

PASTORAL THEOLOGY

By Terry King



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Unless otherwise noted, Scripture taken from the Holy Bible, King James Version.

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PO Box 667
Hagerstown, Maryland 21741-0667 USA

Phone: 301-733-8473
Fax: 301-733-6485
Email: Terry@LDROnline.org
Web: www.LDROnline.org

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Introduction

Welcome to this set of notes on Pastoral Theology. If this is the first time using this set of notes, a couple introductory thoughts might be helpful.

This series of notes is designed to equip church leaders to reproduce themselves. The author has spent a number of years ministering first in the USA, Africa and in Asia. The focus of our work has been leadership development for local churches. I have taught in several Bible colleges, taught leadership seminars and spent extensive time working closely with local church pastors assisting them in training their leadership team. In many parts of the world the church is growing much faster than leaders are being prepared. One of the hindrances to leadership training is the lack of teaching materials. Few pastors and teachers in the developing world have finances or access to the resources that are needed to put together adequate notes for teaching purposes.

This particular set of notes was first formally developed in Zimbabwe in 1983, but grew out of my pastoral experiences in the 1970s. As the congregation I served began to grow rapidly I found myself swamped with ministry. Traditional models of local church structure and government seemed inadequate. In a moment of desperation I was led by the Holy Spirit to Exodus chapter 18. A model for a new wine skin emerged!

These notes are written for Bible school teachers and for pastors to use for leadership training in Bible colleges, institutes and local churches. These notes are not meant to be a text book. They were not prepared for passing out to students, but to give the teacher a basis for preparing his own notes. They do not claim to be complete; it is hoped that the teacher will add to them as much as necessary. A couple of thoughts might help the teacher to get the most advantage from these notes:

Inevitably any author will bring his bias into study. It might be helpful for you to know my background. My training includes a classical Pentecostal Bible institute, a fundamentalist Bible college, a graduate degree from Wheaton College Graduate School and graduate work at Azusa Pacific University. The doctrine presented in these notes is thoroughly Evangelical with a Charismatic, restoration perspective. By saying restoration, I believe that God began during the Reformation and is in the process of restoring the church to New Testament church life as illustrated in the book of Acts.

A couple of thoughts to keep in mind when using these notes:

1. Do not read notes to the class! Good preparation demands that you become familiar with the material that you are going to use in a class well before teaching. These notes are simply an outline to give you a head start.
2. Contextualize as much as possible. Every situation has particular needs. It is important that doctrine meet the needs that are presented by the particular situation. Emphasize the issues that your students will need to be prepared for

An important way to do this is by using illustrations. Illustrations are not given in these notes. The situation you are in will dictate the illustrations that are needed. History's greatest teacher, Jesus, was a master at this. Draw from your personal experience. Use illustrations that make the application of doctrine practical for daily life.

3. Be sensitive to the leading of the Holy Spirit as you are preparing and as you are teaching. The Bible is His inspired word. We are teaching Bible doctrine. The Spirit of God knows the needs of your students. Let Him be your guide at all times.

4. This is Bible study. Keep your Bible close by as you study and teach. Require the same of your students. Have the students read the Scriptures to the class that deal with each section as you study in class. The Scriptures given in each section are not exhaustive. Add to them freely from your personal Bible study.

So much for introductions! Let's get on with the task of teaching Bible doctrine and preparing students for the ministry. God bless you as you labor for Christ and his kingdom!

Terry King
The Philippines
11-23-92

Pastoral Theology

This course has been prepared to encourage and equip pastors. It was originally designed for use in a Bible College situation in Africa and various sections have been used for leadership seminars. The College in Africa was organized into three terms or semesters. There was no class in church growth at the time this teaching was being done hence the emphasis added in the first section.

Introduction: Discuss the purpose and need for this class. Give a brief outline for the coming year.

1. What is church? Is the local church still relevant today?
2. What ministries are needed in the local church? How is a pastor unique in his ministry? (In many places all ministers are called pastors. Is this proper?)

The core of the course is based on the words of Jethro in Exodus 18:5-16.

Discussion Question:

What similarities do you see between the situation Moses was dealing with, and churches today?

Jethro's response is recorded in Exodus 18:17-27, and forms the core elements of this course.

- 1) Pray
- 2) Teach
- 3) Train leaders
- 4) Deal with difficult problems.

I. What is the Place of the Pastor?

A. Emerson (A well known 19th century unsaved poet) said, "The church is the length and breadth of one man, its pastor."

1. Is this a true statement?
 - a. According to Scripture? No, Christ is the center!
 - b. In the eyes of the world?
2. In 1 Corinthians 11:1, Paul said, "be follow me as I follow the Lord." Is not the pastor supposed to be an example?
3. The community (unsaved) does usually look to the pastor to be the official representative of the assembly.
 - a. Some say, "If you see the people you see the pastor."

- b. Is this a fair, true statement? When? When not?
- 4. I think that we can conclude that the pastor is the most visible member of the assembly and therefore has great influence and responsibility!
- 5. Is it possible that this can be a problem? Do some pastors abuse their authority?
PRIDE is always a great danger!

II. What is the Church? Church is used two ways in Scripture:

A. Universal Church - made up of all believers of all nations of all the Church Age

Revelation 7:9 After this I beheld, and, lo, a great multitude, which no man could number, of all nations, and kindreds, and people, and tongues, stood before the throne, and before the Lamb, clothed with white robes, and palms in their hands;

B. The Local Church - a committed (unto Christ and to one another) group of believers who meet together on a regular basis in a given place.

Acts 20:17 And from Miletus he sent to Ephesus, and called the elders of the church.

Our focus is on the local assembly for it is here that the pastor's ministry is given expression. Is the local assembly valid for today? What if someone says, "Show me Jesus and then I'll believe." What do you say?

III. The Local Assembly is the Focal Point for God's Work in the World Today

A. The local assembly is the visible expression of the Body of Christ in a given area.

1. Christ is the Head of the Body: The Church.

Colossians 1:18 And he is the head of the body, the church: who is the beginning, the firstborn from the dead; that in all [things] he might have the preeminence.

2. The Church is the fullness of the body.

Ephesians 1:22-23 And hath put all [things] under his feet, and gave him [to be] the head over all [things] to the church, (23) Which is his body, the fullness of him that filleth all in all.

3. Ephesians 2:19-22 the Body is ordained to be His dwelling place

Ephesians 2:22 In whom ye also are builded together for an habitation of God through the Spirit.

4. Matthew 18:19-20 Wherever two or more gather He is present!

Matthew 18:20 For where two or three are gathered together in my name, there am I in the midst of them.

B. The local assembly was the center of the New Testament activity. (John 14:12-14)

John 14:12 Verily, verily, I say unto you, He that believeth on me, the works that I do shall he do also; and greater [works] than these shall he do; because I go unto my Father.

Discussion Question: What activities are part of church life?

1. Assembly

Hebrews 10:25 Not forsaking the assembling of ourselves together, as the manner of some [is]; but exhorting [one another]: and so much the more, as ye see the day approaching.

2. Praise and worship: (first ministry is to God!)

a. Romans 15:6 That ye may with one mind [and] one mouth glorify God, even the Father of our Lord Jesus Christ.

b. II Thessalonians 1:12 That the name of our Lord Jesus Christ may be glorified in you, and ye in him, according to the grace of our God and the Lord Jesus Christ.

3. Teaching and preaching

Acts 15:35 Paul also and Barnabas continued in Antioch, teaching and preaching the word of the Lord, with many others also.

4. Prayer: Acts 4:23-31.

Acts 4:24 And when they heard that, they lifted up their voice to God with one accord, and said, Lord, thou [art] God, which hast made heaven, and earth, and the sea, and all that in them is:

5. Gifts of the Spirit

I Corinthians 14:26 How is it then, brethren? when ye come together, every one of you hath a psalm, hath a doctrine, hath a tongue, hath a revelation, hath an interpretation. Let all things be done unto edifying.

6. Baptism: Acts 2:41; 19:5-6

Acts 19:5 When they heard [this], they were baptized in the name of the Lord Jesus.

7. Giving

I Corinthians 16:1-2 Now concerning the collection for the saints, as I have given order to the churches of Galatia, even so do ye. (2) Upon the first [day] of the week let every one of you lay by him in store, as [God] hath prospered him, that there be no gatherings when I come. (II Corinthians 8:1-4)

8. Outreach

Acts 11:22 Then tidings of these things came unto the ears of the church which was in Jerusalem: and they sent forth Barnabas, that he should go as far as Antioch. (Acts 13:1-4; 14:26-28)

9. Discipline

I Corinthians 5:13 But them that are without God judgeth. Therefore put away from among yourselves that wicked person. (Matthew 18:16-19, Acts 15:1)

10. Follow-up

Acts 2:42 And they continued steadfastly in the apostles' doctrine and fellowship, and in breaking of bread, and in prayers.

11. Fellowship

Acts 2:46 And they, continuing daily with one accord in the temple, and breaking bread from house to house, did eat their meat with gladness and singleness of heart,

12. Ministry:

a. To Christ: praise and worship

b. To one another: Hebrews 10:24

Acts 2:45 And sold their possessions and goods, and parted them to all [men], as every man had need.

c. To all men:

Galatians 6:10 As we have therefore opportunity, let us do good unto all [men], especially unto them who are of the household of faith.

C. The local assembly brings the consciousness, awareness, of God to the city. II
Thessalonians 2:6-7.

1. II Thessalonians 2:6-7 And now ye know what withholdeth that he might be revealed in his time. (7) For the mystery of iniquity doth already work: only he who now letteth [will let], until he be taken out of the way.

2. Paul is talking about the work of the Holy Spirit in the Church.

IV. Examples From the New Testament

A. Jerusalem

1. The Acts record:

Acts 1:8 - the Challenge
Acts 2:41-47 - God is moving.
Acts 4:1-4 - 5000 more
Acts 4:16 - All Jerusalem
Acts 5:12-14 - Multitudes
Acts 5:28 - Filled Jerusalem
Acts 5:41-42 - Daily ...Home to home
Acts 8:5-6 - Samaria
Acts 10:46-47 - Cornelius' house: Gentiles!
Acts 11:19-26 - First called Christians.
Acts 17:6 - World turned right side up!

2. The Church in Jerusalem began with 120. In first 7 years 100,000 were reached, (200,000 people in Jerusalem) ½ of the city according to Historians. We need a vision of what can be done to shake us. Do not be satisfied with 100. There is nothing wrong with a small church IF it is growing!

3. Grew because:

- a. Filled with Holy Spirit (paid price by waiting).
 - b. Emphasis on miracles in public places.
 - c. Willing to suffer persecution.
- B. The Church at Ephesus - Acts 19 - keys for growth.
1. A Spiritual church in experience
 - a. Acts 19:1-6 (tongues & prophesy) Acts 19:11-12 (miracles) Acts 19:18-19 (deliverance).
 - b. The full gospel is salvation, Holy Spirit baptism, healing, and deliverance from demons.
 2. An evangelistic church
 - a. 19:9 school house (two years!)

Acts 19:9 But when divers were hardened, and believed not, but spake evil of that way before the multitude, he departed from them, and separated the disciples, disputing daily in the school of one Tyrannus.
 - b. Acts 19:10 All in Asia!

Acts 19:10 And this continued by the space of two years; so that all they which dwelt in Asia heard the word of the Lord Jesus, both Jews and Greeks.
 - c. 19:20 - Word of God mightily grows

Acts 19:20 So mightily grew the word of God and prevailed.
 - d. 19:26-27 - Silver gods threatened!

Acts 19:26 Moreover ye see and hear, that not alone at Ephesus, but almost throughout all Asia, this Paul hath persuaded and turned away much people, saying that they be no gods, which are made with hands:
 3. Self-governing church - Acts 20:17,18. Men were trained within the assembly for leadership.

Acts 20:17 And from Miletus he sent to Ephesus, and called the elders of the church.

4. Spiritual maturity: The letter to the Ephesians contains no rebuke! See Ephesians 2:18-22. Christ centered.

V. Summary: Without a Vision the People Perish!

Proverbs 29:18 Where [there is] no vision, the people perish: but he that keepeth the law, happy [is] he.

A. Vision must come from God. Do not think small!

B. Methods: God's way is always better than man's!

C. Right timing: The need does not necessarily say, now is God's time. Keys to discern timing:

1. Prayer

2. Supply is available

3. Unity among leadership

4. Vision has been through three steps: Birth, Death, Resurrection. (Illustrations from Moses, Joseph, etc.)

"Nothing is wrong with a small church...as long as it is growing!"

What is a Pastor?

There is much confusion about the pastor's ministry these days. We have established that the local Church is a vital and exciting ministry in the world today. In many parts of the world all ministers are called pastors. Actually many are pastors in the Biblical sense but not all are. Ephesians 4:11 and Philippians 1:1 gives us a list of New Testament church leaders. (For a more complete description of these ministries see the manual titled "The Book of Acts and Early Apostolic Christianity" by Terry King)

I. Ephesians 4:11-12 Five Ministry Gifts to the Church Listed

"And he gave some, apostles; and some, prophets; and some, evangelists; and some, pastors and teachers; (12) For the perfecting of the saints, for the work of the ministry, for the edifying of the body of Christ"

- A. Apostles
- B. Prophets
- C. Evangelists
- D. Pastors
- E. Teachers

II. Philippians 1:1 Key Ministry Gifts in the Local Church Listed

“Paul and Timotheus, the servants of Jesus Christ, to all the saints in Christ Jesus which are at Philippi, with the bishops and deacons”

- A. Mobile ministries (Apostles, Prophets, Evangelists)
- B. Saints (All practicing believers in the congregation!)
- C. Pastors (See notes that follow)
- D. Deacons

III. Who Does the "Ministry?"

What is the place of "clergy" in the body of Christ? Is most of the ministry to be done by the "clergy" or by the members? What is the historical answer? What was the approach of the early church?

A. Study Ephesians 4:12 from KJV and NIV. The job description of the five ministry gifts listed in verse 11 is:

1. KJV: (12) "For the perfecting of the saints, for the work of the ministry, for the edifying of the body of Christ:" (Note there are two commas, there is a comma after saints)
2. NIV (12) "to prepare God's people for works of service, so that the body of Christ may be built up" (Note there is only one comma, no comma after God's people, same thing as saints)
3. NASB (12) "for the equipping of the saints for the work of service, to the building up of the body of Christ;"

B. One comma changes the meaning! According to the NIV the work of ministry belongs to the members, not the clergy. It is the work of the clergy to prepare, equip, the members for ministry.

The original Greek had no commas. The teaching of many other New Testament passages supports the NIV and NASB translation.

C. Every member has a ministry!

1. 1 Corinthians 7:7 For I would that all men were even as I myself. But every man hath his proper gift of God, one after this manner, and another after that.

2. 1 Corinthians 12:24 For our comely parts have no need: but God hath tempered the body together, having given more abundant honour to that part which lacked:

3. 1 Corinthians 12:27 Now ye are the body of Christ, and members in particular.

4. 1 Peter 4:10-11 As every man hath received the gift, even so minister the same one to another, as good stewards of the manifold grace of God. (11) If any man speak, let him speak as the oracles of God; if any man minister, let him do it as of the ability which God giveth: that God in all things may be glorified through Jesus Christ, to whom be praise and dominion for ever and ever. Amen.

New Testament Church versus Traditional Church

New Testament	Traditional
Based on five-fold ministry of Eph. 4:11, collegial in nature	Based on Pastoral CEO and paid staff, pyramid in nature
Ministry is the function of the Body, saints equipped to serve	Ministry is the function of professionals
Community and relational oriented, involving house congregations (cells)	Individualistic approach, program oriented
Sending oriented (centrifugal)	Inward oriented (centripetal)
Inter church relationships based on geography	Inter church relationships based on organizational allegiance

IV. Pastor in the New Testament

A. The word pastor: The first area that we must explore is the word pastor. Is this the only word used to describe this ministry, or are there others?

1. In the New Testament (English KJV) we find four other titles used that are not found in Ephesians 4:11 that could apply to this ministry.

a. Bishop:

1) G 1985 episkopos, ep-is'-kop-os; from 1909 and 4649 (in the sense of 1983); a superintendent, i.e. Chr. officer in gen. charge of a (or the) church lit. or fig.) bishop, overseer.

2) Acts 20:28 Take heed therefore unto yourselves, and to all the flock, over the which the Holy Ghost hath made you <overseers>, to feed the church of God, which he hath purchased with his own blood.

3) Phil 1:1 Paul and Timotheus, the servants of Jesus Christ, to all the saints in Christ Jesus which are at Philippi, with the <bishops> and deacons:

4) I Tim 3:2 A <bishop> then must be blameless, the husband of one wife, vigilant, sober, of good behavior, given to hospitality, apt to teach;

b. Pastor

1) G 4166 poimen, poy-mane'; of uncert. affin.; a shepherd (lit. or fig.): shepherd, pastor.

2) Matthew 9:36 But when he saw the multitudes, he was moved with compassion on them, because they fainted, and were scattered abroad, as sheep having no shepherd.

3) Hebrews 13:20 Now the God of peace, that brought again from the dead our Lord Jesus, that great shepherd of the sheep, through the blood of the everlasting covenant,

4) I Peter 2:25 For ye were as sheep going astray; but are now returned unto the Shepherd and Bishop of your souls.

c. Elder

1) G 4245 presbuteros, pres-boo'-ter-os; compar. of presbus (elderly); older; as noun, a senior; spec. an Isr. Sanhedrist (also fig. member of the celestial council) or Chr. "presbyter":-elder (-est), old.

2) Acts 15:22 Then pleased it the apostles and elders, with the whole church, to send chosen men of their own company to Antioch with Paul and Barnabas; [namely], Judas surnamed Barsabas, and Silas, chief men among the brethren:

3) Acts 20:17 And from Miletus he sent to Ephesus, and called the elders of the church.

4) James 5:14 Is any sick among you? 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:

d. A comparison chart:

Compare English and Greek Words

Greek	Translated as	Also translated as
Episkopos	bishop	overseer
Poimen	pastor	shepherd
Presbuteros	elder	

2. Notice that although there are five English terms, there are only three Greek ones.
 - a. Bishop and overseer come from exactly the same Greek word.
 - b. Pastor and Shepherd come from one Greek word as well.
3. Obviously this means that there are not five titles meant here, rather at the most only three.
4. Now study the following Scriptures and note which titles are used interchangeably.
 - a. Titus 1:5-7 (Elder and Overseer, same as Bishop are interchanged).

Titus 1:5 For this cause left I thee in Crete, that thou shouldest set in order the things that are wanting, and ordain elders in every city, as I had appointed thee: (6) If any be blameless, the husband of one wife, having faithful children not accused of riot or unruly. (7) For a bishop must be blameless, as the steward of God; not self willed, not soon angry, not given to wine, no striker, not given to filthy lucre;

- b. Acts 20:28 (Elders, verse 17, are called to overseers (bishops) and told to feed, same word as shepherd).

Acts 20:28 Take heed therefore unto yourselves, and to all the flock, over the which the Holy Ghost hath made you overseers, to feed the church of God, which he hath purchased with his own blood.

- c. I Peter 5:1-2 (Elders are to Shepherd and Oversee).

I Peter 5:1 The elders which are among you I exhort, who am also an elder, and a witness of the sufferings of Christ, and also a partaker of the glory that shall be revealed: (2) Feed the flock of God which is among you, taking the oversight [thereof], not by constraint, but willingly; not for filthy lucre, but of a ready mind;

- 5. Since all these are used interchangeably we must conclude that they speak of the same ministry.

B. Although these five titles speak of only one office it should be noted that pastors are never seen ministering singly. Pastors minister as teams. The background is laid in Exodus 18:13-27.

- 1. Dangers of one-man ministry (verse 18).

Exodus 18:18 Thou wilt surely wear away, both thou, and this people that [is] with thee: for this thing [is] too heavy for thee; thou art not able to perform it thyself alone.

- a. The man wears away.
- b. Every man has weaknesses, the people are left without ministry

- 2. The duties of the Shepherd are outlined: (19-22)

- a. Intercede for the people (19).
- b. Teach the people (verse 20).
- c. Train leaders (verse 21).
- d. Judge in difficult matters (verse 22).

C. Pastor in the Old Testament: The ministry of the shepherd is well-established in the Old Testament: Ezekiel 34:1-6

- 1. Feed
- 2. Strengthen the diseased
- 3. Bind up the broken

4. Bring back those driven away
5. Seek out those who are lost
6. Give direction to the flock

The remaining outline focuses on the counsel Jethro gave Moses in Exodus 18:19-22.

1. Intercede for people

Exodus 18:19 Hearken now unto my voice, I will give thee counsel, and God shall be with thee: Be thou for the people to God-ward, that thou mayest bring the causes unto God:

2. Teach the people

Exodus 18:20 And thou shalt teach them ordinances and laws, and shalt shew them the way wherein they must walk, and the work that they must do.

3. Train leaders

Exodus 18:21 Moreover thou shalt provide out of all the people able men, such as fear God, men of truth, hating covetousness; and place [such] over them, [to be] rulers of thousands, [and] rulers of hundreds, rulers of fifties, and rulers of tens:

4. Deal with difficult problems

Exodus 18:22 And let them judge the people at all seasons: and it shall be, [that] every great matter they shall bring unto thee, but every small matter they shall judge: so shall it be easier for thyself, and they shall bear [the burden] with thee.

Pastor's Ministry: Intercession

I. Pastor's Ministry: Intercession

- A. This was the first ministry for the early apostles

Acts 6:4 But we will give ourselves continually to prayer, and to the ministry of the word.

- B. What is intercession?

1. Praying for someone by taking his place.

2. Know what God's will is for a given situation and praying for it to happen no matter what the condition.

C. Examples: Which kind of intercession is pictured in these verses?

1. Exodus 32:11-14 - Praying concerning the promise of God.

2. Exodus 32:31-33 - Note: Blot out MY name...

3. Daniel 9:1-8 - Note the key words WE, IS, OUR. How many times are they used in this passage?

D. Preparation is necessary for intercession

1. The pastor must know his sheep

2. How? Through visitation, counseling, etc. Set aside time.

Discussion Question: Why do pastors fail in the ministry?

II. The Pastor's Personal Prayer Life. The pastor also needs to set aside time for personal devotions.

A. The farmer is always the first to taste the crops. Are you ministering from an overflowing cup or a full cup?

II Timothy 2:6 The husbandman that laboreth must be first partaker of the fruits.

B. Isaiah 58:13-14 the Principle of the Sabbath. The pastor must take time to seek God and refill his cup or he will become exhausted spiritually and fail in ministry.

Isaiah 58:13 If thou turn away thy foot from the sabbath, [from] doing thy pleasure on my holy day; and call the sabbath a delight, the holy of the LORD, honourable; and shalt honour him, not doing thine own ways, nor finding thine own pleasure, nor speaking [thine own] words: (14) Then shalt thou delight thyself in the LORD; and I will cause thee to ride upon the high places of the earth, and feed thee with the heritage of Jacob thy father: for the mouth of the LORD hath spoken [it].

C. How do we pray? A suggested practical pattern:

1. Adoration - Psalms 100:1-3

2. Confession - Psalms 66:18 - Isaiah 59:2

3. Thanksgiving - Psalms 100:4-5
4. Supplication - Philippians 4:6-7

D. The Pastor must schedule time to be alone with God!

1. Time every day - mornings are best

- a. Psalms 5:3 My voice shalt thou hear in the morning, O LORD; in the morning will I direct [my prayer] unto thee, and will look up.
- b. Psalms 57:8 Awake up, my glory; awake, psaltery and harp: I [myself] will awake early. (Dawn in another translation)
- c. Psalms 59:16 But I will sing of thy power; yea, I will sing aloud of thy mercy in the morning: for thou hast been my defence and refuge in the day of my trouble.
- d. Psalms 88:13 But unto thee have I cried, O LORD; and in the morning shall my prayer prevent thee.
- e. Mark 1:35 And in the morning, rising up a great while before day, he went out, and departed into a solitary place, and there prayed.
- f. Luke 6:12 And it came to pass in those days, that he went out into a mountain to pray, and continued all night in prayer to God.

2. A special day every week. The pastor's sabbath should not be on Sunday, his busiest day.

3. A couple of days every year.

E. What to do during the time you schedule to be with God:

1. Set specific goals for Bible Study! Read through the Bible during one year, biography study, topic study, etc.
2. Read other Christian books, especially Christian biographies.
3. Take time for meditation (See Psalms 119:99-100)

Pastor's Ministry: Teaching

I. Pastor's Ministry: Teaching

A. Is preaching and teaching different? How? (Take time for discussion)

1. Preaching is to motivate - what?
2. Teaching is to instruct - how?

B. Teaching is part of the spiritual qualification for a pastor:

1. Titus 1:9 Holding fast the faithful word as he hath been taught, that he may be able by sound doctrine both to exhort and to convince the gainsayers. (given in list if qualifications for elders)
2. Acts 20:28-30 (feed)
3. I Timothy 5:17 Let the elders that rule well be counted worthy of double honour, especially they who labour in the word and doctrine.
4. I Peter 5:2 (feed)
5. I Timothy 3:2 A bishop then must be blameless, the husband of one wife, vigilant, sober, of good behavior, given to hospitality, apt to teach;
6. Ephesians 4:11-12 Many suggest that pastor - teacher is actually one ministry.

C. Purpose for teaching

1. Protects the people

Ephesians 4:14 That we [henceforth] be no more children, tossed to and fro, and carried about with every wind of doctrine, by the sleight of men, [and] cunning craftiness, whereby they lie in wait to deceive;

2. Feeds the people to enable them to grow in Christ (Ephesians 2:14)

- a. From re-occurring problems.
- b. From false doctrinal and false men.

3. Prepares them for ministry.

Ephesians 4:16 From whom the whole body fitly joined together and compacted by that which every joint supplieth, according to the effectual working in the measure of every part, maketh increase of the body unto the edifying of itself in love.

D. Opportunities

1. Pulpit
2. Home cells (Bible studies)
3. Sunday School
4. Counseling (visitation)
5. Seminars (retreats - men's and women's)
6. Fellowship
7. Literature (establish a church library)

II. Cell Groups: Introduction: Why have home cell groups, are they really helpful and necessary or just a new fad that will pass away?

A. Home meetings are Scriptural

1. Acts 20:20 [And] how I kept back nothing that was profitable [unto you], but have shewed you, and have taught you publicly, and from house to house,

2. Other Scriptures: Acts 5:42, 18:7, Romans 16:5, I Corinthians 16:19, Colossians 4:15

B. Home cell groups meet an important need for fellowship and relationships in a large and growing church. Acts 2:41-46

Discussion Question: Small Church versus Large Church

What are the advantages of a small church? What are the advantages of a large church?

1. Advantages of a small church:

- a. Fellowship, Friendship
- b. Personal knowledge of pastor
- c. Personal ministry
- d. Individual accountability

2. Benefits of large church:

- a. Excitement of the "crowd"
- b. Opportunity for meaningful leadership opportunities
- c. Outreach in city and nation
- d. Pastor's support
- e. Builds faith in God

C. Cell groups and pastoral care: Home cells meet an important need for pastoral care. Ezekiel 34:1-6 tells us shepherds must:

1. List ministries given in these verses.
2. Priests versus pastors
3. Can one pastor possibly do this in a growing church?

D. Cell groups and accountability: Home cell groups meet a need for accountability and discipleship. Scriptures:

1. Hebrews 10:24 And let us consider one another to provoke unto love and to good works: (25) Not forsaking the assembling of ourselves together, as the manner of some [is]; but exhorting [one another]: and so much the more, as ye see the day approaching.
2. I Corinthians 4:15-17 One cannot follow someone else unless he knows him!

E. Cell groups and evangelism: Home cells provide an excellent tool for evangelism and church multiplication

Acts 5:42 And daily in the temple, and in every house, they ceased not to teach and preach Jesus Christ.

III. How Do We Start Home Groups in the Church?

Some pastors, when they see the advantages, go quickly and divide up the entire existing congregation into groups. Is this the best way? Here is a better way.

- A. Begin meetings yourself with the leaders. Build a model.
- B. Multiply that model, (see notes).
- C. Build vision in the congregation by teaching, testimonies, literature, etc.
- D. When possible organize groups geographically.
 1. Why? What advantages? It keeps the people close to one another, encouraging ministry.
 2. Do not be dogmatic on this, if existing relationships would be severed.

E. Once you have several groups, continue to meet with the leaders.

1. Provide material
2. Provide encouragement
3. Provide supervision

IV. Steps to Multiply Home Cell Groups

Growth is always our goal. When you are successful in ministry in home cells you will have growth in numbers as well as maturity. When cell groups become over large they begin to lose their effectiveness. Hence the need to multiply.

A. How large is too large?

When does a group become too large to really adequately be able to meet the needs designed for small groups? Remember the primary goal of the cell is relationships, secondly teaching. What is the greatest size permissible to meet this goal?

1. How many will fit into the living room?
2. 8-10 is a good number, once you get to this size you should be making plans to multiply. 12-15 is too many!

B. Begin to set the goal for your group early in its life. Establish early the vision to multiply. How can you establish that vision?

1. Pulpit teaching
2. Sharing in the cell, testimonies, etc.

C. Train new leaders in the group. New leaders are always in great need. The cell is the ideal place to grow up leaders. Why? It allows a new bird to test its wings. Allows people to gain trust. How? Start small - disciple!

D. As the group you are leading begins to get to the size of multiplication, ask the people to begin to pray about which group they wish to go with. (The parent or the child?) We need to emphasize the need to be committed and faithful once the final decision is made. Be sure to spend time talking with your supervisor about these decisions during the process.

1. Why is it helpful to involve the people in making this decision? People who are committed make their own decisions!
2. How important is the geographical location of the members to the group in making this decision?
3. Relationships are always the priority.

E. Continue fellowship between the parent group and the new group. How?

V. Using Home Cells to Begin a New Assembly

A study of New Testament church growth is exciting. Cities like Jerusalem, Samaria, Antioch, Ephesus were completely changed by the local church. Each of these cities had congregations as large and more effective than most denominations are in a whole country today. We need to capture their vision! We need a strategy for doing so. Cell groups offer us an opportunity.

A. Why are Cell groups an exciting foundation for launching a new assembly?

1. Not a split, with rebellion
2. Trained committed leadership available.
3. Financial base already provided.
 - a. In the motherly assembly
 - b. In the new membership

B. How would the strategy work?

1. Plant vision from the beginning.
2. 3-5 groups in a geographical area potential core.
3. Begin evening meetings and treasury.
4. Sent out from the mother church.

VI. Choosing Material for Cell Groups

Choosing subjects and preparing material for each meetings is probably the most demanding part of the cell group leader's responsibilities. Following are some ideas that should be helpful.

A. First let us compare the two major methods used:

1. Material prepared by pastoral staff member:

a. Define this method: Staff member prepares material and presents to leaders on a given weekly time.

b. Advantages of this method

1) Provides quality material to leaders, especially if they have limited training

2) Can be used to confirm what pastor ministers on Sunday.

c. Weaknesses of this method: Is not necessarily ideal for the needs of each group.

2. Material prepared by each group leader:

a. Define this method: Each leader self prepares

b. Advantages of this method: Leader tailors to the need

c. Weakness of this method: Leader is overwhelmed

B. Ideas to keep in mind:

1. Type of teaching method: Discussion NOT lecture, have good questions!

2. Need for structure.

3. How long should a series last? Problems of long series, people drop out!

4. Topics to consider:

a. Be practical, devotional (Tapes, NO!)

b. Tie to pastor's message

c. Study a book of the Bible

d. Family teaching, witnessing, giving, etc.

Pastor's Ministry: Training Leaders

Exodus 18:21 Moreover thou shalt provide out of all the people able men, such as fear God, men of truth, hating covetousness; and place [such] over them, [to be] rulers of thousands, [and] rulers of hundreds, rulers of fifties, and rulers of tens:

II Timothy 2:2 And the things that thou hast heard of me among many witnesses, the same commit thou to faithful men, who shall be able to teach others also.

I. Why Does the Pastor Need Leaders in the Local Assembly?

To many pastors lay leaders are a threat. This should not be a problem! Lay leaders should be a blessing not a problem!

A. Pastors need the Wisdom gained from a "multitude of counsel"

1. Proverbs 11:14 Where no counsel [is], the people fall: but in the multitude of counsellors [there is] safety.

2. Proverbs 13:10 Only by pride cometh contention: but with the well advised [is] wisdom.

3. Proverbs 15:22 Without counsel purposes are disappointed: but in the multitude of counsellors they are established.

4. Proverbs 24:6 For by wise counsel thou shalt make thy war: and in multitude of counsellors [there is] safety.

B. Having leaders can increase the amount of ministry the Church can accomplish

1. Jesus sent out the 12, then the 70. Why?

John 14:12 Verily, verily, I say unto you, He that believeth on me, the works that I do shall he do also; and greater [works] than these shall he do; because I go unto my Father.

2. "Equipping the Saints"

Ephesians 4:12 For the perfecting of the saints, (is this comma really supposed to be here?? remember there is no comma in the original Greek) for the work of the ministry, for the edifying of the body of Christ:

3. This is very necessary for church growth. Discuss the "200 barrier". 80% of churches are under 200. Why?

Discussion Question: Who Baptized the 3,000 new believers in Acts 2?

Acts 2:41 Then they that gladly received his word were baptized: and the same day there were added [unto them] about three thousand souls.

If only the Apostles baptized at 4 minutes each, it would have taken 16 hours and 40 minutes, not fulfilling the condition of being finished that day! There must have been a number of other leaders helping! This does not mean that anyone can baptize at any time. It does suggest that pastors should be ready to share the ministry with leaders in the assembly.

C. Gives greater diversity to the work the pastor can accomplish

1. Acts 6:1-6 No one man can do everything well!

2. I Corinthians 12:14-19 The Body needs all members.

D. Sets the pastor free to move out in church planting, and extension ministry

Titus 1:5 For this cause left I thee in Crete, that thou shouldest set in order the things that are wanting, and ordain elders in every city, as I had appointed thee:

Discussion Question: Why do pastor's have problems with lay leaders?

The greatest reason why pastors hesitate to involve members in ministry is that they fear problems from them. Problems usually and often result from: 1) Appointing unqualified individuals 2) Lack of recognized organizational structure 3) Lack of training.

II. Qualifications for Church Leaders:

Principle: It is much harder to remove bad leaders than it was to appoint them! Never fill a position just because it is empty.

A. II Timothy 2:2 And the things that thou hast heard of me among many witnesses, the same commit thou to faithful men, who shall be able to teach others also.

1. Faithfulness: What are the key indications you can use to determine faithfulness?

a. Church attendance

- b. Tithing (never offer leadership to induce tithing!)
 - c. On time for commitments
 - d. Others (service in the church, etc)
 - e. Luke 16:10 He that is faithful in that which is least is faithful also in much: and he that is unjust in the least is unjust also in much.
2. Able to teach others: A key quality for a growing church. Leaders need to be able to multiply themselves!
- B. I Timothy 3:1-7 (We do not have time for all so we will consider two key ones).
1. Head of his own home. (I Timothy 3:4-5 One that ruleth well his own house, having his children in subjection with all gravity; (For if a man know not how to rule his own house, how shall he take care of the church of God?) How do we know? Some ideas:
- a. Who does the talking?
 - b. Who controls the money?
 - c. Are children well disciplines?
 - d. Is wife happy?
- Note: A man who does not listen to wife's advice is foolish: A man who does everything his wife says is dangerous!
2. Not a Novice (I Timothy 3:6 Not a novice, lest being lifted up with pride he fall into the condemnation of the devil.)
- a. What is a novice? A new immature believer.
 - b. Why not a novice?
- C. Acts 6:3 Wherefore, brethren, look ye out among you seven men of honest report, full of the Holy Ghost and wisdom, whom we may appoint over this business.
1. Full of the Holy Spirit:
- a. How do we know? Acts 10:45-46, 11:15, Ephesians 5:18-20
 - b. Why is this so important? We must have spiritual leaders to be able to discern the mind of God!

1) Isaiah 55:8-9 For my thoughts [are] not your thoughts, neither [are] your ways my ways, saith the LORD. (9) For [as] the heavens are higher than the earth, so are my ways higher than your ways, and my thoughts than your thoughts.

2) I Corinthians 2:14 But the natural man receiveth not the things of the Spirit of God: for they are foolishness unto him: neither can he know [them], because they are spiritually discerned. (See also verses 12-13)

2. Good reputation I Timothy 3:7 Moreover he must have a good report of them which are without; lest he fall into reproach and the snare of the devil.

- a. In the church
- b. In the community! (Why?)

There is a great need (vision) established a training program in every assembly. Discuss realities! Not every man is called or able to come to Bible college. Let's take Bible college to them!

III. Develop a Training Program: II Timothy 2:2

A. Why is training essential?

- 1. Improves the service of the leaders
- 2. Builds loyalty in lay leaders to pastor. (Why?) They see your desire for their promotion!

B. Steps of action

- 1. Get to know your congregation (How?)
 - a. Visitation
 - b. Men's fellowship meetings
 - c. Converse at their level (No such thing as a shy man, you must find the right subject!)
- 2. Choose men and invite them to become a part of a training program. (Jesus had no volunteer disciples!)
 - a. Begin with existing leadership

- b. Invite additional men who evidence leadership potential. HOW do you discern this potential?
 - c. Emphasize the long-term as part of training and need for discipline.
3. Encourage ministry opportunities as part of "apprenticeship type" training. Examples:
- a. Visitation, worship leading, baptism, prayer & counseling during altar service, teaching & preaching when applicable.
 - b. Do not let your fear of being up-staged (insecurity) cause you to repress that gift.

C. Structure for training program

1. Basic areas of Emphasis:

- a. Doctrine: Amos 3:3 Can two walk together, except they be agreed?
- b. Leadership principles
- c. Family life: I Timothy 3:5 (For if a man know not how to rule his own house, how shall he take care of the church of God?)
- d. Basic ministry skills
- e. Spiritual life

2. Present a basic structure and sample materials. (For a sample of the kind of format that could be used for teaching lay leaders in the local church see appendix)

IV. Need for Structure, Constitution and By-Laws (Exodus 18:25 "Rulers of thousands...")

A. Why Do We Need Them?

- 1. Need for structure: No concrete can be poured without forms!
- 2. Protects people. How?
- 3. Protects pastor. How?
- 4. To meet government requirements

B. Basic items of Constitution and Bylaws:

1. Basic beliefs (doctrinal statement)
2. Governmental structure
 - a. Who are leaders and what do they do?
 - b. How are they selected?
 - c. How long do they serve, how replaced?
3. Three needed, Pastor, Treasurer, Secretary
 - a. Pastor - need to specify the term of office, method of removal and selection of new pastor.
 - b. Treasurer
 - 1) Specify where money is to be kept
 - 2) Require written monthly report submitted to pastor and members of Board and upon approved by congregation.
 - c. Secretary
 - 1) Keep and submit accurate records of all business meetings to Board, pastor and church members.
 - 2) Keep accurate membership records
4. Membership defined: Who? What privileges? What responsibilities?
5. Meetings
 - a. Annual business meeting (AGM): electing officers, ministry reports, etc.
 - b. Monthly business meeting of deacons and or elders
 - c. Pastor calls all church meetings
6. Amendment procedure: How are changes made to the constitution and By Laws if needed

7. Quorum: How many are required for a business meeting to be considered legal. (usually a percentage) Also include the required procedure for announcing official meetings.

8. Vacancies: How are positions filled if someone moves away, in case of death, resignation, discipline, etc.

9. Dissolutions (What becomes of property in case the church is closed, to meet legal requirements)

C. Other Considerations for Church Organization: It is not necessary nor helpful to include all details on departments in By-Laws. The By-Laws should give church Board authority to assign responsibilities.

1. Follow-up and visitation
2. Counselors
3. Children's ministries (Sunday School, etc.)
4. Youth Work
5. Men's and Women's Fellowship ministries
6. Choir
7. Workshop Leaders
8. Home Groups

D. Scriptural Example: Philippians 1:1 Paul and Timotheus (apostles), the servants of Jesus Christ, to all the saints (congregation) in Christ Jesus which are at Philippi, with the bishops (pastors) and deacons

1. Bishops (Elders) appointed to minister in spiritual areas. (Acts 14:23, Titus 1:5, James 5:14, Acts 20:28)
2. Deacons - Selected from people to minister in practical areas. (Acts 6:1-4)

E. One of the duties of the first organizational meeting of the church leadership should be to form and record financial procedures.

1. How many accounts does church have?
2. Where are accounts to be kept?
3. Who are signatories? (preferably NOT the pastor)
4. Who is able to spend church money?
5. How much money can be spent at one time without board approval?
6. How are records to be kept?
7. How often and to whom are reports to be made?

Pastor's Ministry: Dealing with Difficult Problems

I. Pastor's Ministry: Dealing with Difficult Problems

A. Avoiding problems in the church will never make them go away. We must deal with sin in a scriptural way.

Matthew 18:15-18

B. Our goal is always complete restorations.

Galatians 6:1-2

II. Seven Purposes for Church Discipline

A. To show the care and concern of the leadership

II Corinthians 7:12 Wherefore, though I wrote unto you, [I did it] not for his cause that had done the wrong, nor for his cause that suffered wrong, but that our care for you in the sight of God might appear unto you.

B. To intensify self-examination in the church, to purify the church

I Corinthians 5:6 Your glorying [is] not good. Know ye not that a little leaven leaveneth the whole lump?

C. In obedience to God's authority

II Corinthians 2:9 For to this end also did I write, that I might know the proof of you, whether ye be obedient in all things.

D. To purify the message of the church. What are others saying about the work of God because of member's actions?

I Timothy 3:7 Moreover he must have a good report of them which are without; lest he fall into reproach and the snare of the devil.

Discussion Question: What kind of situation will cause the need for church discipline? (Adultery? Fornication? Drinking? Witchcraft? Gambling? Drugs?)

E. To deny Satan any advantage in the church

II Corinthians 2:11 Lest Satan should get an advantage of us: for we are not ignorant of his devices.

F. To restore repentant believers: II Corinthians 2:7-10

II Corinthians 2:6 Sufficient to such a man [is] this punishment, which [was inflicted] of many.

G. To protect the doctrinal purity of the church

II John 1:9 Whosoever transgresseth, and abideth not in the doctrine of Christ, hath not God. He that abideth in the doctrine of Christ, he hath both the Father and the Son.

III. Steps in Church Discipline (Matthew 18:15-18)

A. Go to the person alone: Matthew 18:15 Moreover if thy brother shall trespass against thee, go and tell him his fault between thee and him alone: if he shall hear thee, thou hast gained thy brother.

1. Most neglected step
2. Most difficult
3. Men to men, women to women
4. May take many visits
5. Go to His home
6. Remember meekness

Galatians 6:1 Brethren, if a man be overtaken in a fault, ye which are spiritual, restore such an one in the spirit of meekness; considering thyself, lest thou also be tempted.

B. Take another person with you: Matthew 18:16 But if he will not hear [thee, then] take with thee one or two more, that in the mouth of two or three witnesses every word may be established.

1. Preferably someone who is already aware of the problem.
2. Preferably a leader in the church.

C. Tell it to the church: Matthew 18:17 And if he shall neglect to hear them, tell [it] unto the church: but if he neglect to hear the church, let him be unto thee as an heathen man and a publican.

1. Communicate with church leadership first!
2. Be certain the congregation agrees that this problem is a sin.
3. Tell the truth in love (see sample statement).
4. Be firm and bold:

I Timothy 5:20 Them that sin rebuke before all, that others also may fear.

D. Remove From The Church - After taking these steps with no progress, this is the next one. It is seldom necessary, but not to be avoided.

1. Scriptures are clear

- a. I Corinthians 5:13 But them that are without God judgeth. Therefore put away from among yourselves that wicked person.

- b. Romans 16:17 Now I beseech you, brethren, mark them which cause divisions and offenses contrary to the doctrine which ye have learned; and avoid them.

- c. II John 1:10 If there come any unto you, and bring not this doctrine, receive him not into [your] house, neither bid him God speed: (11) For he that biddeth him God speed is partaker of his evil deeds.

- d. Titus 3:9 But avoid foolish questions, and genealogies, and contentions, and strivings about the law; for they are unprofitable and vain. A man that is an heretic after the first and second admonition reject;

- e. II Thessalonians 3:6 Now we command you, brethren, in the name of our Lord Jesus Christ, that ye withdraw yourselves from every brother that walketh disorderly, and not after the tradition which he received of us.

2. Why put out?

- a. Warn other believers

- b. Reputation of Church must be protected

c. Puts more pressure on the person to repent

E. Continue To Pray For Restoration. Galatians 6:1, II Corinthians 2:5-9

II Corinthians 2:8 Wherefore I beseech you that ye would confirm [your] love toward him.

IV. Sins That Should be Disciplined by the Church

A. Disputes between members which are not solved otherwise (Matthew 18:15)

I Corinthians 6:1 Dare any of you, having a matter against another, go to law before the unjust, and not before the saints?

B. Teaching of false doctrines

1. Titus 3:10-11 A man that is an heretic after the first and second admonition reject; (11) Knowing that he that is such is subverted, and sinneth, being condemned of himself.

2. II Corinthians 6:15 And what concord hath Christ with Belial? or what part hath he that believeth with an infidel?

C. Continuing immorality

1. I Corinthians 5:11 But now I have written unto you not to keep company, if any man that is called a brother be a fornicator, or covetous, or an idolater, or a railer, or a drunkard, or an extortioner; with such an one no not to eat.

2. Ephesians 5:11 And have no fellowship with the unfruitful works of darkness, but rather reprove [them].

V. Sample Public Announcement

"It has come to the attention of the board that a member of our church must be dealt with by church discipline. The church board has carefully and thoroughly investigated the facts, and has confirmed that discipline is necessary, following the standard given to us in Matthew 18:15-17 (Read these verses)

The parents and the board have appealed to the one who has sinned. All attempts have so far been rejected.

Scripture now instructs us to inform the church so that the united prayer and obedience of the members to the scriptural steps of discipline may be used of God to bring this person to repentance and to a life of victory over sin.

Before naming this person we are asking each member to set aside a time of personal self-examination, confession of sin, and commitment to God's instructions of church discipline and restoration. Read Galatians 6:1

_____ is guilty of persisting in sin regardless of the effort that we have made to minister to him (her). We encourage you to obey the Scripture and not fellowship with this person, but pray for his restoration.

VI. Preventing this Kind of Problem.

A. The shepherd knows his sheep! Ezekiel 34:2-5

1. Set a goal to visit each members home once a year.
2. Set aside specific times for visitation each week.

B. When you see a problem in a member, deal with it quickly!

1. Do not take these things lightly.
2. Do not be too busy or detached.

Guidelines For Counseling

Romans 15:14 And I myself also am persuaded of you, my brethren, that ye also are full of goodness, filled with all knowledge, able also to admonish one another.

Galatians 6:1 Brethren, if a man be overtaken in a fault, ye which are spiritual, restore such an one in the spirit of meekness; considering thyself, lest thou also be tempted.

Counseling is the work of the body of Christ. We need to be able, willing and equipped to minister effectively to the needs of the members of our congregation.

I. The Counselor

A. The counselor must know the power of God in his own life

1. By developing in godly character
2. By developing in the use of spiritual gifts
3. By developing in the understanding of the Scriptures

B. The counselor must know himself

1. Understanding motives
2. Understanding our strengths and weaknesses

C. The counselor must know how to relate to others

1. Talk with them, not at them
2. Talk on their level
3. Be careful of wrong reactions
 - a. The person doesn't seem to want help
 - b. Shock at their sin
 - c. Over pessimism or optimism
 - d. Prejudices
 - e. Anger
 - f. Getting too familiar

D. The counselor must know how to relate the person to God's Word

E. The counselor must give himself to prayer and fasting

Matthew 17:21 Howbeit this kind goeth not out but by prayer and fasting.

F. The counselor must be sensitive to God's Spirit

G. The counselor must keep his spirit free

1. Give attention to unsundered areas in your life
2. Beware of carrying burdens that are not yours (Matt. 11:28-30)
3. Give attention to learning His ways, so that you are not opposing God's work.
 - a. Isaiah 2:3 And many people shall go and say, Come ye, and let us go up to the mountain of the LORD, to the house of the God of Jacob; and he will teach us of his ways, and we will walk in his paths: for out of Zion shall go forth the law, and the word of the LORD from Jerusalem.

b. Isaiah 55:8 For my thoughts [are] not your thoughts, neither [are] your ways my ways, saith the LORD.

4. Beware of hidden attitudes that will hinder you; bitterness, jealousy, wrong desires, selfishness, etc.

II. Counseling: Root Problems

A. Discerning the problem

1. Find the source of the problem. We need to go beyond surface issues to root causes. Sin is the basis for all conflicts.

a. Jeremiah 17:9 The heart [is] deceitful above all [things], and desperately wicked: who can know it?

b. Mark 7:20 And he said, That which cometh out of the man, that defileth the man. (also 7:21-23)

2. Sometimes the person does not even know.

3. Often the person will start with minor problem to test the counselor's integrity and sincerity.

B. Major root problems include:

1. Bitterness, especially toward parents

a. Hebrews 12:15 Looking diligently lest any man fail of the grace of God; lest any root of bitterness springing up trouble [you], and thereby many be defiled;

b. Ephesians 4:31 Let all bitterness, and wrath, and anger, and clamour, and evil speaking, be put away from you, with all malice:

2. Worldly, non Christian values

a. Colossians 3:2 Set your affection on things above, not on things on the earth.

b. Philippians 3:19 Whose end [is] destruction, whose God [is their] belly, and [whose] glory [is] in their shame, who mind earthly things.)

c. Matthew 16:23 But he turned, and said unto Peter, Get thee behind me, Satan: thou art an offence unto me: for thou savourest not the things that be of God, but those that be of men.

3. Moral impurity: Breaking God's law

a. I Thessalonians 4:3-4 For this is the will of God, [even] your sanctification, that ye should abstain from fornication: (4) That every one of you should know how to possess his vessel in sanctification and honour;

b. James 4:1 From whence [come] wars and fightings among you? [come they] not hence, [even] of your lusts that war in your members?

C. Which area is the source of the problem?

1. Demonic - Inquire into their past involvement in the occult, cults, drugs, quack doctors, manghuhula (fortune tellers), crystal ball, etc.

Deuteronomy 18:9 When thou art come into the land which the LORD thy God giveth thee, thou shalt not learn to do after the abominations of those nations.

2. God's discipline - Is their problem a part of God's work?

Hebrews 12:5 And ye have forgotten the exhortation which speaketh unto you as unto children, My son, despise not thou the chastening of the Lord, nor faint when thou art rebuked of him:

3. Works of the flesh - Do they need to apply the principle of the cross?

Luke 9:23 And he said to [them] all, If any [man] will come after me, let him deny himself, and take up his cross daily, and follow me.

D. Areas of conflict include: (Matthew 22:36-40)

1. Relationship with God
2. Relationship with others
3. Relationship with self

E. Helps for discernment

1. Need to listen to the individual

- a. A good counselor is one who knows how to listen and control his talking. Listening is a skill we should work at improving.
 - b. Proverbs 20:12 The hearing ear, and the seeing eye, the LORD hath made even both of them.
2. There are three levels of hearing:
- a. Take at face value what you hear
 - b. Listen with thought, trying to get the deepest meaning out of each word.
 - c. Listen by the Spirit, how is the Spirit interpreting what they are saying.
3. Need to listen to the Spirit
- a. We need a deep dependence upon the Spirit to uncover the true needs of the person.
 - b. Beware of trusting your own feelings or discernment.

III. Confronting the Individual

- A. The focal point here is bringing the person into a personal confrontation with the truth and the need for change.
- B. You must be prepared to give people hard directives about repentance, forgiveness, reconciliation, etc.
- C. The Scriptures are our guide. The Greek word to study is:
 1. G 3560 noutheteo, noo-thet-eh'-o; from the same as 3559; to put in mind, i.e. (by impl.) to caution or reprove gently:-admonish, warn.

Root: G 3559 nouthesia, noo-thes-ee'-ah; from 3563 and a der. of 5087; calling attention to, i.e. (by impl.) mild rebuke or warning:-admonition.
 2. Romans 15:14 And I myself also am persuaded of you, my brethren, that ye also are full of goodness, filled with all knowledge, able also to admonish one another.
 3. I Thessalonians 5:12 And we beseech you, brethren, to know them which labour among you, and are over you in the Lord, and admonish you;

4. II Thessalonians 3:15 Yet count [him] not as an enemy, but admonish [him] as a brother.

5. I Corinthians 10:11 Now all these things happened unto them for ensamples: and they are written for our admonition, upon whom the ends of the world are come.

D. Guard your attitude as you confront people. Approach with a spirit of humility and genuine desire for their restoration.

Galatians 6:1 Brethren, if a man be overtaken in a fault, ye which are spiritual, restore such an one in the spirit of meekness; considering thyself, lest thou also be tempted.

E. Don't be side-tracked by excuses. Confront them with personal responsibility

F. Confronting with the Scriptures

1. Use the Scriptures to give hope through God's promises, to confront their sin through God's demands and to give concrete instructions for their release from bondage.

I Corinthians 10:13 There hath no temptation taken you but such as is common to man: but God [is] faithful, who will not suffer you to be tempted above that ye are able; but will with the temptation also make a way to escape, that ye may be able to bear [it].

2. Use the Scriptures to help the person identify their sin and weaknesses.

3. Use the Scriptures to develop a Biblical plan of action.

4. The counselor must be careful how he uses the Scriptures. They are not to be used as a prescription. You do not give out verses as some magic potion. The Word must be explained and concretely applied to their life.

5. The counselor must be careful in how he interprets the Scriptures. He must be careful that he doesn't take verses out of context or bend them for his own personal purposes. He must be faithful to use them for the purposes for which they were intended.

IV. Confronting By the Holy Spirit

A. Allow the Spirit to give you a word of wisdom in working out a plan of action to overcome their sin.

I Corinthians 12:8 For to one is given by the Spirit the word of wisdom; to another the word of knowledge by the same Spirit;

B. The counselor must be open to allow the Spirit to give him understanding and discernment. I Corinthians 12:10 To another the working of miracles; to another prophecy; to another discerning of spirits; to another [divers] kinds of tongues; to another the interpretation of tongues:

1. Discernment is necessary to determine the source of the problem as already mentioned.
2. Discernment is needed when demons are involved to know the difference between demon possession and demon oppression.
3. When demons are involved discernment is needed to determine the doors that Satan is using to get to the believers life. (giving one's self to lustful forms of sin; addicting and illegal drugs; homosexuality; occult activities, quack doctor, spiritist, family influence; bitterness; rebellion, etc.)
4. Discernment is needed to reveal to the person the explanation of his problem. This is especially important when spirits are involved as in people returning from the dead (familiar spirits), voices in the night, sickness from spiritual attack, etc.

C. The counselor must be experiencing the Holy Spirit's anointing as he speaks authoritatively to the person and then believe God for their release.

D. To be effective in this area will demand that the counselor give himself to prayer and intercession and that he be willing to exercise faith in declaring what he believes to be God's word.

Matthew 17:21 Howbeit this kind goeth not out but by prayer and fasting.

E. Study Luke 11:15-26 for key elements in Christ's teaching concerning confronting Satan.

F. Keys for deliverance ministry

1. Do not fear Satan or his devices. We do not go looking for demons, but are ready to confront them when they present themselves.

- a. Job 1:10 Hast not thou made an hedge about him, and about his house, and about all that he hath on every side? thou hast blessed the work of his hands, and his substance is increased in the land.

- b. I John 4:4 Ye are of God, little children, and have overcome them: because greater is he that is in you, than he that is in the world.
- 2. Go boldly in the authority of Christ!
 - Matthew 28:18 And Jesus came and spake unto them, saying, All power is given unto me in heaven and in earth. (Mark 16:16-20)
- 3. Confront Satan's workers clearly in the name of Jesus and by the power of his blood.
 - a. James 4:7 Submit yourselves therefore to God. Resist the devil, and he will flee from you.
 - b. Jude 1:9 Yet Michael the archangel, when contending with the devil he disputed about the body of Moses, durst not bring against him a railing accusation, but said, The Lord rebuke thee.
- 4. Do not negotiate or hold conversations with demons, such as asking their names etc. Remember Satan is the father of lies and likes to take our attention away from Christ.
- 5. When a person is free of demons, pray the empty house will be filled with the Holy Spirit! Remember the importance of counseling afterwards.
 - a. Luke 11:26 Then goeth he, and taketh [to him] seven other spirits more wicked than himself; and they enter in, and dwell there: and the last [state] of that man is worse than the first.
 - b. Pray for the person to be born again and baptized with the Holy Spirit.
- 6. It is important to identify the doors Satan is using to get into the person's life and counsel him to be free from those things.

Ministerial Ethics

Proper ministerial manners are an important reflection on our work and on the Lord Jesus whom we serve.

I. Concerning the Sheep

A. Commitment your flock; Sunday belongs to your church. Always be hesitant to take ministry in another church on Sunday

B. When believers wish to transfer to your church

1. Always ask why? Is there a problem? What is the problem? (the real problem!)
2. Ask permission from the person to speak with the pastor from the former church unless there is a letter of referral.
3. Always respect the discipline of another church or group. If you do not respect theirs they will not respect yours.
4. Beware of goats and wolves in sheep's clothing
 - a. Matthew 25:32 And before him shall be gathered all nations: and he shall separate them one from another, as a shepherd divideth [his] sheep from the goats:
 - b. Matthew 7:15 Beware of false prophets, which come to you in sheep's clothing, but inwardly they are ravening wolves.

C. When preaching

1. Never use preaching to make a point in an argument you are having with a member or leaders of the church.
2. Never use preaching to make a point to a single person or group in the church.
3. Always ask permission before using an illustration from someone else's life, even if you do not use their name.
4. Use few stories of your own life. (personal illustrations) If you do you will seem proud.
5. Should a pastor rebuke a congregation when preaching?
 - a. When there is a disturbance only rebuke when absolutely necessary.
 - b. Beware of rebuking the congregation when only a minority is involved.
 - c. Be quick to minister healing when rebuke is really needed. (A doctor will not leave an operation open!)
 - d. Do not rebuke out of your personal insecurity.

D. When counseling

1. Never counsel the opposite sex alone; have someone join you, or give this ministry to your spouse or mature believer in the church.
2. Respect the spiritual authority in the life of the counselee. (Father, husband, parents)
3. Always respect the confidence of those you counsel. When someone tells you something in private it must remain private.

E. When there is a guest preacher

The pastor is still responsible! If a guest preacher is out of order or presents wrong doctrine the pastor must stop him.

II. For Traveling Ministries

A. The pastor is the leader of the church where you are ministering. Always remember to give him proper respect and allow him to make final decisions.

1. When you honor the pastor's ministry you will eventually bring respect to your own.
2. The guest preacher should be careful about entering into counseling or visiting with church members.

C. The pastor of a host church should feel responsible for the needs of a visiting minister whom he has invited. The workman is worthy of his hire.

D. The traveling minister should not look upon support staff as personal servants, but give equal opportunity for advancement in ministry.

E. Beware of pride! A traveling ministry often is reaping the seed that has been sown carefully by others. Do not take credit for results, give the glory to God!

III. When You Are a New Pastor

A. Be patient with existing leadership. If you move too fast to make changes you can lose the entire congregation. Beware of giving quick criticism.

B. Be patient with criticisms and challenges to your ministry. If you sow you will reap.

1. It takes time to earn respect.

2. Avoid comparisons with the former pastor.

C. Usually it takes at least two years to begin to see lasting fruit from your ministry in a new place.

IV. When You Are the Former Pastor

A. When is it time to leave a church, resign?

B. When you leave a pastorate, leave! Beware of attempting to maintain some kind of control from a distance.

This is particularly difficult when you are the founder of the assembly or you have been the pastor for a long time.

C. Beware of being caught up into disputes that occur after you leave. It is not your business to take sides.

D. Do not feel it is your right to remove property from the church building, or parts of the church building when you leave. The house of God belongs to God and his people.

1. This applies even if you were the founding pastor.

2. This applies even if you purchased certain items with your own money. Any exceptions should be clearly noted by the church secretary and kept with the church books *at the time the item is installed*. (not when you are leaving).

Leadership Training Seminars Sample Curriculum

Seeing the great need for training leaders within the local assembly the following series of seminars have been prepared. The opportunities for growth in the local church are greater than ever before. If we are going to reach and keep people in our churches we must be prepared to minister to their needs. The pastor alone will never be able to do this in an assembly that is experiencing New Testament growth, "lest he wear away and the people..." (Exodus 18:18) The pastor must teach and train men within the congregation who will be able to multiply his ministry! (Exodus 19:20-22) Here is a sample sequence of seminars for meeting this need. Each seminar consists of five sessions, two on Friday evening and three on Saturday morning.

Seminar Number I

Why are we here?
Method and stages of training
Finding time to study
Leadership: Man's way versus God's way
The husbandman must be the first partaker of the fruits

Seminar Number II

Faithful in small things
Seven basic needs of your wife #1
Is the Bible God's Word?
How did we get the Old Testament?
How did we get the New Testament?

Homework to be completed before this seminar begins: Read Chapter I pages 1-30 from the Knowing the Doctrines of your Bible textbook.

Homework to be completed before the next seminar begins: Read Chapter 2 pages 31-78 of the Doctrine textbook and chapters 4-5 pages 95-138.

Seminar Number III Basic Doctrine: The Godhead

Gifts and callings of God
Seven basic needs of your wife #2
The attributes of God
The Trinity
The Names of God

Homework to be completed before the next seminar begins: Read chapters 6-8 pages 139-276

Seminar Number IV Basic Doctrine: Salvation

Time of sharing within the group - testimonies of salvation

Where are the dead?

The plan of Salvation

Eternal security doctrine

Homework to be completed before the next seminar: Read chapters 3 and 9 pages 79-94 and 277-342

Seminar Number V Basic Doctrine: The Holy Spirit

Fellowship meal with wives

The Baptism of the Holy Spirit

The gifts of the Holy Spirit #1

The gifts of the Holy Spirit #2

Dealing with deliverance ministry

Homework to be completed before the next seminar begins. Read chapter 10 from the doctrine textbook pages 343-366.

Seminar Number VI Basic Doctrine: The Church

Finding your place in ministering

Seven basic needs of your wife

The church: The hub of ministry activity

The church: The body of Christ

Kinds of church government

Homework to be completed before the next seminar: Read chapter II from the doctrine textbook pages 367-394.

Seminar Number VII Basic Doctrine: Last things

Relating to authority in the church

Seven basic needs of your wife #4

Israel in prophecy

The world in prophecy

The church in prophecy

Homework to be completed before the next seminar: Discipline in the Body of Christ booklet.

Seminar Number VIII Basic Skills: Teaching

Introducing the blessing of biographies
Bible Study Methods
The laws of teaching introduction and #1
The laws of teaching #2 and #3
Discipline in the Body of Christ

Homework to be completed before the next seminar: Read the Giving Booklet

Seminar Number IX Basic Skills: Teaching

Lesson outlines #1
Principles of finance #1
Laws of Teaching #4 and #5
Laws of Teaching #7 and #8
Principles of family life #1

Homework to be completed before the next seminar: Complete instructions given by the teacher in outlining.

Seminar Number X Basic Ministry Skills

Lesson Outlines #2
Principles of finance #2
Lesson delivery #1
Ministry opportunities #1
Principles of family life #2

Homework: Complete material assigned by the teachers.

Seminar Number XI Basic Ministry Skills

Principles of finance #3
Lesson delivery #2
Lesson delivery #3
Ministry opportunities #2
Principles of family life #3

Homework to be completed before seminar number 12: Read the booklet entitled "Where are we going?" and complete any assignments given by the teachers.

Seminar Number XII Basic Ministry Skills

Principles of Finance #4

Review seminars

Lesson delivery #4

Dealing with adversity in ministering

Principles of family life #4

Leadership Development Resources

Missionaries to Leaders, Around the World!

The foreign missions movement is changing! These are exciting days for the Body of Jesus Christ. This is particularly true in missions. For nearly a century, mission leaders have envisioned planting national churches, churches that would grow by themselves, support themselves and be led by themselves. In the last two decades, a number of factors have led to this goal being taken seriously.

If missions is changing, missionaries must change also! Typically, the first questions one asks a missionary are, "What country are you going to... What people group in that country?" Our answers are somewhat non-traditional. God has called us to a special people group, church leaders, worldwide.

We have a special burden for leaders in emerging churches. Our special focus is key leaders who are reproducing themselves. Relationships that we have developed over the last 30 plus years of ministry give us opportunities to minister on five continents. Being based in the States removes the limitation of needing resident visas and keeps local leaders from becoming dependent on us.

Ministry Focus Areas

Apostolic Ministry

- Ministry based on long term, ongoing relationships
- Mentoring pastors and traveling ministers
- Providing relational oversight for local churches
- Assisting churches with strategic planning

Leadership Training

- Training program development and evaluation
- Speaker for churches, colleges, conferences and retreats

Arenas of Influence Include

- Ministry in over thirty countries
- Long term relationships with focused attention in several States, South Africa, Zimbabwe, Philippines, France and Ecuador

Our Executive Director, Terry King, comes well prepared for this ministry:

- Married and in full time ministry since 1972
- Parents of two adult sons
- Pastor for 11 years in Hagerstown, Maryland
- Pastor, seminar speaker and Bible college teacher and academic dean for five years in Zimbabwe and four years in the Philippines
- Undergraduate work at Zion Bible Institute and Antietam Bible College
- Master of Arts degrees from Wheaton College Graduate School and from Azusa Pacific University
- Doctor of Ministry from Vision International University
- Team Coordinator, Alliance International Ministries (www.AIMTeam.org)
- Member of Evangelical Missiological Society

Leadership Development Resources is a faith ministry to leaders around the globe. We are able to obey the call of God because of the faithful support of churches and friends that have been moved by His Spirit. A prayer and news letter is available.

Leadership Development Resources

P.O. Box 667

Hagerstown, MD 21741 USA

Phone: 301-733-8473

E-Mail: Terry@LDROnline.org

www.LDROnline.org