

Old Union Baptist Ministers' School 2002

Pastoring 101

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Introduction: The twenty-first century pastor has many responsibilities beyond that of preaching the gospel. Being a pastor is an endless challenge and assuming all of the duties associated with being a pastor can be overwhelming. We live in a day when people attend church only concerned about how long you preach, they arrive late, dare you to get their attention, and leave with a critical attitude. We preach to the most abused, neglected, molested, and lied to generation in all the world's history. It's obvious to see the perils of our profession. However,,,,,, *"If you don't like the smell of sheep you shouldn't be a Shepherd."*

Aim: To provide practical principles for the peculiarities of pastoring in perilous times.

- 1 Pastors must be **put** into the **ministry**: *1 Timothy 1:12 And I thank Christ Jesus our Lord, who hath enabled me, for that he counted me faithful, putting me into the ministry;*
- 2 God **puts necessity** in the heart: The ministry is not chosen as a man chooses a profession. It is in obedience to a special divine call from God. When God calls a man to preach, he preaches under obligation, if he does not preach, to him it is sin. *1 Corinthians 9:16 For though I preach the gospel, I have nothing to glory of: for necessity is laid upon me; yea, woe is unto me, if I preach not the gospel!*
- 3 God **puts tenacity** in the soul. You must put up with hostility, calamity and severity:
"The Charles E. Fuller Institute of Evangelism & Church Growth recently released these survey results:
 - ☐ 90% of pastors work more than 46 hours per week.
 - ☐ 1 of 3 pastors says, "Being in the ministry is clearly a hazard to my family."
 - ☐ 1 of 3 pastors feel burned out within the first 5 years of ministry.
 - ☐ 70% of pastors do not have someone they would consider a close friend.
 - ☐ 90% of pastors feel they were not adequately trained to cope with the ministry demands placed upon them.
 - ☐ 75% of pastors have reported a significant crisis due to stress at least once in their ministry.
 - ☐ 40% of pastors have reported a serious conflict with a member at least once a month."
- A. You will not **put up with severity** without a heart motivated by **necessity**: Disappointments and discouragements come, in which you must fall back for support and comfort on the great primary fact that - You are an appointed ambassador of the most High God, especially appointed to this office and this work. *2 Cor. 11: 28 Beside those things that are without, that which cometh upon me daily, the care of all the churches.*
- B. If God put you in the ministry, you will go ANYWHERE.
- C. If you go where God puts you, you can with stand ANY THING (Phil 4:11-13).
- D. If God puts you in the ministry, you can be HAPPY ANYWHERE.
- 4 A pastor must be filled with a **weighty desire** to serve (*1 Timothy 3:1 & Acts 20:24*).
- 5 Along with a **weighty desire** to serve there is a **sense of intangibility**: Personal weakness and unworthiness produces a heartfelt reliance on **Divine sufficiency** (*2 Corinthians 3:4-6*).
- 6 God **specifically places** you in a field of labor or **locality**: A pastor must be placed by the Holy Spirit in a Church. We occupy the post God has assigned us. (*1 Peter 5:2, Acts 20:28, Psalm 37:23*).
- A. You are **placed in a locality** for the purpose of being an **example of fidelity**. *1 Timothy 4:12 Let no man despise thy youth; but be thou an example of the believers, in word, in conversation, in charity, in spirit, in faith, in purity.* The qualifications to pastor are vital. One defect is fatal - fatal to the minister and to the people. Few positions have in them so many elements of danger (*1 Timothy 3:2*).

- B. You are **placed** in this office as a **model of morality** (*1 Peter 5:3*). No brilliance of intellectual, literary, or rhetorical qualifications can atone for the absence of a devotional spirit and a pure life in a pastor. Every area of a pastor's life comes under scrutiny. A man can not be blameless and live reckless at the same time. In every area of our lives we should be able to say like Paul; *"follow me as I follow Christ."* A pastor is expected to be a model Christian in every way; (*1 Corinthians 9:25*).
- C. When God places you over a Church there must be some **conformity**; Without conformity you will compromise the purpose of God for your pastorate.
- You must **adapt to church policies**. You can adapt yourself to policies **without** placing yourself under obligation to teach and defend them.
 - You must **adopt the people**. You adopt the people and care for their souls as a sacred trust from Christ.
 - You must **accept their problems**. Our Lord makes loyalty to the flock in danger as the test of a good shepherd. (*John 10:11-12*). Every Church has problems and their problems become your problems.
- 7 The **Evils of Policies, People, and Problems** that entice us to change our locality (field of labor).
- Never leave or stay because of Policies, People or Problems.
 - Only the Lord knows and controls your time with a people.
 - If you leave at the wrong time, you lose the confidence and love of a congregation which takes time to secure.
 - If man sent you there then listen to man, but if God sent you there, listen to God.
 - God alone controls the promotion and demotion of a minister, you work for God.
 - Remain faithful to Him no matter what happens.
- 8 Three Main Pastoral responsibilities: **God's Precepts - Your Person - Church People**. First, he must preach the **Precepts of God's Word** (*2 Timothy 4:1-5*). Your chief purpose is to preach the precepts of God's Word without fear or favor of men. A Pastor's chief work is public instruction and a pastor must have an aptness to teach the people (*2 Timothy 2:15 & 2 Timothy 2:2*).
- Preparation**: Preparedness must be a priority. Hermeneutics suggest that a pastor spends "one hour in the study for every minute in the pulpit." The ablest sermon fails unless the people are awake and attentive.
 - Preaching must be done with **clarity and authority**: Sermons pulled out of your brain rather than from God's word - fails to stir the soul. All diversity in your preaching must have authority from the Word of God.
 - One may preach with authority and lose sight of his **priority**. All of God's Word needs to be preached, but not all at once. God has a main message to present for each sermon.
 - The Church needs a message that grows within the preacher's soul and increases in power by the Holy Spirit. People can know they have heard from God through you, but the word must be a fire within your own bones and roll from your lips with **simplicity**, clarity and authority.
 - Presentation**: Prepare and preach according to the gifts and abilities God gives YOU! *1 Peter 4:11 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* (Note: Christmas Evans and his failed attempted at extemporaneous speaking).
 - Let God prepare you and preach you.
 - Don't let anyone tell you how or what to preach. God controls your aptness.
 - Keep them longing and not loathing. Speak up, stand up and shut up.
 - Prepare a good beginning and a good end and keep the two close together.
 - Tell them what you are going to tell them, tell them, then tell them what you told them.

- f Preach the message God wants delivered not everything you believe, or think.
 - g K.I.S.S. (Keep It Simple Stupid) Use clarity and simplicity.
 - h Use notes unless you have a special gift from God not to. If you need notes use them as the Spirit leads you in preparation.
 - i If you don't have God in your preparation / don't expect Him in your preaching.
- C. **Proclamation:** The men who deal with spiritual things must be spiritual themselves.
- a The quickening power of a preacher is what gives life to his words. What we utter from the pulpit is to influence the souls of men.
 - b We need spiritual energy that springs from something deeper than logic and rhetoric. The Holy Spirit guides, teaches and inspires us.
 - c A Pastor must pray in the Spirit, speak in the Spirit, and live in the Spirit. It is not great talent God blesses so much as the likeness to Jesus. "A holy minister is an awesome weapon in the hand of God" (*Galatians 2:20*).
 - d The power of the minister is not the polish of his style, the pictorialness of his illustrations, the fervor of his manner, the order and arrangement of his discourse, but in his living connection with God and his capacity to act as a connecting link between God and the human soul. It is God in the soul which is the secret to true pulpit power.
 - e If you want to be spiritual and powerful in proclamation, "endued with power from on high", you must be prayerful.
 - (1) Prayer is the channel through which God pours His life into your soul.
 - (2) It is the uplifted hand of man's weakness that takes hold on God's strength.
 - (3) Prayer brings down from heaven the sacred fire, which alone may kindle the preacher's sacrifice.
 - (4) You must feel the power and reality of divine truth as you preach.
 - (5) Prayer is the first thing, the second thing, and the third thing necessary for power from on high.
 - (6) Jesus the chief Pastor, lived a life of ceaseless prayer (*Mark 1:35*).
 - (7) Sometimes Jesus spent the whole night in prayer.
 - (a) If communion with God filled so large a place in the life of the Chief Pastor, it surely should not have less place in the life of the under-shepherds.
 - (8) All our libraries and studies are mere emptiness compared with our closets.
 - (9) We grow, we wax mighty, we prevail in private prayer.
 - (10) Pastors above all others should be distinguished as men of prayer.
 - (11) If you become lazy in secret devotion, not only will you need to be pitied but your people also.
 - (12) The character of our praying will determine the character of our preaching.
 - (13) Light praying makes light preaching.
- 9 **Personal responsibility (your person):** In preparation you may gain **scholarship**, your presentation may motivate **discipleship**, but proclamation with power comes from **Personal Lordship**.
- A. This requires **constant self examination**.
 - a Your integrity provides power in presentation which depends on your personal Lordship to Jesus Christ.
 - b A passionate Love for Jesus must burn in your soul.
 - c The theology of the pulpit is the theology vitalized by prayer and glows in the heart as a great living reality. Too many times this is more recognized then realized.
 - B. A pastor must interrogate himself. Not only does a pastor use self-examination to maintain this power but a rigged **self-interrogation**.

- a There must be times when we stand alone in the presence of the omniscient One and cry, *Psalms 139:23 Search me, O God, and know my heart: try me, and know my thoughts: 24 And see if there be any wicked way in me, and lead me in the way everlasting.*
- b Whatever call a man may pretend to have, if he has not been called to holiness, he certainly has not been called to the ministry.
- c Without this self-renunciation and self-devotion to Christ the inner life will be without spiritual power.
- d A pastor must live a crucified life and constantly cultivate a childlike reliance upon the assistance of the Holy Spirit.
- e If you want your work to be weighty and mighty you must have piety (1 Corinthians 2:4).
- f The power and demonstration of the Spirit is not your animated style of presenting the gospel. It's the conversion of sinners to God, sinners receiving peace, joy and happiness that transforms their lives.

10 Your **responsibility toward the People** (*Heb 13:17*): All pastors should work toward Scholarship, maintain Lordship and live a **life of Leadership**.

- A. One of the first areas of Leadership for a pastor is **worship**. A pastor subjectively leads the People in public Worship. The spirit of the pastor has an influence on the tone of public worship.
 - a Quit trying to be a thermometer and become a thermostat.
 - b Worship must always be "God-Centered" many services today are centered in personalities.
 - c Lead the people with a Reverence and the spirit of worship. Never complain or comment on your health, your voice, your ability or any personal matter in the pulpit. Avoid conversations, flipping the pages of your Bible, become an example of how to Worship God. More things are caught than taught.
 - d Singing in public worship should be devotional. It is not a musical recreation nor an artistic musical display, but an act of worship offered to the Most High. This is not the time to be studying to preach, but we should worship with the congregation in preparation to hear from God.
 - e The service should build in momentum. Prayer is the purist form of worship, help turn every one's heart upward with your preliminary remarks. Maintain a heartfelt sympathy, but don't allow the service to become a pity party. The greatest needs are Spiritual, so lead the flock of God to worship in Spirit and Truth.
- B. Lead the people of God in **Discipleship**:
 - a By inspiring them to attend services that will help them grow.
 - b Encourage and help build the Sunday School membership.
 - c Publicly encourage everyone to attend Sunday School. Your presence and personal influence should be constantly felt in the School.
 - d Recommend sound books and periodicals.
 - e Inspire people to read and study their Bibles.
 - f Take a special interest in the theological growth of each member.
 - g Encourage them to attend Prayer Meetings for discipleship and fellowship.
 - h Be flexible and creative in your teaching.
 - i Revamp or change your methods of teaching.
 - j Generate interest by using handouts, overhead projectors, specific subjects etc . . .
- C. **Encourage Fellowship**: Members are too fragmented and busy, there's little communication among the membership, so, give them special time for fellowship.
 - a Work toward restoring a time of fellowship.
 - b Shorten your lesson on Wednesday night and instruct them to stay and spend time talking

and sharing.

c Allow them to share needs and concerns.

d Few things, in a practical way mean so much to the fellowship of the church as a properly directed business meeting.

- (1) The pastor is ex officio, the presiding officer: Jesus is the head of His Church, and the pastor is His under shepherd.
- (2) A wise shepherd always leads, never drives his flock. Some preachers acting like "a bull in a china closet" have gotten themselves into hot water and have no one legitimately to blame but themselves.
- (3) A pastor knows that rushing in from the atmosphere of the world and suddenly gearing up to do God's business can often run a church straight into trouble.
- (4) We should lead the church in Biblical and prayerful preparations that will help them move wisely in the direction the Lord points. A devotional thought and great emphasis on prayer preceding business matters will help achieve this.
- (5) We should be familiar with the established rules (parliamentary procedure). However, where unity prevails few rules are needed. You must keep the meeting orderly and more importantly religious. All manner of sophistry must be squelched. At the first sign of unchristian like behavior or the wrong spirit you must get order.

11 Your Responsibilities toward the **Membership**: You will give an account for every soul in your care.

- A. The care of souls is his life-work and the pastor's solemn charge (radically ideal).
- B. The lack of personally dealing with souls is one of the saddest defects that can hinder the work of a pastor. This is one of the reasons we preach to empty pews.
- C. Personal relations between the minister and the congregation greatly add to their interest in the sermons. This is the secret of many successful pastorate, even when there is not great oratorical eloquence.
- D. The pastor needs established personal religious relations with his hearers, giving power to his messages.
- E. Only personal religious contact between pastor and people secures confidence.
- F. Pastoral visitation is an essential part of the pastor's work; and no minister meets the responsibilities of the sacred office who neglects direct individual contact with his flock. Each member is a soul entrusted to his care by the Lord. Paul at Ephesus went from house to house (Acts 20:28). We should visit with the people we serve.
 - ☐ Dr. Taylor says: "You will make a great mistake if you undervalue the visitation of your people."
 - ☐ Dr. John Hall says: "pains should be taken that nothing prevents your making pastoral visits. It is very necessary for you to know the people in their homes and for the people to know you."
 - a These visits also enable him to meet many whom the pulpit could never reach.
 - b Visitation cements the pastoral relationship. When the pastor's personal religious life is not brought into contact with the people, the only bond between them is the pulpit and when the novelty of his voice and manner and modes of thought have passed away, they are tired of him and seek a change.
 - c The relation of pastor and people as God ordained it - charges us to care for souls, he is to move among his flock as their spiritual guide and friend.
- G. Visitation of the Sick is one of the most difficult duties of the pastor.
 - a Sign up for the Free services provided. Free parking etc . . .
 - b Instruct the people to notify you of illnesses.

- c Visit the sick in a rested rather than weary state.
 - d Avoid dangers of contagious diseases by washing your hands before and after each visit.
 - e Genuine sympathy should be exemplified.
 - f Be cheerful, putting the sick at ease and inspiring confidence in Christ.
 - g Visiting the sick should be brief (no more than 10 min).
 - h Evaluate if the person is at peace, submissively, restfully trusting it all in God's hand.
 - i Prayer should always be offered in the visit.
- ☐ There are many other pastoral duties toward the people you pastor. The following is an example of just one of these duties you will be called upon to perform.
- H. Weddings: Weddings are not part of your calling but a service provided.
- a You need to establish terms on which you will conduct a wedding.
 - (1) Many couples assume that a pastor will automatically perform a wedding ceremony upon request. You may want to print a policy booklet to hand out to those making inquiries. Terms should square up with Bible.
 - (2) You have the right to refuse any applicant. God alone holds you accountable for your ministry.
 - (3) Will you marry a Christian to a non-Christian?
 - (4) Will you marry those who have been divorced?
 - (5) Will you marry some and not others that have been divorced? You may need to determine the matter after careful counseling. Stay Biblical in your decision and study carefully (Matthew 19:3-9).
 - (6) The church you pastor should know your personal policy for marring. This will create a hedge to help you keep your own convictions when your closest Deacon's daughter gets married.
 - (7) Teach that these terms are personal and not binding on future or past pastors. (Some ministers are more liberal than others, and to my knowledge this does not violate church doctrine or make one sounder than the other).
- I. Premarital Counseling: A pastor needs a pre-marital counseling program.
- a You may need to sit down and write out the things you wish to cover with couples you marry. Most of it will not change from one couple to the next.
 - b Don't offer a program if you've not put together a program.
 - c Some good resources for putting together a pastors pre-marital counseling program:
 - ✓ Christian Marriage by Robert E Money
 - ✓ Making Love Last Forever by Gary Smalley
 - ✓ Straight Talk by James Dobson
 - d Inform the couple about church policy even if they've been there longer than you, concerning music, wedding equipment, clean up, protection of carpets from wax etc . . .
- J. Legal Requirements: The person officiating the marriage is legally responsible for filling out the paper work and returning it to the County Clerk.
- a Some states require bonding from ministers not pastoring in their state.
 - b A pastor in Tennessee can not perform a marriage in Kentucky without being bonded.
 - c Some states permit licenced ministers to officiate a marriage others require you to be ordained. Make sure you meet all legal requirements in your state.
- K. Wedding Rehearsal: The pastor should study and know proper wedding order and etiquette.
- a Carefully prevent you or the couple from being embarrassed by something done or not done.
 - b A self - appointed authority may try to take over and you may have to work through this source to make the wedding a success.

L. The Ceremony:

- a Be sensitive to the leadership of the spirit concerning the presenting of the Gospel.
- b Do it in third person always referring to the couple. You may want to refer to your time together in counseling, repeating the gospel you shared with them, or the saving grace in their lives. But don't take advantage of the situation.
- c Purchase and consult aids in your preparations (The Wedding Collection by Morris H. Capman copyright 1991 Broadman Press).
- d Use notes unless you have a great memory.
- e This is not a sermon it's a wedding ceremony.
- f Tie the knot tight.

Conclusion: God will reward the faithful pastor with special blessings in both the present and the future. *1 Timothy 5:17 Let the elders that rule well be counted worthy of double honour, especially they who labour in the word and doctrine.* These blessings result from divine approval. All of our care and toil cannot compare with the future glory and reward that shall be received. *1 Peter 5:1 The elders which are among you I exhort . . . Feed the flock of God which is among you, taking the oversight thereof . . . Neither as being lords over God's heritage, but being ensamples to the flock. 5:4 And when the chief Shepherd shall appear, ye shall receive a crown of glory that fadeth not away.* Stay mindful of the promises given specifically to faithful pastors and as Moses, face your perils of labor having constant . . . *respect unto the recompence of the reward. . . . enduring by, seeing him who is invisible (Hebrews 11:26).* The promise found in *Daniel 12:3* declares that pastors will *"shine as the brightness of the firmament; and they that turn many to righteousness as the stars for ever and ever.* We are *"gathering fruit unto life eternal" (John 4:36).* The Apostle Paul explained our eternal reward and expectation in; *1 Thessalonians 2:19 For what is our hope, or joy, or crown of rejoicing? Are not even ye in the presence of our Lord Jesus Christ at his coming?*