allow the situation to completely determine one's response. The second option, although influenced by the same circumstances, is to respond positively despite the situation. Strong and effective leaders cannot always choose the circumstances which surround them, but they realize that they are free to choose their response to those circumstances.

Read John 8:32 and 36. Spiritual leaders have the Spirit of God dwelling within them. They have freedom to choose their outlook based upon the grace and power of the Holy Spirit. They have freedom to reject the enemy's deception and influence. Spiritual leadership is difficult because they are responsible for the ministry God has given them. Rather than absolving themselves of responsibility, spiritual leaders embrace it and move forward.

Knowing Your Personal Mission

Just like someone who is driving a car, an effective leader must know where he is going. Leaders must know their mission in life. They must catch the vision God has for their spiritual and ministry leadership. Leaders must organize and live their life around that mission.

When someone builds a house, they begin with a blueprint so they know exactly how the house should be built. If they do not have a blueprint, they will certainly make many mistakes. It is the same for a leader. They need God's blueprint for their life and ministry. What is His vision for you?

The following exercise may be helpful in assisting pastors to understand what God's blueprint is for their life and ministry (Note: this is just an exercise to help you, and is in no way a guarantee). Hopefully, it will cause you to think and pray about how God will use you in spiritual and ministry leadership. The exercise consists of seven steps. Each step is outlined with a brief summary to assist in developing a personal mission statement. Use the worksheet at the end of this chapter to help you.

Step One

Identify the proper center of your life. Before you can begin discovering God's mission for your life, you must recognize that Jesus Christ is the center of your life. If a leader forgets this major truth, they will certainly fall into sin. For example, if your ministry becomes the center of your life, you will tend to make decisions based upon what is good or bad for your ministry rather than based upon what God's will is. If money is the center of your life, you will tend to make decisions based solely on financial issues rather than God's purposes. Know that Jesus is to be at the center of every part of your life.

Step Two

Reflect upon your personal talents, values, and attitudes. God created you unique. He uses our personality and talents in the ministry.

Step Three

Define your life roles. That is to say, examine your life by who you are rather than by what you do. For example, the life roles of a pastor may be:

- 1) Husband;
- 2) Father;
- 3) Pastor;
- 4) Student, etc.

Identifying and understanding each of these roles will help you in discovering God's mission for your life.

Step Four

Define the goals you have for each of these roles. When you have identified your life roles, the next step is setting goals for yourself in each of these areas. What are your goals as a husband, father, pastor, student, etc.? For each role you should be able to identify specific goals that you would like to see fulfilled. For example, a goal for the role of a father may be

that he would like to see his children grow up to be believers. Whatever your goals are, they will help provide a layout for your mission as a leader.

Step Five

Write a rough draft statement for each role, identifying your hopes, values, and purposes within that role. This is your personal mission statement. The purpose of writing a rough draft is so you can evaluate it and revise it as necessary. This step is important so you can examine your thoughts carefully.

Step Six

Evaluate your personal mission statement. Your mission statement should be periodically evaluated and updated. Your leadership ministry will take you into different places and emphases. As God directs you, make sure you regularly evaluate you roles and goals to keep on track.

Step Seven

Write a final draft of your personal mission statement. After you have completed steps 1-6, you are ready to finalize your mission statement. Remember that the purpose of this statement is to keep you on track within your ministry.

Personal Mission Statement Worksheet

Step One

Identify the proper center of your life: _____

Step Two

The personal talents I have which I should capitalize on are:

Three or four of the most important things to me are:

The personal attitudes I want to possess include::

Step Three

1a. When I examine my personal life, these activities are of the greatest worth:

1b. Represent each of these activities by your role in them.

2a. When I examine my work, these activities are of the greatest worth:

2b. Represent each of these activities by your role in them.

3a. When I examine my ministry life, these activities are of the greatest worth:

3b. Represent each of these activities by your role in them.

Steps Four and Five

ROLES	GOALS	MISSION STATEMENT
1.		
2.		
3.		
4.		

Step Six

Questions for evaluation:

1. Are my mission statements based upon God's principles?
2. Do these statements represent the best that is within me?
3. Do I feel good about what these statements represent?
4. Is there direction, purpose, and challenge in these statements?
5. Am I aware of the strategies and skills that will help me accomplish what I have written?
6. What do I need to start doing now to be where I want to be tomorrow?

7. Do these principles inspire me?

Study Questions

1. What are the two types of leaders?

2. List the two principles for leadership described in this chapter.

3. Why is a personal mission statement important?

Chapter Seven Leading Others

Think about the men whom Jesus chose to be His twelve disciples. These were people who would one day be the leaders of the church. But when looking at their lives in the Gospels, one will discover that they did not have all of the qualities that people would want in their leaders.

For example, Peter always seemed to argue with Jesus and was not very teachable. John, who was given the nickname the "son of thunder," wanted to call down fire from heaven on a town that had rejected Christ on one occasion. This could not very easily be described as compassion. Judas, Jesus' treasurer, would not only steal from Jesus but would eventually betray Him. The list goes on. Why did Jesus pick these twelve men? It seems as though no church today would choose these men for positions of leadership, yet Jesus did.

Jesus knew something about a leader's role which is important for church leaders to learn today. A good leader (like Christ) will work with others and develop leadership skills in them. One of the key roles of a leader is to build up other leaders. This ministry takes time and energy. How does a leader "build" other leaders? The following points may help one to understand this ministry.

Begin with the Person, not the Task

There is a danger in asking people to fill leadership roles by simply realizing all of the work that needs to be done and just assigning tasks to them. When this is done, people are viewed and treated more like machines than people. The concern is not the development of the individual as much as it is getting the job done. It is important to see these people as servants of God who have been filled by the Holy Spirit for service, not as machines. When leaders work with their people in this manner, they will notice that the quality and

faithfulness of the worker increases dramatically. They will feel cared for. They will feel like they are part of a team. Their personal growth will also increase. Remember, one of the duties of a leader is to see the people around them grow spiritually. People who are overworked by their leaders or who are not cared for by their leaders often find themselves "withering away" spiritually, even though they are working hard for the Kingdom of God. Good leaders care for the spiritual life of their workers. They do not only care about what they can do for him.

Delegation

It is critical when developing other leaders in the congregation, to give them responsibility for ministry. Through this responsibility and the pastor's guidance, they will grow into effective leaders themselves. Below are seven steps to help the pastor delegate ministry responsibility to the people.

Identify the Ministry

What is the focus of the ministry in which the person will be involved? What type of people will they be serving? Identify the type of ministry in general.

Identify the Person

Before examining the specific tasks and objectives, identify the person who will be serving (remember, they are not your tool). As they are ministers in their own right, filled with the Spirit, they must be included in the process of establishing the ministry.

Set the Purpose

In discussing the ministry with this person, make sure that they understand the purpose of this ministry. Many times, people are taught how to do something without ever really knowing WHY they are doing it. Workers need to know why they are serving in ministry.

This will help motivate them to be more faithful. They will catch the vision for this ministry, and it will become their ministry.

Set the Goals

Once the purpose has been established, begin to establish specific goals to be achieved. Make sure the worker knows what they are trying to accomplish. It is important to include them in any goal-setting discussions. This is a ministry in which they will work hard and for which they have a great passion. They must have certain goals which can contribute greatly to the ministry. This also helps create a sense of ownership for the worker.

Set the Procedures

After setting the goals of this ministry, establish the procedures which the worker may use to meet this challenge. How will they reach the goals set? What is the time frame in which they will be working? What resources are available to help them, and how can they get these resources? These are the types of questions which need to be addressed when setting specific procedures. A strong leader, will help them understand and implement the means in which they can accomplish their goals.

Set Accountability

Delegation is not just passing work off to someone else. It is working with them as they work. Part of delegation must include setting accountability. This means establishing guidelines for evaluating their ministry. An example of setting accountability may be setting a meeting every other week to discuss the worker's progress in their ministry. Accountability allows the pastor to be involved in their ministry and helps them remain steadfast.

Follow-up on their Work

Delegating work will demand the pastor's ongoing involvement. The pastor has a responsibility to work with these people as they serve. They will run into problems, and they will make mistakes. They will certainly have questions. A strong leader needs to be present

to help them through these situations. Not to do the work for them, but to assure them that their pastor is available to guide them as they work. As a final note, it should be said that the Bible promises that God will bless those who are faithful to Him. As workers are faithful to the Lord in their service, remember that God may bless and expand their field of ministry. One should not limit what God may be doing in their life by keeping them "boxed in". They should be given freedom to grow in their ministry.

Turn Failures into Learning Experiences

The greatest challenge to leaders is to continue to be faithful to their workers when they fail. Workers will fail. One must accept that reality and be prepared to deal with it. When a worker fails, the leader has two choices. They may reject the worker or they can turn the failure into a learning experience for their worker.

Remember, failure is an event, not a destiny. A worker's failure should not be treated as if it is their destiny. Use it to teach them. Their failure will be hard on them. Avoid being harsh or critical, this is a time when they need support and reassurance.

A Leader Will Meet the Needs of Their Workers

People who work in ministry with leaders have specific needs. Pastors have a responsibility to meet those needs. Here are three of main needs of workers.

1. They need to have a sense of ownership in the ministry. Many times a leader will not trust their worker. This of course, does not help the relationship with that worker nor will it aid their ministry. But when a worker feels as though they belong, when they have helped in the creation of a ministry, they see themselves as "co-owner" and "co-leader" rather than just "worker."

A pastor can give workers a sense of ownership by allowing them to be involved in the decision making process of the ministry. Ask their opinions on certain issues. Let them feel

free to speak their mind on ministry related topics. This will allow them to feel that they are contributing to that work of the ministry.

2. They need support and encouragement. Workers are often insecure about their ministry. They wonder if they are doing a good job. Since they desire to please their leader, they also need support and encouragement from the leader. It is important that the pastor gives them this support, especially during difficult and trying times. When they make mistakes or receive criticism, a strong leader will stand behind them.

3. They need to grow spiritually. More than anything else, the workers need to grow spiritually. Ministry can either cause one to mature in the Lord or move them away from God. The pastor plays a critical role in their spiritual growth. The pastor's leadership in delegating work for them can make the difference. If too much responsibility is given to a new believer, for instance, it may overwhelm them. If not enough responsibility is given to another worker, it may restrict what the Holy Spirit wants to do in them. Leaders must evaluate their worker's spiritual life and place them into the ministry in such a way that will enhance their faith and devotion to God.

Remember that You are a Role Model

It is difficult these days to find anyone who is a good role model. Spiritual leaders, must realize they serve as a role model for their workers. What is done in daily life will speak louder to them than what is said. People are watching leaders everyday. Avoid activities that may cause them to stumble. A leader should Live their ministry through their activity. Power is given to pastors' ministry by the life they lead. This greatly enhances their efforts in helping develop leaders for the Kingdom of God.

Study Questions

1. What is significant about the leadership capabilities of the twelve men Jesus chose as His disciples?

2. List the five steps described for developing leaders in your church.

Chapter Eight

Difficulties of Pastoral Leadership

There are many difficulties associated with being a pastor. This chapter will examine two of the most common difficulties which pastoral leaders tend to face. These are the problems of conflict resolution and time management.

Conflict Resolution

One major facet of ministry is that the minister must be able to work with others. And true to human nature, any time people are called to work together there will be conflict. The purpose of this section is to discuss how to resolve conflict in leadership and ministry.

The Causes of Conflict

1. Inconsistency in practicing biblical principles. When God's people do not follow God's biblical guidelines for life and ministry they will find ourselves in the midst of conflict. Not following biblical instruction gives the enemy an opportunity to sow confusion and chaos.

2. Leaders who constantly change direction without notice. When leaders change their decisions or directions without conferring with those whom they work, people can become confused and lose confidence in that leader. Often this leads to conflict as differing opinions arise regarding these constant changes.

3. When forgiveness (Matthew 18) is not manifested. When people do not forgive, grudges and bitterness can grow. People become more and more angry with one another and the conflict, rather than being handled quickly, is drawn out over a longer period of time. The conflict is an indicator of deep feelings that have not been resolved between two parties, and therefore should be handled as quickly as possible.

4. When leaders ignore small problems. When small problems are ignored, or when leaders refuse to confront people in certain situations, conflicts arise. It is very seldom that a problem simply goes away. Many major conflicts were at one time small issues that could have been dealt with and resolved quite easily. But due to lack of attention, the small problem becomes an enormous conflict that is far more difficult to deal with.

5. When leaders become "bosses" rather than leaders. Many conflicts can be traced to personality differences when a leader decides to rule as an authoritarian rather than the leader of a team. Workers feel used by the leader and conflicts arise from hurt feelings rather than real issues. However, hurt feelings can be as destructive to ministry and spiritual growth as real issues can.

Areas of Conflict

It is important when dealing with conflict to understand the area in which that conflict is taking place. Here are the different areas in which conflict may arise:

- Psychological Level-conflict is due to the individual's differing personalities and temperaments
- Sociological Level-conflict is due to the individual's differing learning behavior and decision style
- Physical Level-conflict is due to gender or age differences
- Positional Level-conflict is due to the differing positions of authority within an organization
- Religious Level-conflict is due to the differing religious traditions or opinions regarding faith.

Results of Conflict

Conflict can have many different results. These results may be either positive or negative depending upon the attitudes of those involved. Here are some possible results of conflict.

1. Conflict can make people hard or soft. Leaders can become defensive through conflict or they can realize that God can bring healing in difficult situations. The difference is determined by faith in God and a love for people. If leaders really love people with the love of God they will find themselves becoming softened through conflict.

2. Conflict can strengthen or weaken people. Conflict can strengthen a person's character and cause them to be stronger in the Lord, or it can make them fearful, losing confidence in themselves and others. The difference is determined by how the conflict is examined. It is important to see God at work through the conflict. He can bring about His purpose through the conflict. If a person realizes this, they can become more confident in Him.

3. Conflict can reveal a person's faults or hide them even more. Conflict can expose a person's weaknesses and allow them to grow in openness and honesty or they may find themselves hiding even more from others. The difference is determined by the spiritual maturity of the leader. If leaders are more concerned with what people think about them than what God thinks, that leader will recoil in conflict and not allow their faults to be exposed. However, if a leader truly seeks God, then they are willing to be honest about their faults and will grow strong through conflict.

4. Conflict can teach us endurance or make us quit. Conflict is difficult and it takes time and energy away from us. However, it can discipline us into being stronger and enduring through ministry. But if a pastor is not strong in the Lord, it can take them out of the ministry. The difference is determined by the quality of the spiritual life of the leader. If a leader is strong in their personal walk with the Lord, then they will most likely have the strength to work through conflict, growing even stronger from their experience. However, if a leader is not intimate with Christ, the conflict can be destructive, taking what little spiritual life there is away from the leader.

5. Conflict can deepen a person's dependence on God or make them even more self-sufficient. Conflict will force people to rely on something-either on God or themselves. People who rely on God, by faith on His word, will make the right decisions (even if those decisions are not popular). People who choose to rely on themselves will make decisions based upon their own values and life circumstances. Usually, their decisions will protect them through the conflict, but will not bring about the spiritual resolution that God desires. The difference in the choice is determined by the heart of the leader. Those who see themselves as servants of God will find their strength in Him while those who see themselves as "the boss" will work out of their own strength.

Negative Responses to Conflict

Leaders will be tempted to respond to conflict in numerous ways. It is important to identify and understand those responses which are wrong and will cause even more problems. This will allow the pastor to avoid these mistakes. Here are a few of these negative responses.

1. Ignore the controversy. Some leaders hope that the conflict will resolve itself. However, that rarely (if ever) happens. Even if the conflict seems to resolve itself externally, there are often repressed internal feelings which will eventually come to a head again. When this happens, the problem will be even more acute and deadly than the first time. Leaders cannot ignore conflict. They must get involved in trying to bring about God's resolution to the situation.

2. Manipulate the issue to serve the leader's own goals. Conflicts can be seen as opportunities for a leader to fulfill some of his goals. Some leaders are tempted to manipulate the issues involved in a conflict for their own purposes. This does not go unnoticed by others and will result in further problems.

3. Retaliate rather than resolve. Leaders may be tempted to retaliate rather than resolve the conflict with others. This can occur by talking against the person to other people in an

attempt to discredit that individual. The motivation is usually one of vindication, trying to "get back" at the person.

4. Suppress conflict by wielding power and authority. Leaders will sometimes draw on their positions of power to suppress a conflict. However, they have not truly resolved the conflict by doing so. They use their position to force people into submission, but when this is done, they have not really ministered the love of Christ in the situation. Also, suppressing conflict simply means that at some later point, the problem will arise again. When it does, it will be even more difficult to handle. A leader loses their power when they use it to suppress conflict. They gain power when they use their authority to manifest Christ's healing touch.

How to Approach Conflict

1. Admit the conflict exists. Learn to recognize a conflict even when it is at an "infant" stage. From the very beginning, bring this conflict before the Lord in prayer. The quicker the issue is dealt with, the easier it will be to resolve such a conflict. If a leader pretends that it is not there, or that the issue is not significant, the situation will surely get worse.

2. Clarify the issues involved. Before one can begin to resolve a conflict, one must understand what the conflict is about. This is critical for resolving the conflict in the best manner. In order to clarify the issues, one must: a) gather all of the facts, feelings, and opinions on the issue; and b) listen intently to everyone involved. People's feelings create their perceptions of the facts. It is not enough to simply gather facts, one must also understand how people feel about the issue. Are they angry, hurt, bitter, or sad? One must make sure they understand what each person thinks and assumes, and what they care most about. This will help to get to the real issue behind the conflict. The only way to gather this data is to listen. A leader should be an empathetic listener so that they can get a good understanding of each person and their feelings. As they tell the pastor their side of the issue,

it is a good practice to repeat to them what they have said. This will let them know that the pastor is listening and hearing them correctly.

3. Analyze the issue. Once all of the information is gathered, the leader is ready to analyze the crisis. Here are some of the concerns:

- Who is really involved in this conflict?
- Why did this conflict occur?
- What is the real issue behind the conflict?
- What are the ramifications of this conflict?
- What are the possible solutions for this conflict?

4. Identify and agree upon a resolution and take action. Meet with the key people involved in the conflict and identify all of the various options that are available in resolving this conflict. With their participation, choose the conflict that best resolves and glorifies God. Follow His Word. Work at getting the people to compromise and understand each other. Remember that the purpose is not to win a fight, but to resolve a problem. All parties should enter into this resolution with the goal of redeeming the situation. Once a resolution has been agreed upon, set up an action plan that will implement that resolution. Make sure that each person's responsibilities and roles are clearly laid out and that everyone involved understands their position in resolving the issue.

5. Follow up on the resolution. No conflict can be resolved simply through one meeting. Hurt feelings do not go away easily. It is a leader's responsibility to maintain ongoing contact with these people to make sure that the resolution is truly taking place. A good leader will continue to encourage and support the people involved in a conflict, helping them to grow in love for one another. The pastor's follow-up will also show the importance of the resolution of the conflict and display their concern for the people involved.

Time Management

Every leader needs to be in control of their life and especially of their time. Because there are such great demands placed upon the life of a pastor, they must be especially effective in managing their time. Read Proverbs 6:6-11. This is a good illustration of time management. The Scriptures tell us to learn from the ant who plans ahead for his future. A good leader is a good planner. Time is one of the most valuable resources a leader can have. Once time is lost, it cannot be regained, it is gone forever. Therefore, time must be managed in a way that gets the most out of it.

Symptoms of Poor Time Management

Here are a few areas that may identify someone who does not manage time well:

- Series of forgotten item
- Takes more energy to accomplish less things
- Quality of personal relationships diminishes
- Doesn't have enough time to accomplish everything

The overall result of poor time management is a life of frustration as there simply does not seem to be enough time to do all of the necessary things. This almost always results in physical fatigue. Someone who does not manage time well may feel that other people control their time-that their time is not their own.

Time Robbers

There can be various reasons why poor time management can take place. Here are a few:

- Poor planning
- Ongoing interruptions
- Lack of delegation of work to others
- Lack of prioritization
- Too many ongoing activities

Do a self-assessment of the time robbers in your life and ministry. See if you need to make changes in order to make your time management more effective.

Principles for Effective Time Management

1. Think about time management. This first principle simply means that one should be aware of how they spend their time. Are you using your time effectively? Do you plan out your time? Effective time management begins with an awareness of one's time and how one manages it.

2. Recognize the important and urgent things. Many leaders manage their time by those things which are urgent. Their prioritization is based upon what needs to be done by the earliest deadline. When this occurs, they find themselves taking the things that are important (but not urgent) and putting them off until a later date. Unfortunately, that later date sometimes never arrives.

Read Luke 10:38-42. Mary lived out her time by what was important, whereas Martha lived by what was urgent. For Martha, it was urgent to be prepared to host Jesus in her home. It was more important to Mary to spend time with Jesus. Jesus commended Mary's choice.

Some leaders are so busy with the urgent ministry matters that they never take the time for important things. Important items are spending time with the Lord, enjoying family, spending time envisioning ministry in the future, and investing in relationships. A leader should make sure to include the important things in time management so that they do not end up simply trying to meet deadlines. If a pastor does not have enough time to do both the important and urgent things, it probably means that they have too many urgent things in their life.

3. Prioritize your time. Read Mark 1:37-38. In this passage, Jesus actually left people who wanted Him to come and minister to them. He made a decision based upon His

priorities of ministry. Leaders should follow the model of Jesus and make their time decisions based upon their priorities.

What these priorities are will come from the Bible and the minister's personal mission. God has called each pastor to a specific mission. A pastor is not expected to do everything, nor can they do everything. Pastors must examine their life and ministry and make priority decisions regarding what they will and will not do. When a pastor doesn't prioritize their time, someone or something else will do it for them.

4. Plan ahead. It is important to be proactive rather than reactive. That means that a good leader will plan ahead rather than as they go. They do not let circumstances control them or their ministry. Many pastors find it helpful to plan each week before it comes. What are the meetings to be scheduled? How long will they take? What other things need to be accomplished? When is the best time to do them? What deadlines are there?

A leader will make sure that when they plan, they leave some flexibility as things never seem to go exactly as planned. They also make sure to incorporate family and personal time into their weekly schedule so that their life may be balanced.

5. Delegate. Most leaders attempt to do too much. It is not necessary for the leader to do everything. Read Exodus 18:13-27. God gives pastors dedicated and gifted workers to assist them in the ministry. When pastors find themselves being overwhelmed by their workload, they should decide if any of it can be delegated in order to free some time. An important use of time is training others to do the work. Although it may take a lot of time in the beginning, over a longer period, it will greatly help as those assisting will be able to help the leader in their tasks.

Study Questions

1. List the five causes of conflict given in this chapter.

2. What are the five suggested appropriate responses to conflict?

3. What are some of the "time robbers" listed in this chapter? Are any of these operating in your ministry?

4. What are the five ways to be an effective manager of time mentioned above?

Chapter Nine

Personal Habits of a Strong Leader

The Disciplines of a Leader

Read 2 Timothy 2:1-7. In this passage, Paul wrote Timothy some personal words regarding his leadership skills. This text can give insight into some of the disciplines Paul identifies as necessary parts of a strong leader's life.

Discipline One

Dedication (verse 1). Dedication is a firm commitment to someone or something regardless of the circumstances surrounding the situation. In the world, dedication comes only after something has proven successful. In the church however, there is a need for dedicated leaders who perform ministry functions even before that ministry is viewed as "successful".

Paul told Timothy to "be strong in the grace of Christ". It is Jesus and His indwelling Spirit who enable a leader dedicated to their work. This is important to remember because a leader can become dedicated completely to their work and forget about the Lordship of Jesus Christ. A leader's dedication is first and foremost to Jesus. Through their dedication to the Lord, they can be faithful to the work to which they have been called.

Discipline Two

Discipling Others (verse 2). Every leader is called to disciple others. A good leader spends a major part of their time teaching and guiding others as they grow in the Lord. A leader has a quality which needs to be invested in other people -- not just kept for themselves. Paul told Timothy to "entrust" this to others. Leaders are the vessel that God uses to build up others into qualified leadership.

It is not a matter of producing perfect copies of the pastor. In another letter, Paul said "I want to see Christ formed in you". Leaders should not try to duplicate themselves as much as

they try to see the personality of Christ formed in other people. This way they will grow into the fullness of what God has for them as unique individuals.

Discipline Three

Denial (verses 3-4). Every leader must be ready to deny themselves for the ministry of the Lord. Paul described this to Timothy in the metaphor of a soldier. A soldier is willing to deny himself for the sake of the larger group. There are different things of which pastors will have to deny themselves for the sake of the church.

Good leaders will have to deny themselves some free time in order to do the work of the ministry. They will have to deny themselves some glory in order to work in humility. They may have to make financial sacrifices for the good of their ministry. It is important to remember that the Lord instructs believers not to store up their treasures on earth. Rather, they are to invest in the eternal Kingdom of God. The reward Christians will receive for the denials of this life far outweigh any rewards the world has to offer.

Discipline Four

Diligence (verses 5-6). Paul also used the metaphor of an athlete. An athlete must be in top physical condition in order to compete. They must be consistent and diligent in their work. In the same way, farmers must exemplify consistency if they are going to reap a good harvest. Farmers cannot choose to work one day and then rest the next. Each day they must faithfully do their work so that their crops will grow properly.

Just like the athlete and farmer, God's leader must be faithful and diligent. A good leader does not become successful overnight. They do not gain followers overnight. It is the faithful and diligent leaders who will over time, be successful in ministry for the Kingdom of God.

Discipline Five

Dreaming. Athletes dream of the prize they will win as a victor. Farmers dream about their field full of healthy crops. A soldier dreams of peace. All three of the pictures Paul

gave to Timothy are examples of people who look ahead in their work. They all are attempting to reach their goals.

A good leader is a great dreamer. They dream about their ministry. They dream about their people. They envision them as God sees them. Leaders may never accomplish all of their dreams, but they will never accomplish anything if they do not dream. Good leaders dream about their ministry because envisioning great things for their ministry leads to prayer. Prayer for their ministry leads to action. Action always leads to results.

When these five disciplines are applied in the life of a leader and they will see God bless their leadership and their ministry will multiply in fruitfulness.

The Devotional Life of a Leader

The daily life of a leader can be extremely hectic, with many responsibilities and much work to be done. Sometimes the work can interfere with their personal walk with the Lord. Leaders may find themselves "surviving" through life rather than "thriving" in the strength and power of the Holy Spirit.

Every leader lives in two worlds. The outer world consists of daily activities. The inner world consists of the condition of the heart. The healthy life of a leader begins by keeping the inner world in order. Read John 15:1-12.

This passage presents two scenarios. Picture two leaders: one leader abides in Christ while the other, because of many reasons, does not make time for a personal relationship with Jesus. Those who do not "remain" in Christ, the Scriptures say:

- 1) cannot bear fruit (they may do much "work", but are lacking results in the areas of love, joy, peace, patience, etc.);
- 2) can do nothing (they are not connected to the power source of Christ and his Spirit); and they
- 3) wither and die (they are decaying from the inside out).

This is a picture of leaders who are active in their external worlds of ministry, but in their inner worlds are dying because of their lack of fellowship with Jesus.

The Bible also gives us a picture of those who have a healthy spiritual life. The Scriptures say that they:

- 1) bear fruit (their life is characterized by joy and peace, even in times of difficulty);
- 2) are pruned (God works on the life of the minister to improve and mature their ministry and leadership);
- 3) receive (when a leader desires God's will in their life, God's agenda and purpose become the leaders agenda and purpose);
- 4) walk in love (ministers view themselves first as God's child, and then as God's soldier); and that
- 5) their joy is complete (that is, although there are difficulties in life, the overall attitude of the minister connected to Christ is that of joy and fulfillment).

The question must then be raised, "How does a leader remain in the Lord so as to be an effective and healthy leader?" Here are some possibilities.

1. Understand the meaning of the word "remain" in this passage. A leader is called to stay in Christ (verse 9). This does not come naturally as the work of the ministry tends to pull us away from Christ. One must make a conscious decision not to get so busy with the outer world of ministry work that they abandon the inner world of remaining in Christ.

2. Have the right convictions as a leader. The pastor's purpose in life must be defined, not by the work they do but by their desire to know Christ more intimately. Many leaders have the conviction to work hard, but they do not balance that work ethic with the conviction to love Christ. Therefore, their life may be a good example of hard work, but not as one in relationship with Jesus.

Leaders will never truly know themselves and their ministry ability until they know the Lord. When one begins to truly know Him, one will begin to understand the purpose for their life and for their ministry.

3. Remain in Christ by expressing His love. One of the keys to being an effective leader is to remain in Christ and His love. One of the main ways that God has designed for people to receive love from Christ is through His body, the church.

Leaders sometimes minister to people who will seem to drain them of their love and energy. That can be expected. The same thing can be seen in the life of Jesus and His disciples. Ministry means that pastors give of themselves to people. However, if all of their time and energy is spent giving themselves to people without ever receiving from people, they will eventually become emotionally drained, having nothing left for others. Good leaders recognize the need to receive the love of Christ from other people so that they can abide in Christ and always be full of love to give to others.

Study Questions

1. List the five disciplines of a leader.

2. What are the "two worlds" in which a leader lives?

3. According to John 15:1-12, what is the key to a healthy spiritual life?

Chapter Ten

Conclusion

Being a pastor is no easy task. In fact, it may be the most difficult job in the world. There is so much to do in this job. Pastors face encouragement as well as rejection. They face discouragement and rejection. The apostle Paul said, "Who is equal to such a task?" (2 Corinthians 2:16). He answers this question by saying in 3:5-6, "Our competence comes from God. He has made us competent ministers. . ."

Pastors will most likely face many triumphs and victories. Nevertheless, they will face many difficulties as well. As this course on pastoral leadership is concluded, it will examine some of the difficulties and benefits of being a pastor.

The Difficulties of Being a Pastor

One of the difficulties already discussed is managing time. Another difficulty is having inadequate training. How much training is needed to be a pastoral care giver? The reader has already realized that training can be helpful (since you are taking this course) and is fairly important.

1) Jesus trained His twelve disciples for nearly three years. They watched Him, and after He had gone, they did what He did. Jesus felt that training was important.

2) If a pastor lacks training, they should find someone they can be close to and observe them. They should not be afraid to ask questions. Above all, they should not act like they know everything. This attitude will hurt the learning process.

3) A pastor should let Jesus be their teacher. The Holy Spirit will teach them in their quiet place, and the lessons learned in secret are the most valuable!

Another difficulty in being a pastor is resisting sexual sin. Sexual sin can happen to any minister. They can be tempted because they need special attention from someone, because they can develop bonds with those to whom they minister, and because pastors tend to give until they are emotionally spent. Satan will attempt to use these circumstances. He will tempt them to meet these natural needs in impure ways. To avoid falling into this trap:

1) Do not spend time with a person of the opposite sex without someone else in the building or place where you are meeting.

2) Always remember that Jesus Christ sits in on every encounter you have with your people.

3) Stop having sexual fantasy-type thoughts. These thoughts may set you up to fail.

4) Enjoy the time you spend with your spouse.

It is important to avoid even the appearance of evil. Nothing can destroy a ministry faster than sexual impurity or rumors of sexual infidelity. If a pastor has failed, they can find forgiveness if they repent and receive forgiveness. It is a tragic thing to fall into sexual sin, but it does not have to end their ministry. God can restore them after proper healing and recovery. King David still reigned after his sin with Bathsheba. But those years were filled with pain and heartache. "You should avoid sexual sin" (1 Thessalonians 4:3).

As was discussed earlier, another difficulty can result from the failure to train and develop lay people for the work of the ministry. Often, the pastor is hired to do ministry. But Ephesians 4 says that leaders are to equip the saints to do the work of the ministry. They should train their people to evangelize (there is a difference between telling them to do it and training them to do it), to heal the sick, to have strong marriages, to be responsible in their finances, to raise godly children, to deliver those oppressed by demons, to be spiritual

warriors, and to study the Bible for themselves. Even as they are responsible to carry out the job description in Ezekiel 34, train God's people to help you.

Another difficulty in the ministry is being too busy to walk with God. A pastor should not neglect the times of prayer, meditation, and study of the Bible. This should be first on their "to do" list every day. How can pastors represent God if they do not spend time in His presence? King David, who had all of the administrative responsibilities of running a kingdom, said that he meditated day and night (Psalm 1). This was his success, and it can be the pastors. Leaders will find that the more time they spend with God, the easier the work of the ministry will go. Busyness can dry up the spiritual reservoir. Spending time in God's presence will fill it. Every month or two, leaders should take an entire day and spend it with God to revel in His presence. This can produce an ideal occasion for God to speak.

Feeling discouragement will make ministry more difficult. Being a pastor is a job which will occasionally bring with it discouragement. Pastors desire so much in the lives of their people. They pray, hope, laugh, and then division comes or a person they have lead to Christ falls away from Him. The Holy Spirit grieves when people sin (Ephesians 4:30), but pastors should not allow grieving discourage us. It is Satan who wants the pastor to be discouraged. He is the accuser, and too often, pastors believe him (Revelation 12:10). The pastor should deal with discouragement by recognizing it's source. The pastor should begin to see things from God's point of view. God always wins and so do those who side with Him.

The final difficulty discussed is pride. This needs to be stopped in the beginning, before it has time to take root. People align themselves with Satan when pride gets the best of them. Pride can reveal itself in a defensive spirit-a feeling that one personally understands the truth better than others and that they are more dedicated to God than are others. Pride comes out in anger and bitterness against people in the churches. It also shows itself when pastors feel that their church is better than any other. This arrogant spirit will hamper the work of God in their community. They need to repent of it. Pastors should begin to bless other churches in

their area. They should pray for those pastors and look for ways they can cooperate with and help them.

The way to overcome pride is to spend time in the presence of Christ. Pride cannot withstand the presence of the Almighty God. Those who truly see God will see themselves in their true positions. Read the following verses: 1 Chronicles 29:10-14; Job 42:4-5; Isaiah 6:1-5; Luke 5:1-8; and Revelation 1:12-17.

The Benefits of Being a Pastor

There are the duties of a pastor which have been examined, and there are difficulties of being a pastor. But thank God that the benefits far out weigh all of these. Becoming a pastor is not the worst of all things. Instead, there is great blessing in the ministry! When one has been a pastor for some time, they will surely be able to create a long list of these benefits. If someone is training to be a pastor in the future, they could write a lengthy list of benefits they foresee in their future. Therefore, only four of these blessings will be examined in this study.

Spending time in the presence of God. What a privilege this is! Pastors spend time in God's word for both personal growth and preparation for preaching and teaching. There is not greater book people can expose themselves to than the Bible. Great books cover the great thoughts of people. The Bible covers the great thoughts of God.

Spending time with the Lord also includes praying and listening to God. There is far more to prayer than talking to God. He also wants to talk to His people. Often, the spoken voice of God is found in those spontaneous thoughts that occur in His people's minds. Our response should be like Samuel, "Speak Lord, for your servant is listening".

Seeing people grow in the Lord. It is very encouraging for pastors to think of all the infants in Christ they have seen or will see grow to become mature and robust in their faith. They have (or will have) seen enough to warm their heart and bring delight to their soul. This can bring great rejoicing to the heart of a pastor.

Seeing work grow and prosper. Yes, pastors will want to see more. However, they should be joyful for what has occurred. There will be times when pastors' ministry will grow and many people will come to be a part of it. There will also be times when the growth is inward and spiritual. In spring, the outer trees grow, but in the winter, the roots of the tree are growing. They are preparing for next spring's growth. The church is like the tree. A pastor can rejoice and be thankful for both inner spiritual growth and outer, numerical growth.

Knowing what God has called you to do. One of the questions most often asked within Christian circles is, "How do I find the will of God for my life?" Of course, this is not always an easy question to answer. But behind this question is the innate desire in humans to be where and do what God has called them to do. There is great pleasure in following God's call to the ministry. It may not be as financially rewarding as other occupations, but no other occupation could be nearly as spiritually rewarding as the pastorate. A person who is called can sense it. God has placed them in their place of ministry. They should rejoice and enjoy the delight of doing what God wants them to do.

Conclusion

The life and ministry of a pastoral leader is one full of many challenges. You are a pastor not because you have decided to become one, but because God has appointed you as one. As a leader, it is imperative that you always remember that you serve God by leading other people. Your prayer should be a prayer for the grace of God to lead others and for the power of God to follow you.

So much of this course has been spent looking at what a pastor is and what they do. Through it all, there will be difficulties and blessings. God has called you to be a pastor. He will give you the wisdom, courage, love, and power you need to be successful. As you follow Him, He will one day say to you, "Well done my good and faithful servant".

PASTORAL LEADERSHIP FINAL EXAM

1. Give the four different terms used by New Testament writers to describe a pastor.
2. List at least five different personal attributes of a pastor.
3. According to Acts 20:28-35, what are the two things a pastor must "watch"?
4. What three things does Peter encourage pastors to do in 2 Peter 5:1-9?
5. According to Ezekiel 34:2-5, what are the five tasks of a good shepherd?
6. List the four steps of church discipline found in Matthew 18:15-17. What is the goal of this discipline?

14. What are the five ways in which you can become an effective manager of your time?

15. What are the five disciplines of a good leader?

16. What are the "two worlds" in which a leader lives?

17. According to John 15:1-12, what is the major key to a healthy spiritual life?

18. List two of the major difficulties associated with being a pastor.

19. List the four major benefits associated with being a pastor.

20. Fill in the blanks to complete the definition of leadership (chapter five): "Leadership is being used by _____ to _____ others for the _____ of the Kingdom of God."

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Pastoral Leadership

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400 E. Gregory Street, Mount Prospect, IL 60056

www.mp-ief.org

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