

Pastoral Theology

Pastoral Theology 4-12.doc

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I. The Pastor-Shepherd

A. Overview

1. Background requirements:

- a. Called by God**—The Pastorate is not a job or vocation, but is a calling of God upon a person's life. Those who enter in should sense this moving of God in their lives.
- b. Dependent upon the Lord**—We are called to serve the Lord and are therefore totally dependent on Him for everything in relationship to that calling.
- c. Submissive and broken**—We cannot lead others to a place of submission and brokenness before God if we ourselves have not come to that place.
- d. Know the Word**—Pastor's are to lead people to God through the Word of God. To do this we must be men of the Word able to use the Word of God against the enemy.

Christ so loved the church that He gave His life for it. This same love should be in the heart of every under-shepherd. We are to reflect the love of Christ in our shepherding of the flock. Making sure they are cared for, protected, and remaining in the fold through sound teaching. The man who consistently leads his sheep to where the grass is green will have a devoted following. Sheep are not able to feed on the same ground continuously. Before long all the grass is gone, they need new food if they are to avoid starvation. A wise shepherd will take his sheep to new pastures instead of preaching the same issue all the time. Give them a balanced diet, the whole truth.

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- e. **Balanced**—A pastor must live a balanced life. Not given to excess in anything, finding the proper balance in all aspects of life therefore providing an example to the flock.
- B. Primary purpose is to shepherd God's flock. There several key points here to remember:
 - 1. **that it is God's flock not yours**—though you are to love the sheep God entrusts to you do so as His representative always pointing people to God and His unfailing love for them. This will help you to avoid exalting yourself.
 - 2. **that you are an under-shepherd** serving at the will and discretion of God—though you may be the senior pastor you are still an under-shepherd to the “Good Shepherd” and should walk humbly before others.
 - 3. **that you are a steward** who will one day give account for how you fulfilled this great responsibility—seeing that it is a great responsibility and that they are God's sheep whom you are caring for it only seems prudent to do so with all humility.
- C. **The word "pastor"**
 - 1. Hebrew definition: ra'ah, to tend a flock, pasture it
 - 2. Greek definition: poimen, a shepherd—shepherd-pastor.
- D. **Christ's call to Peter, the shepherd:**

John 21:15-18 So when they had eaten breakfast, Jesus said to Simon Peter, "Simon, son of Jonah, do you love Me more than these?" He said to Him, "Yes, Lord; You know that I love You." He said to him, "Feed My lambs." {16} He said to him again a second time, "Simon, son of Jonah, do you love Me?" He said to Him, "Yes, Lord; You know that I love You." He said to him, "Tend My sheep." {17} He said to him the third time, "Simon, son of Jonah, do you love Me?" Peter was grieved because He said to him the third time, "Do you love Me?" And he said to Him, "Lord, You know all things; You know that I love You." Jesus said to him, "Feed My sheep." {18} "Most assuredly, I say to you, when you were younger, you girded yourself and walked where you wished; but when you are old, you will stretch out your hands, and another will gird you and carry you where you do not wish."

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A key responsibility of a shepherd is to feed the sheep. He must see that the sheep are properly fed so they can grow in strength and health. He must also tend the sheep, keeping watch over them guarding them that no outside enemy can entrap or lead them astray.

- E. He is responsible for teaching souls.**
God gives gifts to the body of Christ, one such gift is the pastor-shepherd, a set man (pastor) to lead and teach His flock.
- F. Formulate a plan for the church.** We must seek God for His plan for the ministry He has called us to. Though we can always learn new and better avenues of ministry, we need to make sure we have the mind of God concerning His purpose for our ministry. What works in one man's ministry may not be what God wants in your ministry whether it works or not. The under-shepherd must have a sense of where he is going. He must hear from God and know what God has for his ministry. Otherwise he will wander aimlessly expending vast amounts of energy and money on things God never intended. There is no substitute for the old fashioned prayer and actively waiting to hear from God.
- G. Moses is an Old Testament example of God's set man (pastor).**
As God's set man, **Moses' responsibility fell into five areas.**
- 1. Intercessory prayer.** Speaking and listening to God. Several times Moses interceded for the people's lives when God was ready to destroy them. He was able to do so because he was no stranger to communication with God. They were on a face to face basis.

Num 12:6-8 Then He said, "Hear now My words: If there is a prophet among you, I, the LORD, make Myself known to him in a vision; I speak to him in a dream. {7} Not so with My servant Moses; He is faithful in all My house. {8} I speak with him face to face, Even plainly, and not in dark sayings; And he sees the form of the LORD. Why then were you not afraid To speak against My servant Moses?"

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- 2. Biblical instruction.** The people need a leader someone who can hear from God and lead them in His path.

Exo 19:3-6 **And Moses went up to God, and the LORD called to him from the mountain, saying, "Thus you shall say to the house of Jacob, and tell the children of Israel: {4} 'You have seen what I did to the Egyptians, and how I bore you on eagles' wings and brought you to Myself. {5} 'Now therefore, if you will indeed obey My voice and keep My covenant, then you shall be a special treasure to Me above all people; for all the earth is Mine. {6} 'And you shall be to Me a kingdom of priests and a holy nation.' These are the words which you shall speak to the children of Israel."**

- 3. Train qualified leaders.** Equip people for the service of the Lord. The goal of every Christian should be to reproduce himself. Even more so should this be the heart of every Pastor & teacher. Our desire should be to develop others in the gift and calling of God that is on their lives. Thus we grow and expand the ability of the ministry to touch more lives. We should not fear other men's giftings, but encourage their expression. We cannot hold on to what God has not given us, any more than we can lose what has committed to us.

Num 11:16 **So the LORD said to Moses: "Gather to Me seventy men of the elders of Israel, whom you know to be the elders of the people and officers over them; bring them to the tabernacle of meeting, that they may stand there with you."**

- 4. Handle conflicts.** Where ever we have people gathered together we will have problems. We are an imperfect human race living in an imperfect world filled with sin. Why should we not expect to have conflict knowing that not everyone is walking in the Spirit.

Num 14:1-4 **So all the congregation lifted up their voices and cried, and the people wept that night. {2} And all the children of Israel complained against Moses and Aaron, and the whole congregation said to them, "If only we had**

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died in the land of Egypt! Or if only we had died in this wilderness! {3} "Why has the LORD brought us to this land to fall by the sword, that our wives and children should become victims? Would it not be better for us to return to Egypt?" {4} So they said to one another, "Let us select a leader and return to Egypt."

- 5. Bring spiritual breakthrough.** To bring the people to a spiritual breakthrough you must first have enjoined the battle. It is not called a "breakthrough" for nothing. Nor is it called "spiritual" for nothing, it is a spiritual battle. If we are to bring God's people to a spiritual breakthrough we need to realize that the battle is God's and that it is won in the spirit before it is won on earth. This is where our power in prayer is our weapon of choice. The more people we can rally to intercede the greater the power released to fight the battle.

Exo 17:10-13 So Joshua did as Moses said to him, and fought with Amalek. And Moses, Aaron, and Hur went up to the top of the hill. {11} And so it was, when Moses held up his hand, that Israel prevailed; and when he let down his hand, Amalek prevailed. {12} But Moses' hands became heavy; so they took a stone and put it under him, and he sat on it. And Aaron and Hur supported his hands, one on one side, and the other on the other side; and his hands were steady until the going down of the sun. {13} So Joshua defeated Amalek and his people with the edge of the sword.

H. David was the protector of his father's sheep.

Wild animals were after the flock. Since the beginning of the church there have been false teachers who have sought to lead the sheep astray and devour them. 1 & 2 Peter, James, and Jude all warn new believes to be aware and keep themselves in the faith.

- I. Gather** - Dr. James Beall in his book entitled, "**Your Pastor, Your Shepherd**" writes: The Shepherd Gathers, as sheep instinctively go astray gathering is one of the unique charismatic qualities the Lord gives to the pastor-shepherd. By it he becomes so appealing to the sheep that they will gather around him. They will listen to him and

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follow his example. He is able to generate trust in sheep so that they can eat in peace, and lie down with a feeling of safety. Many people can preach but are not able to gather sheep....They simply lack the personal qualities that make a pastor-shepherd a keeper of sheep...” A pastor-shepherd must know and care about where his sheep are, what they need to eat, how they feel, what is going on around them.

J. Lead the sheep. A shepherd also leads his sheep. **Isaiah 40:11** says, **“He shall gently lead those that are with young.”** Female sheep (ewes) cannot be driven far when they are pregnant. So for their sake the shepherd must slow down the entire flock. In other words he sets a pace that even the most needy of his flock can keep up with. Dr. Beall wrote, “The work of the pastor-shepherd requires a great deal of sensitivity to the differing needs of the sheep. At different stages of development, we need different things. The pastor-shepherd must know his sheep and anticipate their needs. The only way he can keep a flock is by satisfying the needs of each individual sheep.”

K. Three rules:
For the shepherd there are 3 rules, feed, tend, and feed.
Please read: Jn 21:15-18

All Christians (and especially pastors) have been set apart from the world by God. We are in the world but not of it. One of the responsibilities of a shepherd is to keep God’s sheep from getting lost in the world. A sheep who wanders away from the flock, and can no longer here the voice of the shepherd is almost impossible to return, as they cannot find their own way back.

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II. Staff, Assistant, or Associate Pastor

A. Background requirements same as with the senior pastor:

1. Called by God
2. Dependent upon the Lord
3. Submissive and broken
4. Know the Word
5. Balanced

B. Responsibilities:

1. **Submit to and support the senior pastor.** Not everyone is called to be a senior pastor. Some are called to hold up the arms of the pastor, helping him to fight and win the battles of everyday ministry. This is no lesser position if that is what God has called you to do. (I personally have served well over 20 years as a support person to a senior pastor and never once felt the desire to have his position or responsibility. I know my calling and with knowing am content as Paul said we should be Phil. 4:11). Each of us have the responsibility of fulfilling our calling or place of functioning within the Body of Christ. Not everyone is called to be the head!

Some will be under-shepherds in training to eventually go out and fulfill the responsibilities of leadership while others continue as support personnel. In either case while you serve you need to do so realizing that the senior pastor is God's ordained authority, and you are there to serve him **(Rom. 13:1-2)**. If you have been called to eventually go out, then serve faithfully learning what God brought you there to learn. Be open and honest with the senior pastor about your long-range goals. Be sure that you do not use your influence to draw people to yourself, which could create division and strife when you leave. If and when it comes time for you to step out on your own, do so in a way that will honor God and strengthen the work and pastor who has invested in your training. It is my own belief that as you leave you should go far enough away so

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as not to encourage anyone to follow you. It is not your place to build upon another man's ministry. If God is in what you're doing, you don't need to steal from another. Remember, what you sow you will reap!

2. **Minister to the people with the Word and the love of God.**
Same as the senior pastor.
3. **Be an elder.**

Titus 1:5-9 For this reason I left you in Crete, that you should set in order the things that are lacking, and appoint elders in every city as I commanded you; {6} if a man is blameless, the husband of one wife, having faithful children not accused of dissipation or insubordination. {7} For a bishop must be blameless, as a steward of God, not self-willed, not quick-tempered, not given to wine, not violent, not greedy for money, {8} but hospitable, a lover of what is good, sober-minded, just, holy, self-controlled, {9} holding fast the faithful word as he has been taught, that he may be able, by sound doctrine, both to exhort and convict those who contradict.

1 Tim 3:1-7 This is a faithful saying: If a man desires the position of a bishop, he desires a good work. {2} A bishop then must be blameless, the husband of one wife, temperate, sober-minded, of good behavior, hospitable, able to teach; {3} not given to wine, not violent, not greedy for money, but gentle, not quarrelsome, not covetous; {4} one who rules his own house well, having his children in submission with all reverence {5} (for if a man does not know how to rule his own house, how will he take care of the church of God?); {6} not a novice, lest being puffed up with pride he fall into the same condemnation as the devil. {7} Moreover he must have a good testimony among those who are outside, lest he fall into reproach and the snare of the devil.

C. Duties:

1. **Preach the Word** as called upon by the senior pastor. To adequately respond to the invitation to fill the pulpit a staff pastor must share the responsibility to stay spiritually sensitive to the working of the Holy Spirit within the body. Otherwise he

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will have no sense of the Word God would have delivered to His people. I once heard a godly woman share in a seminar, that unless a man had heard from God he had no business in God's pulpit. When you seriously consider those words you realize that anything outside of God is the work of man's flesh. Thus we need to stay filled with the Spirit so we are in constant communication with the Lord and able to deliver a word in season.

2. **Minister to the needs** of the congregation as the senior pastor directs, and in representation of the senior pastor. As an under-shepherd you serve at the discretion of your senior pastor, and should seek to do so as his representative. With this attitude you are less likely to begin building a kingdom of your own.
3. **Conflict resolution** within the church body. Often one of the responsibilities of an associate pastor or under-shepherd is to "put out fires," areas of conflict or potential problems within the church body. As you do it is important to keep the senior pastor aware of the situation, and seek his input as to how he wishes for it to be dealt with. Don't assume you know what he wants you to do until he gives you that freedom. As a church grows it will quickly outgrow the ability of any one man to manage or personally touch all the people. Thus the role of an associate pastor is vital to the effectiveness of the ministry.

D. Practical Job Description

1. The description according to the Word:

Eph 4:11-12 And He Himself gave some to be apostles, some prophets, some evangelists, and some pastors and teachers, {12} for the equipping of the saints for the work of ministry, for the edifying of the body of Christ,

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2. A sample job description might include the following:
 - a. Direct pastoral and administrative staff in the absence of the pastor.
 - b. Direct adult ministries.
 - c. Direct adult Sunday school department.
 - d. Direct adult follow-up program.
 - e. Direct the overall visitation.
 - f. Visit families grieved by death and take care of them (flowers, food, etc.)
 - g. Visiting and counseling members having spiritual needs.
 - h. Motivate and train the congregation to evangelize.
 - i. Direct the counseling service.
 - j. Direct the distribution of Christian literature (tracts, booklets, etc.)
 - k. Be a liaison between the different ministries.
 - l. Supervise budgetary matters and other expenditures for adult ministries and other groups.
 - m. Supervise news releases, brochures, and other advertising.
 - n. Assist the pastor in any other ministries.
 - o. Keep the pastor informed of everything you are doing and with what is going on in the church.

E. Spiritual Job Description

1. An associate pastor must be submissive to the senior pastor.
 - a. The senior pastor has been placed by God over the associate pastor.
 - b. Associates need to share the vision of the senior pastor.
 - (I.) Agreement in the vision is an important consideration when seeking a position as an associate. Vision should be discussed in advance of accepting a position.
 - (II.) Never undermine the ministry, you are there in a support role.
 - (III.) Scripture reference:

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1 Pet 5:5 Likewise you younger people, submit yourselves to your elders. Yes, all of you be submissive to one another, and be clothed with humility, for "God resists the proud, But gives grace to the humble."

Lev 10:1-7 Then Nadab and Abihu, the sons of Aaron, each took his censer and put fire in it, put incense on it, and offered profane fire before the LORD, which He had not commanded them. {2} So fire went out from the LORD and devoured them, and they died before the LORD. {3} And Moses said to Aaron, "This is what the LORD spoke, saying: 'By those who come near Me I must be regarded as holy; And before all the people I must be glorified.' " So Aaron held his peace. {4} And Moses called Mishael and Elzaphan, the sons of Uzziel the uncle of Aaron, and said to them, "Come near, carry your brethren from before the sanctuary out of the camp." {5} So they went near and carried them by their tunics out of the camp, as Moses had said. {6} And Moses said to Aaron, and to Eleazar and Ithamar, his sons, "Do not uncover your heads nor tear your clothes, lest you die, and wrath come upon all the people. But let your brethren, the whole house of Israel, bewail the burning which the LORD has kindled. {7} "You shall not go out from the door of the tabernacle of meeting, lest you die, for the anointing oil of the LORD is upon you." And they did according to the word of Moses.

Nadab and Abihu stepped outside of the direction that had been given to them and suffered a fatal consequence. If an associate pastor has any doubt as to the wishes of the senior pastor he should ask first, then take appropriate action.

2. Lift up the senior pastor's arms.
Scripture reference:

Exo 17:8-13 Now Amalek came and fought with Israel in Rephidim. {9} And Moses said to Joshua, "Choose us some men and go out, fight with Amalek. Tomorrow I will stand on the top of the hill with the rod of God in my hand." {10} So Joshua did as Moses said to him, and fought with Amalek. And Moses, Aaron, and Hur went up to the top of the hill. {11} And so it was, when Moses held up his hand, that Israel prevailed; and when he let down his hand, Amalek prevailed. {12} But Moses' hands became heavy; so they took a stone and put it under him, and he sat on it. And Aaron and Hur supported his hands, one on one side, and the other

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on the other side; and his hands were steady until the going down of the sun. {13}
So Joshua defeated Amalek and his people with the edge of the sword.

3. Be willing to do anything that is within your ability to do, and whatsoever you do, do it heartily as unto the Lord.
4. Never entertain a critical spirit, if you have a problem take it to the Lord first to check your own heart, and then to the senior pastor.
5. The senior pastor's goals must be your goals; his way your way. He must have confidence that when he sends you he can trust you to act in his behalf.
6. The Word gives examples of associates working towards the goals of their leaders.
 - a. God appoints Aaron.

Exo 4:10-16 Then Moses said to the LORD, "O my Lord, I am not eloquent, neither before nor since You have spoken to Your servant; but I am slow of speech and slow of tongue." {11} So the LORD said to him, "Who has made man's mouth? Or who makes the mute, the deaf, the seeing, or the blind? Have not I, the LORD? {12} "Now therefore, go, and I will be with your mouth and teach you what you shall say." {13} But he said, "O my Lord, please send by the hand of whomever else You may send." {14} So the anger of the LORD was kindled against Moses, and He said: "Is not Aaron the Levite your brother? I know that he can speak well. And look, he is also coming out to meet you. When he sees you, he will be glad in his heart. {15} "Now you shall speak to him and put the words in his mouth. And I will be with your mouth and with his mouth, and I will teach you what you shall do. {16} "So he shall be your spokesman to the people. And he himself shall be as a mouth for you, and you shall be to him as God.

(I.) Aaron intercedes for Moses.

Exo 24:14 And he said to the elders, "Wait here for us until we come back to you. Indeed Aaron and Hur are with you. If any man has a difficulty, let him go to them."

(II.) Aaron shows total submission to Moses.

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Lev 10:1-7 Then Nadab and Abihu, the sons of Aaron, each took his censer and put fire in it, put incense on it, and offered profane fire before the LORD, which He had not commanded them. {2} So fire went out from the LORD and devoured them, and they died before the LORD. {3} And Moses said to Aaron, "This is what the LORD spoke, saying: 'By those who come near Me I must be regarded as holy; And before all the people I must be glorified.' " So Aaron held his peace. {4} And Moses called Mishael and Elzaphan, the sons of Uzziel the uncle of Aaron, and said to them, "Come near, carry your brethren from before the sanctuary out of the camp." {5} So they went near and carried them by their tunics out of the camp, as Moses had said. {6} And Moses said to Aaron, and to Eleazar and Ithamar, his sons, "Do not uncover your heads nor tear your clothes, lest you die, and wrath come upon all the people. But let your brethren, the whole house of Israel, bewail the burning which the LORD has kindled. {7} "You shall not go out from the door of the tabernacle of meeting, lest you die, for the anointing oil of the LORD is upon you." And they did according to the word of Moses.

b. Joshua

(I.) Joshua assisted Moses.

Exo 24:13 So Moses arose with his assistant Joshua, and Moses went up to the mountain of God.

(II.) Joshua was asked to spy on the promise land. He came back with a spiritual report.

Num 14:6-9 But Joshua the son of Nun and Caleb the son of Jephunneh, who were among those who had spied out the land, tore their clothes; {7} and they spoke to all the congregation of the children of Israel, saying: "The land we passed through to spy out is an exceedingly good land. {8} "If the LORD delights in us, then He will bring us into this land and give it to us, 'a land which flows with milk and honey.' {9} "Only do not rebel against the LORD, nor fear the people of the land, for they are our bread; their protection has departed from them, and the LORD is with us. Do not fear them."

c. Timothy

(I.) Timothy was faithful.

Phil 2:22 But you know his proven character, that as a son with his father he served with me in the gospel.

(II.) Timothy followed Paul's way.

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1 Cor 4:17 For this reason I have sent Timothy to you, who is my beloved and faithful son in the Lord, who will remind you of my ways in Christ, as I teach everywhere in every church.

(III.) Timothy was emotional his heart and Paul's were much alike.

2 Tim 1:4 Greatly desiring to see thee, being mindful of thy tears, that I may be filled with joy;

III. The Pastor and His Family

A. Priorities

1. Ministry is close but follows in priority to your family.
2. Ministry should never take precedence over our relationship with the Lord.
 - a. When walking in the flesh, "ME" dominates.
 - b. We need to walk "in the Spirit" and not in the flesh.

John 15:5 "I am the vine, you are the branches. He who abides in Me, and I in him, bears much fruit; for without Me you can do nothing.

B. The Cost Of Losing Your Family

Losing one's family should disqualify a senior pastor forcing him to step down as he can no longer serve as the example to the flock. However, after a period of healing the process of restoration to a lesser position should be a consideration. If an associate pastor loses his family it may also disqualify him from continuing to serve in the same capacity.

1 Tim 3:1-7 This is a faithful saying: If a man desires the position of a bishop, he desires a good work. {2} A bishop then must be blameless, the husband of one wife, temperate, sober-minded, of good behavior, hospitable, able to teach; {3} not given to wine, not violent, not greedy for money, but gentle, not quarrelsome, not covetous; {4} one who rules his own house well, having his children in submission with all reverence {5} (for if a man does not know how to rule his own house, how will he take care of the church of God?); {6} not a

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novice, lest being puffed up with pride he fall into the same condemnation as the devil. {7} Moreover he must have a good testimony among those who are outside, lest he fall into reproach and the snare of the devil.

1. Our homes need to be transparent. To the extent that we try to be an example for others to follow.
2. Our families are examples to the world and the congregation. Though no family is perfect we need to do our best to present a godly example of how a family grows together in the Lord.
3. God will forgive us if we stumble, but He may not be able to use us in the same position of responsibility. Every Pastor should realize his responsibility to his family before God. If you lose your family through divorce, it may also mean that your role in ministry will change. Sexual misconduct in the ministry is also another disqualifier for pastors. Such a person should not expect to continue in the role of being the example to the flock when he has disqualified himself.
4. Don't play "Super Pastor". You cannot be everything to everyone. Seek to serve the Lord, His burden is doable.

C. The Family Responsibilities

1. A senior or associate pastor's spouse
 - a. The spouse can certainly be included in the ministry if she desires. However, never insist on the spouse's involvement.
 - b. The spouse needs encouragement. Generally so much activity revolves around the pastor that the spouse can quickly feel insignificant. You must encourage them and make sure they understand their importance to you.
 - c. The spouse needs to be able to develop friendships. Some ministers have the mistaken idea that they and their families should remain above and unattached from the congregation. Certainly involvements must be guarded but we are not called to be separate from the sheep but separate from the world.

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- d. The spouse is also an example to others. They must be aware that the eyes of others are constantly examining them, and be sensitive to the responsibility that holds.
- e. The spouse is never to discuss ministry matters with others. The reason for this is that those comments are often misquoted, or misinterpreted and can be the source of considerable harm to the ministry. Unless you have something positive and edifying to say, your better to keep quiet.
- f. The spouse should never they can take any special liberties that sets them above others.
- g. The spouse should be moderate in dress, behavior, and speech.

1 Pet 3:1-4 Wives, likewise, be submissive to your own husbands, that even if some do not obey the word, they, without a word, may be won by the conduct of their wives, {2} when they observe your chaste conduct accompanied by fear. {3} Do not let your adornment be merely outward; arranging the hair, wearing gold, or putting on fine apparel; {4} rather let it be the hidden person of the heart, with the incorruptible beauty of a gentle and quiet spirit, which is very precious in the sight of God.

- h. The associate pastor's spouse is to support and encourage the senior pastor's spouse, and vice versa.

2. Their children

- a. The children should be taught to show respect to everyone.
- b. The children should not be allowed to have privileges within the church that others do not have.
- c. The children of a pastor are also looked upon as being examples to others. This is often a responsibility that pastor's children resent. They feel a burden that other children do not face. Thus a pastor must be especially encouraging to his children, taking time to build a close personal relationship to them.
 - (L) Pray and be consistent with them.

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- (II.) Don't put pressure on them to be the example or they will likely rebel. Try your best to let them be normal kids.
 - (III.) Prayer, loving attention and discipline are ingredients to raising the children.
 - d. Don't discuss ministerial matters around children as they may repeat what they think they heard.
 - e. Don't favor them over other kids around the church.
 - f. Keep in mind that your children are not automatically saved just because you are.
3. A pastor's home
- a. Try to make your home available to activity within the church when feasible. This gives you the opportunity to:
 - (I.) Let your home be an example.
 - (II.) Your home should not be lavish or extravagant, but in keeping with the norm for the congregation.
 - (III.) Keep your home in good repair, clean, and organized.
 - (IV.) No status symbols. Nothing that would be an effort on your part to set yourself above others.

IV. New Testament Example: Timothy

A. References

1 Tim 4:11-12 These things command and teach. {12} Let no one despise your youth, but be an example to the believers in word, in conduct, in love, in spirit, in faith, in purity.

2 Tim 4:1-2 I charge you therefore before God and the Lord Jesus Christ, who will judge the living and the dead at His appearing and His kingdom: {2} Preach the word! Be ready in season and out of season. Convince, rebuke, exhort, with all longsuffering and teaching.

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B. Servant Shepherd

1. The Pastor

- a. The pastor must lead out of servant-hood. He must set the example for the sheep. He is to be a servant-leader. If his heart and focus is to see others under him grow and be successful in their walk with God, then he will likewise be successful.
- b. He is called to lead out of humility. Moses, an anointed leader, was an example of gentleness. Moses was a meek and humble man. He interceded for the very lives of his sheep no less than 6 times. He loved the sheep.

Num 12:3 Now the man Moses was very humble, more than all men who were on the face of the earth. If he becomes the least, he will be granted first.

Mat 18:4 "Therefore whoever humbles himself as this little child is the greatest in the kingdom of heaven.

Mat 23:11 "But he who is greatest among you shall be your servant.

2. Jesus chose the style of a servant.

Mat 20:20-28 Then the mother of Zebedee's sons came to Him with her sons, kneeling down and asking something from Him. {21} And He said to her, "What do you wish?" She said to Him, "Grant that these two sons of mine may sit, one on Your right hand and the other on the left, in Your kingdom." {22} But Jesus answered and said, "You do not know what you ask. Are you able to drink the cup that I am about to drink, and be baptized with the baptism that I am baptized with?" They said to Him, "We are able." {23} So He said to them, "You will indeed drink My cup, and be baptized with the baptism that I am baptized with; but to sit on My right hand and on My left is not Mine to give, but it is for those for whom it is prepared by My Father." {24} And when the ten heard it, they were greatly displeased with the two brothers. {25} But Jesus called them to Himself and said, "You know that the rulers of the Gentiles lord it over them, and those who are great exercise authority over them. {26} "Yet it shall not be so among you; but whoever

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desires to become great among you, let him be your servant. {27} "And whoever desires to be first among you, let him be your slave; {28} "just as the Son of Man did not come to be served, but to serve, and to give His life a ransom for many."

Mark 9:35 And He sat down, called the twelve, and said to them, "If anyone desires to be first, he shall be last of all and **servant of all.**"

Luke 9:48 and said to them, "Whoever receives this little child in My name receives Me; and whoever receives Me receives Him who sent Me. **For he who is least among you all will be great.**"

Luke 22:24-27 Now there was also a dispute among them, as to which of them should be considered the greatest. {25} And He said to them, "The kings of the Gentiles exercise lordship over them, and those who exercise authority over them are called 'benefactors.' {26} "But not so among you; on the contrary, he who is greatest among you, let him be as the younger, and he who governs as he who serves. {27} "For who is greater, he who sits at the table, or he who serves? Is it not he who sits at the table? Yet **I am among you as the One who serves.**

John 13:14 "If I then, **your Lord and Teacher, have washed your feet, you also ought to wash one another's feet.**"

C. Points for potential Pastors to Consider

- 1. Servants are sometimes abused and often disregarded.**
- 2. Servants are never appreciated enough.** Though a pastor should know not look for his reward in this world, we often cannot help but wonder if anybody cares. Keep in mind that we do not serve to gain appreciation or esteem in this life, we serve because of the calling and desire to express our gratitude to the Lord for His sacrifice for our sin.
- 3. A servant pastor never seeks position as their primary purpose.** Try to think of a Bible character that sought his

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position of service. No one turned in a resume seeking a position in God's service. God sought each one and some even tried to avoid His calling. God is the one who brings promotion, so leave it in His capable hands. If you gain it for yourself you will have to defend it, but if God gives it to you no man can take it away.

4. **A servant pastor always gives support rather than control.** What a difference this would make in our churches if we who aspire to be pastors could get this in our spirit. Controlling leaders breed others who are constantly struggling for control, position, power, and authority. It becomes a downward spiral that sooner or later gets out of control !
5. **A servant pastor sets an atmosphere of service, love, trust, hope, and faith** that permeates to other leaders and the rest of the congregation.
6. **A servant pastor should be approachable.** One difficulty with large church ministry is that often the pastor becomes unapproachable. He is too important to spend time with the sheep. Before long he forgets what a sheep smells like, and is out of touch with their needs finding himself spending all his time managing this huge business. No longer is he serving the sheep now the sheep are serving to fulfill his vision of greatness. We need to beware of the snare of success. All that glitters is not heavenly. Certainly, not all large church ministries are missing the mark, but very few men can handle that kind of growth without losing sight of the purpose for which God originally called them.

D. Who Was Timothy?

1. A young man who pastored the church at Ephesus.
2. Mother was Eunice, father was a Greek, grandmother was Lois, nephew of Paul.

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3. Naturally timid and sensitive to his youthfulness.
4. He was circumcised so as not to hinder Paul's missionary work among the Jews.
5. **Note:** The books of Timothy and Titus are known as the Pastoral Epistles.
6. Timothy received counsel from Paul.
 - a. Not to be subject to traditions.

1 Tim 1:4 **nor give heed to fables and endless genealogies, which cause disputes rather than godly edification, which is in faith.**

- b. Let no person put you down because of your young age.

1 Tim 4:12-14 **Let no one despise your youth, but be an example to the believers in word, in conduct, in love, in spirit, in faith, in purity. {13} Till I come, give attention to reading, to exhortation, to doctrine. {14} Do not neglect the gift that is in you, which was given to you by prophecy with the laying on of the hands of the eldership.**

- c. Timothy was charged by Paul to:

2 Tim 4:1-2 **I charge thee therefore before God, and the Lord Jesus Christ, who shall judge the quick and the dead at his appearing and his kingdom; 4:2 Preach the word; be instant in season, out of season; reprove, rebuke, exhort with all longsuffering and doctrine.**

(I.) Preach the Word—the minister is not to be preaching his own ideas nor the ideas of other men. The message of the gospel is not the message of human philosophy, psychology, sociology, or education. It is not the message of self-image and personal development. As helpful as these subjects may be, they are not the gospel; they are not the Word of God. **(POSB)**

(II.) Be instant in season, out of season—The word “instant” (epistethi) means to “take a stand, to stand upon it or up to it, to carry on, to stick to it” The task of the

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minister is to stand and stick to preaching no matter the circumstances, easy or difficult. **(POSB)**

“The preacher is to proclaim the Word when the time is auspicious, favorable, opportune, and also when the circumstances seem unfavorable. So few times are still available for preaching that the preacher must take every chance he has to preach the Word. There is no closed season for preaching” **(Kenneth Wuest. The Pastoral Epistles, Vol.2, p.155).**

(III.) Reprove—The word means to stir a person to prove himself; to put a person under conviction; to lead a person to see his sin and to feel guilt over it, and to lead him to confession and repentance. **(POSB)**

(IV.) Rebuke--This is a strong word, very strong. It is a “sharp, severe rebuke with possibly a suggestion in some cases, of impending penalty. Even where the preacher has experienced failure after failure in bringing sinners or saints to forsake their sin” **(Kenneth Wuest. The Pastoral Epistles, Vol.2, p.155).**

(V.) Exhort with all longsuffering and doctrine. It means to beseech, encourage, comfort, and help. It is not enough to reprove and rebuke people. The minister must encourage and comfort, help and carry the person to Christ. Note how crucial this point is. **(POSB)**

The minister must “exhort with all longsuffering” (makrothumia). The idea is that the minister patiently endures in exhorting people—no matter the circumstances. He exhorts and exhorts, encourages and encourages. He suffers a long, long time with people...without resentment or

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anger, and he never gives up, for he knows the power of Christ to change lives. **(POSB)**

The minister “exhorts with all doctrine.” He does not teach bits and pieces of God’s Word. He does not focus upon subjects...

- that are popular.
- that are favorites.
- that arouse curiosity.
- that he thinks are needed.

He focuses upon all the doctrines of God—the whole counsel of God. He exhorts people in all the doctrine of God. **(POSB)**

E. Pastoral Leadership Today

1. Lead the sheep.

- a.** Sheep cannot be trained; they can only be led.
- b.** Lead as a servant. More will want to follow if they don’t feel threatened.
- c.** Lead with humility. Moses is a good example because he was more humble than anyone.
- d.** Like Moses, God’s anointed cannot be harmed. Moses did not need to defend himself—he left that up to God.
- e.** God will guide His servants as they lead His sheep. The Pastor must keep his eyes on his Shepherd!

2. Be an example

- a.** In the Word—know your Bible and teach it to the sheep.
- b.** In conversation—let your manner of behavior reflect that, which is a godly example the sheep can follow. If they see you do it, it gives them confidence they can also.
- c.** In love—we are to owe no man anything but love, and we are to love one another. The first and second greatest commandments center on love, loving God and loving others.

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- d.** In spirit (zeal)—let excitement for the things of God flow from you. Zeal can be contagious, the problem today is that too few are carriers.
- e.** In faith—we can hardly expect the people to walk in faith if the pastor doesn't. If we believe God for the needs of the ministry, and our personal needs it can be an example to the sheep to trust God. Remember faith is based in the promises of God. We can't show faith if we have no sense of what God has promised to do for us.
- f.** In purity (through accountability)—every pastor should have someone to whom he can be accountable on a personal level as well as those to whom he is accountable on a ministry level. These accountability groups can keep us in focus, bring correction, and encourage us along the way.
- g.** Give thyself wholly (stay passionate in your call)—certainly we are to give of ourselves, but we also must find the right balance between ministry, family, recreation, and personal growth. We often heard it said that God cares more about our relationship to Him than He does our service to Him.
- h.** Be an example. The senior pastor has the responsibility of being the example, the pattern for his congregation to follow. This means he needs to keep his house in order. Be a good steward of his personal finances. Take care of his physical and spiritual health. Walk in humility before God. Paul made it abundantly clear that he had made himself an example, a pattern, that others were to follow. This he especially made clear to Timothy that he was to be the example to the flock even though he was young.

Phil 3:17 Brethren, be followers together of me, and mark them which walk so as ye have us for an **example**.

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1 Th 1:6-7 And ye became **followers of us**, and of the Lord, having received the word in much affliction, with joy of the Holy Ghost: 1:7 So that ye were **ensamples to all** that believe in Macedonia and Achaia.

2 Th 3:9 Not because we have not power, but to make ourselves **an ensample unto you to follow us**.

1 Tim 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.

Titus 2:7-8 **In all things showing thyself a pattern** of good works: in doctrine showing uncorruptness, gravity, sincerity, 2:8 Sound speech, that cannot be condemned; that he that is of the contrary part may be ashamed, **having no evil thing to say of you**.

It seems that there is an epidemic of senior pastors who are out of balance in one or more of these areas many of which refuse to step down from their pulpit's to put their lives back in order. There are many positions in ministry that do not require as high a standard as the senior pastor yet still permit us to serve. If serving is our true motive, then it only seems prudent to remove ourselves voluntarily from the pulpit when we can no longer be the example to the flock. How are the sheep to know standards mean something when the men most expected to follow the standards won't abide by them?

Some men are addicted to the ministry. When a man becomes addicted to the power, esteem, and glory that is attached to being in the pulpit as the senior pastor, and is willing to sacrifice his family for his love of the ministry he has a serious problem and needs help. How often do we hear of wives that left their husbands in the pastorate because he was married more to the ministry than he was to his wife and family. Few wives will continually play second fiddle to a mistress. Paul wrote to Timothy that

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those who did not care for their own were worse than an infidel. Providing for our family is more than putting bread on the table and a roof over their heads. We may not be perfect husbands, but if we are to be senior pastors and the example to the flock, we should at least be able to keep our family together and in harmony with one another.

1 Tim. 5:8 But if any provide not for his own, and specially for those of his own house, he hath denied the faith, and is **worse than an infidel.**

If you desire the office of a senior pastor it is a good thing, but count the cost ahead of time and be sure your willing to meet the high standard. If you can't, have the courage to step down and let God bring healing to your situation. If and when you are again able to be the example, let God restore you to the place of His choosing. If you can't be the example, then let God lead you to a place of service where you can bring strength and encouragement to others.

V. Pastor's Home Life, Marriage, Sexual Matters And Warnings

A. Priorities

- 1. The Lord Jesus Christ.** We live to serve Christ. Paul said, **"For me to live is Christ, and to die is gain."** Phil. 1:21
When our time of service is over our reward awaits.

Col 3:4 When Christ who is our life appears, then you also will appear with Him in glory.

- 2. You and your family.** We each need time for our own growth and spiritual strengthening. You cannot give what you have not received. In addition we must be sure not to neglect our family. When you neglect your family, it is sin. Many pastors make the mistake of giving everything to the ministry and sacrificing their families in the process. We are to be examples to the flock of God. That includes in our care of our families. If we cannot

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care for our family we have no business shepherding the flock of God. Providing for our families is more than just food, clothing, and shelter!

Eph 5:25 Husbands, **love your wives**, even as Christ also loved the church, and gave himself for it;

Eph 5:28 So ought men to **love their wives** as their own bodies. He that loveth his wife loveth himself.

Eph 6:4 And, ye **fathers, provoke not your children to wrath**: but bring them up in the nurture and admonition of the Lord.

1 Tim 5:8 But if any provide not for his own, and specially for those of his own house, he hath denied the faith, and is **worse than an infidel**.

3. **Your ministry.** Don't make it an idol. It is the Lord's ministry and you are His servant. We labor in vain unless the Lord builds the house. Many pastors give themselves to their ministry because of the validation they receive from the sheep. They tell themselves they must put their families on hold because of the Lord's need for them in the ministry, when the real reason is the importance they feel before the people in their role as "The Pastor." This is a very dangerous motive for serving Christ and often leads to destruction.

B. Men and Women, Singles and Marrieds

1. Never take a man/woman any place alone.
2. Never visit with a man/woman when they are home alone.
3. Never counsel a man/woman when you are in the church alone or others are not aware that you are there. Always make sure someone is aware of your activities and able to check on you.

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C. Falling In Love

1. Men and women actually fall in love with you because of your "fame", position, and glamour. Realize this and guard your words, and actions, which could be mistaken as encouragement.
2. You also give yourself (more) to people. You pray with them, talk and call them.
 - a. Be careful in your demonstrations of affection with the opposite sex.
 - b. Watch how you touch or hold people when you pray for them.
 - c. Remember that it only takes one false accusation to bring destruction to you and your ministry.
 - d. Get sound legal advice on pastoral counseling and follow it!
 - e. Be very careful about developing close relationships with the opposite sex in working relationships. To much closeness can lead to problems. Keep in mind that the relationships we have at work are not a true reflection of what it is like to live with someone.

D. Family Time

1. Spend time with your family.
 - a. Take at least one whole day away from the church and its responsibilities.
 - b. Do not work on this day it should be set-aside for your family.
 - c. Take another half day also for duties, and needs around the house.
2. Try to get away from home with your family on your day off.
3. Say no to people who want you to minister or do things on your day off. Have someone else at the church be in charge on your day off. Or perhaps you could have a couple of elders be available to serve those with special needs when you are away. You must set some boundaries to protect your family. Those boundaries will be tested so be ready and willing to defend

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them. Several churches are beginning to close their office on Mondays so the entire staff has the day off and the church body knows it.

E. Wives be careful!

1. One of the weapons the Enemy will try to use against a shepherd is his spouse.

Job 2:9-10 Then his wife said to him, "Do you still hold fast to your integrity? Curse God and die!" {10} But he said to her, "You speak as one of the foolish women speaks. Shall we indeed accept good from God, and shall we not accept adversity?" In all this Job did not sin with his lips.

- a. People will come to your mate to get to you. Sharing things with her they are reluctant to say to your face.
- b. Single pastors, watch out for a counterfeit mate, someone close to you that other people go to knowing the word will get to you. Perhaps someone like your secretary.
- c. Give your wife and family instruction on how to deal with people who try to use them. Teach your family to suggest that if the person wishes you to be aware of their concern perhaps they should set an appointment to see you. This will help others to know your family will not be used in this way.

F. Travel

1. Husbands, wives, and children should travel together for seminars, special services, when feasible.
2. Not all churches are in a financial position to provide for the expense of the pastor's entire family, so good judgement must be used, and it is wise for the Pastor to have approval of his board of directors in advance. Some churches establish a travel allowance for the pastor and his family to provide some

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assistance and set some limits. This is a nice benefit but one must be careful not to abuse it. The idea should be that you treat yourself as others would be treated, don't set yourself above others. You are not a king, but a shepherd. Set the example! There are times when the church should pay for the pastor's expenses, and he should pay for his family if he elects to take them.

3. I am aware of a Pastor of a small church of about 100 adults who planned a short-term mission trip for members of his congregation. The cost of the trip was about \$2000 per person. Approximately 12 people went on the trip, but of the twelve 5 were his family, and the church paid for all of the Pastor's family expense. Nearly half of the trip cost went to send his family. This caused some bad feeling among many who did not feel it was necessary or the best use of their tithes. Perhaps a better approach could have been arrived at. This along with some other abuses eventually brought division within the church. The church no longer exists.

VI. Developing The Leader Within You

A. Skills

1. The successful Pastor has the ability to both establish vision and motivate believers. He also has to develop the skills of a manager.
2. There are pastors that have the skill of leadership. These pastors are able to cast the vision and to motivate people, but are often weak in management skills. Leaders tend to be visionary people. Visionary people tend to become entangled when forced to be managers as well.
3. There are pastors that are gifted in managing, but weak in the skills of a leader. To solve this problem a pastor must either

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develop the needed skills or surround himself with people who can share the burden.

4. A Pastor (Leader) has the ability to get followers.
 - a. Leaders must have followers. They obtain followers by:
 - (I.) Becoming a fisher of men by giving the vision and motivating the people behind a cause.
 - (II.) Nehemiah is an example of a leader that used this approach.

Neh 2:17-20 Then I said to them, "You see the distress that we are in, how Jerusalem lies waste, and its gates are burned with fire. Come and let us build the wall of Jerusalem, that we may no longer be a reproach." {18} And I told them of the hand of my God which had been good upon me, and also of the king's words that he had spoken to me. So they said, "Let us rise up and build." Then they set their hands to this good work. {19} But when Sanballat the Horonite, Tobiah the Ammonite official, and Geshem the Arab heard of it, they laughed at us and despised us, and said, "What is this thing that you are doing? Will you rebel against the king?" {20} So I answered them, and said to them, "The God of heaven Himself will prosper us; therefore we His servants will arise and build, but you have no heritage or right or memorial in Jerusalem."

While being held captive, the Lord put a burden in his heart to rebuild the Temple. He saw the need and cast the vision that God gave him.

- b. Leaders must also at times be managers.
 - (I.) When the work was in progress, he encountered the enemy.

Neh 4:16-23 So it was, from that time on, that half of my servants worked at construction, while the other half held the spears, the shields, the bows, and wore armor; and the leaders were behind all the house of Judah. {17} Those who built on the wall, and those who carried burdens, loaded themselves so that with one hand they worked at construction, and with the other held a weapon. {18} Every one of the builders had his sword girded at his side as he built. And the one who sounded the trumpet was beside me. {19} Then I said to the nobles, the rulers, and the rest of the people, "The work is great and extensive, and we are separated far from one another on the wall. {20} "Wherever you hear the sound of the trumpet, rally to us there. Our God will

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fight for us." {21} So we labored in the work, and half of the men held the spears from daybreak until the stars appeared. {22} At the same time I also said to the people, "Let each man and his servant stay at night in Jerusalem, that they may be our guard by night and a working party by day." {23} So neither I, my brethren, my servants, nor the men of the guard who followed me took off our clothes, except that everyone took them off for washing.

(A) He had a plan to complete the work and protect the people.

(B) God supplied the needs of the people.

B. Men And Titles

1. **Worldly people love titles and positions.**
All around us people struggle for positions and titles. Sadly, this worldly spirit has seeped into the church. We see those who have great ability to acquire positions and titles but have no ability to gather followers.
2. **A leader must lead with the heart.**

Prov 23:7 For as he thinks in his heart, so is he. "Eat and drink!" he says to you, But his heart is not with you.

Luke 6:45 "A good man out of the good treasure of his heart brings forth good; and an evil man out of the evil treasure of his heart brings forth evil. For out of the abundance of the heart his mouth speaks.

3. **People don't care how much you know until they find out how much you care.**

John 13:35 "By this all will know that you are My disciples, if you have love for one another."

1 Pet 1:22 Since you have purified your souls in obeying the truth through the Spirit in sincere love of the brethren, love one another fervently with a pure heart,

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C. People and Management

1. Boss or Leader?
 - a. There is a difference between being a boss and being a leader. A pastor should be someone who people will willingly follow. People will generally avoid following someone who treats them as his servants instead of being co-laborers.
 - b. A wise man can sense danger coming and take appropriate action. The scripture encourages us to be wise and preach the word!

Prov 27:12 A prudent man foresees evil and hides himself; The simple pass on and are punished.

2 Tim 4:2 Preach the word! Be ready in season and out of season. Convince, rebuke, exhort, with all longsuffering and teaching.

VII. Character

A. Developing Our Personal Character

1. Credibility is a vital character trait for leaders. People must know your word is true and can be counted on.
2. Don't work so much on your image. More importantly, work on your true character within you.
3. Methods are definitely important for church growth. How we do things does make a difference. However, honesty and integrity can never be comprised.
4. Eventually you will find yourself in big trouble, if there are discrepancies in what you appear to be and what you really are.
5. Our character is directly related to our standards. As we lower our standards we lower our character.
6. Always remember that to be part of the five fold ministry is the highest calling on the face of the earth.

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7. Leaders who fail to have true integrity will pay a high price for themselves and their families.

B. Leadership is Held To Higher Standards

1. We are to display His character.
2. Character: A composite of good moral qualities typically of moral excellence and firmness blended with resolution, self discipline, high ethics, force and sound judgment.
3. Priorities in developing good character:
 - a. Spend time with the Lord.
 - b. Prayer daily. Spend quality time to hear His word.
 - (I.) Ask Him to mold and shape you and expect it.

Phil 4:9 The things which you learned and received and heard and saw in me, these do, and the God of peace will be with you.

(II.) Desire to give self totally to the Lord.

- c. Let the word and presence of God abide in you. Keeping His word in your heart and mind.

Phil 4:8 Finally, brethren, whatever things are true, whatever things are noble, whatever things are just, whatever things are pure, whatever things are lovely, whatever things are of good report, if there is any virtue and if there is anything praiseworthy; meditate on these things.

- d. Carefully select what you read, watch, and listen to.
 - (I.) Does it build you up or tear you down?
 - (II.) Watch the friends you choose to have.
4. Self discipline.
 - a. Schedule time for prayer and reading the Word.
 - b. Force ourselves into good habits and physical discipline.
 - c. Count the cost of an undisciplined life.

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VIII. Three needs of Human Beings (some parts are from Dr. James Beall's book, "Your Pastor, Your Shepherd")

A. Basic Human Needs

- 1.** Just as in our natural birth when we are born into the world with basic needs that must be met through a host of other people, so is it when we are born again into the kingdom of God. We all have needs that still need to be met.
- 2.** The church ministers to us spiritually, but also must meet our deep psychological needs as well. Otherwise we will still look to the world for the meeting of our needs. The need to belong, the need for significance, and approval are 3 needs we all share.

B. The need to belong

- 1. We all like to be associated with a group somewhere, as it helps to identify who we are.** The same is true in the church. People need to know that they are a part of the group.
- 2. Church membership has important social value.** Thus we should not take it lightly. Joining should be an event that makes a lasting impression. It should affect both those who are becoming members and those who are still considering the possibility.
- 3. Most churches require a series of classes,** which take the individual through the basic beliefs of the church, makes sure they are themselves "born again," that they understand the expectation of the church upon them, and what they can expect of the church. One church I am aware of takes potential members through a whole year of classes before extending the right hand of fellowship as members. You may not want to go this deep, but you should make sure the event has significance.

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C. The need for Significance

- 1. From birth to death people are searching for a sense of significance.** If they don't find it in wholesome places they will look in not so wholesome places. Somewhere someone will make them feel important, and when that happens they will begin to move in that direction.
- 2.** As leaders in the church we need to **realize the importance of those who serve** in the body. From the least to the greatest, serving is what it is all about. Anybody who serves should be made to feel that it is important to us, as leadership, and to the body of Christ. If you want people to serve in an area help them to understand the important value it has to the work of God, and someone will take you up on it. From there make sure you remind them of its importance, and show approval on a regular basis.

D. The need for approval

- 1. Leadership needs to show approval to those who serve.** We all like to know our contribution pleases someone. It is the sense of knowing I did a good job that confirms my sense of value and significance.

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2. When you're the pastor of an independent church you may discover that **recognizing and elevating others is a difficult assignment**. You may feel all alone as an independent with the wind blowing against you, and no denomination standing behind you to back you up. Knowing the church will sink or swim largely on what you do leaves a lot of men feeling quite insecure. Thus there is the tendency to hold back those who are doing well beneath you in order to secure your own position. Remember your insecurity will be felt by the entire flock, and before long no one trust anyone.

3. **Leadership must lead.** We must get with God and overcome our insecurities. It is the Lord's work not yours. If he wants to give it to someone else then let him, and move on to what else He has for you. If God placed you in the position, He is able to keep you there. So spend your time helping others to be successful in their ministries, and you will be successful. Show approval often, and do so from the least on up. Let everyone know they are important and making a significant contribution. A pat on the back, a hand shake, or mentioning the service given in your announcements is a nice way of saying thank you!

IX. Personalities (Note to teacher: This needs to be covered only if it has not been in previous classes.)

A brief look at personality temperaments can be helpful in understanding the dynamics of interpersonal relationships. When we can recognize a person's temperament it will give us insight as to their strengths, weaknesses, and possible motivations behind their behavior. This can be of tremendous help in a number of situations including: formulation of work groups, marriage counseling, hiring of particular personality types to match a particular job need, and pre-marital counseling among others.

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A. Choleric, symbolized by the strong Lion

1. Strong, aggressive take-charge type.
2. Quick decisions come naturally.
3. Gets right to the point and appreciates it when others do too.
4. Expects things to be done right the first time.
5. Appears insensitive to others.
6. Motto: Let's do it now.
7. What are the positive characteristics of the lion personality?
Self sufficient, strong willed, very active, self disciplined, aggressive, confident, single minded, determined, practical, organized, forceful, bold, quick in thinking and doing, and possessing strong leadership characteristics.
8. What are the negative characteristics of the lion personality?
Self sufficient, stubborn, hard, doesn't give in, angry, uncompassionate, revengeful, unfeeling towards others, proud, blunt, sarcastic and cutting, generally disapproving of others, independent, loners, obnoxious, controlling, and hard to please.

B. Sanguine, symbolized by the playful Otter

1. Fun loving, relational party animals.
2. Always has a twinkle in their eyes.
3. Don't bother much with details.
4. Live in the future and not the here and now.
5. Perpetual motivator and cheerleader.
6. Attacks under pressure.
7. Thinks deadlines are guidelines.
8. A people-pleaser rather than a God-pleaser.
9. Motto: Let's do it tomorrow.
10. What are the positive characteristics of the otter personality?
Friendly, outgoing, feeling, enjoys people, lives thoroughly in the moment, very loving and compassionate.
11. What are the negative characteristics of the otter personality?
Impractical, believes everything will work out, tend to be unstable and disorganized, lacks discipline and concentration, unaware of their limitations, undependable, won't stand on their convictions.

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C. Phlegmatic, symbolized by the “easy going” Golden Retriever (beautiful family pet, dog)

1. A loyal, supportive, nurturing encourager.
2. Open minded and compassionate.
3. Don't know how to say no.
4. Motto: People are more important than projects.
5. What are the positive characteristics of the golden retriever personality?
Generally calm and easy going, good listener, objective, thoughtful, dependable when motivated, good natured, practical, high standards, efficient.
6. What are the negative characteristics of the golden retriever personality?
Lazy, stubborn, selfish, indecisive, uninvolved.

D. Melancholy, symbolized by the serious Beaver

1. Detail-oriented, careful, methodical and thorough.
2. Motto: Let's do it right.
3. What are the positive characteristics of the beaver personality?
Sensitive, creative, appreciates life's finer things, perfectionist, genius prone, dependable, self sacrificing, aware of limitations, organized, practical.
4. What are the negative characteristics of the beaver personality?
Self centered, overly contemplative, slow but usually correct, suspicious, tends to take everything personally, tends to be critical, down more than up, knows the depths of despair, unforgiving, introverted.

X. Counseling—Biblical guidance

A. General Information

1. **Never seek counseling from one to which you have an emotional attachment.** Seek wise godly counsel from someone unattached to the situation.

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2. **Most people coming in for counseling already sense the answer or solution to the problem.** Often they simply need confirmation or encouragement to follow through. Instead of telling people what to do help them to discover the solution. In this the solution becomes theirs not yours.
3. **Have counseling policies and guidelines in place to protect those who provide this ministry.** Do not stray from Biblical guidance into areas where you are not trained or qualified. The courts take a dim view of this.
4. **Have policies and requirements for benevolence guidance.** By this we mean guidelines for giving to people who have material needs.
 - a. Regular attendees
 - (I.) Assistance limited to a specific amount
 - (II.) Never give cash—instead pay an overdue bill, such as electric or water. Perhaps arrange a voucher system with a local grocery store that can only be used for food. But don't give cash.
 - (III.) Waiting period for financial assistance. This allowed the church to check on the situation to see how we could best help within our limits.
 - (IV.) Checks made out to company owed the money never to the individual.
 - b. Irregular attendees
Same as regular attendees but with lower limits
 - c. First time attendees
 - (I.) Token assistance
 - (II.) Encouragement & prayer

B. Counseling Problems

1. **Group meetings are highly discouraged.** Unless you are a professionally trained counselor you should not attempt to do group counseling.

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2. **Twelve step programs are not the answer though they can be of help in pointing people in the right direction.** Be careful of the approach and leadership in charge. Remember this is a program and Jesus is a person! The program is not the answer, Jesus is.
3. **Never meet one on one in a closed room without windows with a person of the opposite gender.** Never lock your door.
4. **Never enter a session without the person signing a form stating the session is not a counseling session,** but that they are there seeking Biblical guidance.
5. **Realize when you are or have been under stress or feel weary that you are susceptible to attack.** Especially if everything in your relationship with your spouse is not as it should be, you could be susceptible to temptation. Counseling involves you in the lives of others, as a pastor your heart goes out to your people and you want to rescue them. Be careful, your heart to comfort, and help can lead into areas that will destroy your ministry.
6. **Limit the number of sessions you will meet with someone.** This will help to avoid them developing a dependency on you. Being “the only person who understands me” is dangerous for both of you. Refer such people to qualified Christian counselors.
7. **Always refer to your wife in positive ways before others.** Do not give even a hint of problems, less you give the devil an advantage. Remember you may be good at keeping your mouth shut concerning things shared in counseling, but few others are.
8. **Scriptural references:**

Prov 11:14 Where there is no counsel, the people fall; But in the multitude of counselors there is safety.

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Prov 12:15 The way of a fool is right in his own eyes, But he who heeds counsel is wise.

Prov 15:21-22 Folly is joy to him who is destitute of discernment, But a man of understanding walks uprightly. {22} Without counsel, plans go awry, But in the multitude of counselors they are established.

Prov 24:1-6 Do not be envious of evil men, Nor desire to be with them; {2} For their heart devises violence, And their lips talk of troublemaking. {3} Through wisdom a house is built, And by understanding it is established; {4} By knowledge the rooms are filled With all precious and pleasant riches. {5} A wise man is strong, Yes, a man of knowledge increases strength; {6} For by wise counsel you will wage your own war, And in a multitude of counselors there is safety.

Prov 10:20 The tongue of the righteous is choice silver; The heart of the wicked is worth little.

9. **Never counsel from behind a desk.** The desk is impersonal, it separates you from the needs of whom you counsel. It is best to bring your chair, or set in a chair diagonal from them. Close enough to be warm and sensitive, far enough away to remain the counselor.
10. **Don't answer the phone while counseling.** Turn the phone off if at all possible.
 - a. Shows disrespect for the others in the room.
 - b. Takes your mind and the other person's mind off of the matters of the moment.
11. **Remember you are there to bring comfort, encouragement, biblical insight,** and to help them in understanding their possible solutions in light of God's word. If you are not trained in counseling do not offer advice. Advice tends not to be acted on in the way it was given, and when it doesn't work out you

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become the scapegoat. Therefore, help them to see their own answers and discuss the possible consequences in light of what the Word says.

Ask questions such as: “What do you see as the possible alternatives to solving this situation?” “What do you think God is trying to teach or show you in this?” “Are you willing to do what the Word of God says?”

If you wish to make a suggestion, phrase it such as: “Could it be... or Is it possible that...” Above all else begin and end in prayer.

- 12. I would also suggest you seek legal advice as to whether you should make notes of the session afterwards.** It goes without saying that whatever is shared should remain confidential unless you have written permission from the other party to discuss the situation with anyone else.

XI. Conflict

A. You Will Get Hurt

- 1. After you have poured yourself out; there are always those who say or do something that brings hurt.** The enemy is always looking to bring discouragement. So be ready!
- 2. Learn to find some humor in life.** When we take it too seriously the joy of living will be lost. There will always be problems and hurts in this life. It is a fallen world and can't do much better. What a constant joy heaven will be!!!
- 3. Why does God allow adversity?**

Deu 8:1-3 "Every commandment which I command you today you must be careful to observe, that you may live and multiply, and go in and possess the land of which the LORD swore to your fathers. {2} "And you shall remember that the LORD your God led you all the way these forty years in the wilderness, to humble you and test you, to know what was in your heart,

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whether you would keep His commandments or not. {3} "So He humbled you, allowed you to hunger, and fed you with manna which you did not know nor did your fathers know, that He might make you know that man shall not live by bread alone; but man lives by every word that proceeds from the mouth of the LORD.

B. Never Retaliate

1. Suffer the wrong and keep yourself and your heart clean and pure.
2. When dealing with people, speak to them face to face and try to work it out.
3. Pray for the situation and those involved. Then leave it in God's hands.

C. Look Beyond The Criticism

Gal 1:6 I marvel that you are turning away so soon from Him who called you in the grace of Christ, to a different gospel,

1. **You cannot please everyone.** So don't expect to. Just do your best to serve God.
2. **Most criticisms will be about small petty things.** These are best left alone.
3. **The enemy will always try to draw us away from the truth.** The attacker will try to draw you into his way of thinking.

D. Be Secure In Your Call

You can rely on the Lord in your ministry, but you have to be willing to trust people, and let go of control knowing that some will turn against you or the ministry. Paul had his share of this:

Col 4:14 Luke the beloved physician and Demas greet you.

2 Tim 4:9-10 Be diligent to come to me quickly; {10} for Demas has forsaken me, having loved this present world, and has departed for Thessalonica; Crescens for Galatia, Titus for Dalmatia.

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1 Tim 1:18-20 This charge I commit to you, son Timothy, according to the prophecies previously made concerning you, that by them you may wage the good warfare, {19} having faith and a good conscience, which some having rejected, concerning the faith have suffered shipwreck, {20} of whom are Hymenaeus and Alexander, whom I delivered to Satan that they may learn not to blaspheme.

2 Tim 2:17-19 And their message will spread like cancer. Hymenaeus and Philetus are of this sort, {18} who have strayed concerning the truth, saying that the resurrection is already past; and they overthrow the faith of some. {19} Nevertheless the solid foundation of God stands, having this seal: "The Lord knows those who are His," and, "Let everyone who names the name of Christ depart from iniquity."

2 Tim 4:14 Alexander the coppersmith did me much harm. May the Lord repay him according to his works.

The following account of the Barnabas, John Mark, and Paul can show how even among spiritually minded people there can be differences of opinion

Acts 12:25 And Barnabas and Saul returned from Jerusalem when they had fulfilled their ministry, and **they also took with them John whose surname was Mark.**

Acts 13:13 Now when Paul and his company loosed from Paphos, they came to Perga in Pamphylia: and **John departing from them** returned to Jerusalem.

Acts 15:37-39 Now **Barnabas was determined to take with them John called Mark.** 15:38 But **Paul thought not good to take him** with them, who departed from them from Pamphylia, and went not with them to the work. 15:39 And the **contention was so sharp between them, that they departed asunder one from the other:** and so Barnabas took Mark, and sailed unto Cyprus;

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E. What To Do When You Are In Trouble

- 1. Do not make any decision when your emotions are high.**
Remember that God does not want you to quit just because there is trouble.
- 2. Find someone (preferably another minister) to talk to.**
Someone you respect yet who is detached from the situation.
- 3. Don't run from the problem.** Our God is able!
- 4. Remember, God is in control and it is His Church.**

F. Paul Suffered Adversity As A Pastor

Col 1:24 **I now rejoice in my sufferings for you, and fill up in my flesh what is lacking in the afflictions of Christ, for the sake of His body, which is the church,**

- 1.** Paul realized as Christ had suffered to provide the opportunity for salvation to all men, we his followers must be willing to suffer to spread the message of Christ. In doing so we **“fill up in our flesh what was lacking in the afflictions of Christ.”** Jesus suffered to provide our salvation, we now suffer to spread the message of salvation.
- 2.** Some people will not like you nor will they like the church. You must be able to deal with rejection without changing your behavior toward people. We are to love people!

2 Tim 4:16 **At my first defense no one stood with me, but all forsook me. May it not be charged against them.**

G. What Kind Of Trouble will you face?

- 1.** False accusations, and unkind words against you. Remember, with each accusation there is some truth. Listen and sort out the truth.

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2. Complaining, and murmuring from the people for which you sacrifice.
3. Persecution from the world.
4. Pressures from the devil trying to stir up strife.
5. Let Jesus be your example. Jesus suffered and we will suffer.
 - a. They said He was demon possessed.

John 8:48 Then the Jews answered and said to Him, "Do we not say rightly that You are a Samaritan and have a demon?"

- b. They said He was a sinner.

John 9:16 Therefore some of the Pharisees said, "This Man is not from God, because He does not keep the Sabbath." Others said, "How can a man who is a sinner do such signs?" And there was a division among them.

- c. They said He was mad.

John 10:20 And many of them said, "He has a demon and is mad. Why do you listen to Him?"

H. How To Prevent A Lot Of Trouble

1. Be flexible, stay rooted but learn to bend in the breeze and bounce back when the wind (storm) passes.
2. Have two-way communication, get feedback and input from others.
3. Prayer and intercession, these are your weapons. You're in a spiritual battle.
4. Preaching on love and unity, but be careful not to preach at certain people. Don't use the pulpit as a weapon, it is where we share the good news of Jesus Christ.

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5. Allow others to be used, and let them use their own ideas. Give them freedom to serve.
6. Do your best to walk in love toward all men, and to live in peace with all men.
7. Handle all finances properly, being accountable even in small matters.

I. Do Not Be A Part Of The Conflict

1. Submission, especially when working under someone else.
2. Do not be a part of any strife, back biting, complaining, rebellion, or division, etc.
3. Pray and let God deal with the situation. If you can't be supportive of leadership, make plans to leave quietly without adding to the strife or contention.

J. Adversity Must Be Endured

1. What does the Word say?

2 Tim 2:10 Therefore **I endure all things** for the sake of the elect, that they also may obtain the salvation which is in Christ Jesus with eternal glory.

2 Tim 2:12 **If we endure**, We shall also reign with Him. If we deny Him, He also will deny us.

Heb 12:2 looking unto Jesus, the author and finisher of our faith, who for the joy that was set before Him **endured the cross**, despising the shame, and has sat down at the right hand of the throne of God.

James 5:11 **Indeed we count them blessed who endure**. You have heard of the perseverance of Job and seen the end intended by the Lord; that the Lord is very compassionate and merciful.

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2. Endured means to stay under, to bear from underneath, to undergo hardship.
3. Conflict does not always end quickly. God will work through the problem if we keep our hearts right and mouths shut.

K. Categories Of Trials

1. Self induced. Many trials are brought on by ourselves. They are the consequences of our actions.
2. From the enemy. Satan is also a tool to bring trials to us. Remember as we see in Job 1 that God permits some trials to come so that His work can be accomplished in us.

L. Reasons For Trials

James 1:2-5 My brethren, count it all joy when you fall into various trials, {3} knowing that the testing of your faith produces patience. {4} But let patience have its perfect work, that you may be perfect and (entire) complete, lacking nothing. {5} If any of you lacks wisdom, let him ask of God, who gives to all liberally and without reproach, and it will be given to him.

1. **Perfect** means to be complete, grown up and mature.
2. **Entire** (or complete) means made ready for service. Keep in mind God must work in us before He works through us.
3. **Lacking nothing** means having no deficiencies in your character.

M. The Roll Call Of Martyrs. What are you willing to suffer for Christ?

1. James, the half brother of Jesus: beheaded
2. Stephen: stoned
3. Andrew: crucified on an X-shaped cross in Macedonia
4. Peter: crucified upside down by Nero in Rome
5. Mark: buried alive in Alexandria
6. John: tortured and then exiled to Patmos
7. Thomas: killed by an arrow in India
8. Paul: led to a place of execution and beheaded

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9. Philip: he and 2 daughters were stoned
10. Judas (not Iscariot): clubbed to death
11. James, son of Alphaeus: crucified in Persia
12. James, the brother of John was killed by sword Acts 12

XII. Shearing Time (in part from Dr. Beall's book, "Your Pastor, Your Shepherd")

A. Sheep provide different forms of wealth

1. Sheep provide meat, milk, leather, and fertilizer from their bones. But their most important product is wool.
2. Not all sheep produce the same kind of wool, and even among sheep of the same breed, other factors, such as diet, determine the quality of the wool.

B. Sheep Need to be Shorn

1. Sheep are shorn immediately after lambing time in the spring. But sheep instinctively resist shearing. For this reason, the shepherd must tie the sheep's front legs to prevent it from jumping about. Oddly enough, sheep do not make any sound while being sheared. This is why Isaiah said of the Christ, "...as a sheep before her shearers is dumb, so he openeth not his mouth" (53:7).
2. Sheep must be sheared because to not shear them leads to a host of problems including: the wool growing down over their eyes until they can no longer see, it becomes so heavy that it is a burden to bare, it collects mud and briars, insects and ticks nestle within, so shearing is a blessing whether they realize it or not.
3. The same is true of the sheep in our congregation. They need to be given the opportunity to give. In fact they need to be

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challenged to give their tithe and offerings beyond the tithe. It is healthy for them as it allows them to establish their priorities as the kingdom of God, and not the things of the world. The tithe is the first tenth of our income, even before taxes and other expenses. This already belongs to God, and to withhold it from Him is robbery (Mal. 3:8-12).

4. As we give, God gives back to us, not only in material ways but also in happiness, and spiritual well-being. Prosperity always accompanies generosity (Prov. 11:24-25; Luke 6:38).
5. In the New Testament, the tithes and offerings were brought into the local church. At first the apostles made the decisions as to how to use the money. But as the various local assemblies matured and developed local ministries, the pastor-shepherd and his elders determined what to do with the money.

Whoever controls the church finances ultimately controls the church. The responsibility for the money must be put into the hands of God's appointed leaders. The pastor-shepherd must have the right of initiative in deciding what to do with the church funds and when to do it. The money is for the expansion of the ministry and the support of its pastors and staff. He must be a steward of the finances before God.

The Pastor should be prospered as the ministry prospers and the blessing of God rests on the people. His income should enable him to minister without wondering if the needs of his family will be met, while at the same time not placing himself beyond the reach of those to whom he ministers.

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XIII. Support Ministries

A. What Is A Support Ministry?

1. It is someone who serves under the head of a ministry.
 - a. One man cannot do it all.
 - b. Support ministry personnel come along side of the man God has called to leadership. They help him to fulfill the vision and call that is on his life.
 - c. They must have a conviction that God has placed them there.

1 Cor 12:28 And God has appointed these in the church: first apostles, second prophets, third teachers, after that miracles, then gifts of healings, helps, administrations, varieties of tongues.

2. Support ministry examples:
 - a. Administration-taking care of the day to day business
 - b. Maintenance-taking care of the facilities
 - c. Youth-developing youth programs & ministry
 - d. Music-leading in worship, choir, special music presentations
 - e. Visitation-visiting new believers, people new to the area, the sick, and door to door evangelism
 - f. Missions-including domestic and foreign
 - g. Singles-programs and activities for singles including single parents
 - h. Counseling-and other ministries to bring comfort and direction
 - i. Nursery-caring for small children
 - j. Cleaning-care for the appearance of the church building

B. Supportive Roles Are Vital

1. Not every person will be the head of a ministry.
2. It is important that we help people discover what their calling is and enable them to serve in that area.

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Eph 4:7 But to each one of us grace was given according to the measure of Christ's gift.

3. No one is any more important than another, but all have different offices.

C. Be Faithful In Your Support Ministry

1. The Word says those who are faithful in little things shall be made rulers over much.

Mat 25:21 "His lord said to him, 'Well done, good and faithful servant; you were faithful over a few things, I will make you ruler over many things. Enter into the joy of your lord.'

Luke 19:17 "And he said to him, 'Well done, good servant; because you were faithful in a very little, have authority over ten cities.'

2. Preparation for future ministry is not lost time. If you are to serve the Lord be willing to undergo preparation and training.
 - a. Paul

Gal 1:15-18 But when it pleased God, who separated me from my mother's womb and called me through His grace, {16} to reveal His Son in me, that I might preach Him among the Gentiles, I did not immediately confer with flesh and blood, {17} nor did I go up to Jerusalem to those who were apostles before me; but I went to Arabia, and returned again to Damascus. {18} Then after three years I went up to Jerusalem to see Peter, and remained with him fifteen days.

- b. Moses

Exo 3:1 Now Moses was tending the flock of Jethro his father-in-law, the priest of Midian. And he led the flock to the back of the desert, and came to Horeb, the mountain of God.

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- c. Jesus
 - (I.) 30 years of preparation before starting His ministry.
 - (II.) 40 days of preparation in the desert.
- d. John the Baptist

Luke 1:80 So the child grew and became strong in spirit, and was in the deserts till the day of his manifestation to Israel.

- 3. God will exalt you in due time. It was **17 years of serving** after his conversion **before** Paul was actually placed by God into the Office of Apostle.

D. Be Loyal

- 1. Always do your best to stand up for the leader or at least keep quiet until you can speak with the leader about the situation.

Psa 105:14-15 He permitted no one to do them wrong; Yes, He rebuked kings for their sakes, {15} Saying, "Do not touch My anointed ones, And do My prophets no harm."

- 2. If you have to leave, do it properly.
 - a. Don't tell anyone else. I once was in a position where I felt I could not stay. I was approached by a co-worker who wanted to know what I was going to do. I told him that I could not tell him as I did not want to sway his decision, which needed to be between him, his family, and God. You do not want to be responsible for the life changing decisions of others. This needs to be between them and God.
 - b. Give the leader time to make adjustments and help him with the transition if he desires. Do whatever you can to leave on good terms.

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3. True loyalty is proven during a difficult time. Anybody can be loyal during good times. Remember our first loyalty is to God. We need to make sure what we do honor Him.

E. Promotion comes from God

1. God will promote you if He so desires.

Luke 14:7-11 So He told a parable to those who were invited, when He noted how they chose the best places, saying to them: {8} "When you are invited by anyone to a wedding feast, do not sit down in the best place, lest one more honorable than you be invited by him; {9} "and he who invited you and him come and say to you, 'Give place to this man,' and then you begin with shame to take the lowest place. {10} "But when you are invited, go and sit down in the lowest place, so that when he who invited you comes he may say to you, 'Friend, go up higher.' Then you will have glory in the presence of those who sit at the table with you. {11} "For whoever exalts himself will be humbled, and he who humbles himself will be exalted."

2. Just be excited to be a part of what God is doing.

F. Always Have A Servants Attitude

1. A servant doesn't need to be in the spotlight, the center of attention.
2. A servant will see the job through to completion.
3. Attitudes of a servant:
 - a. They are willing to do anything.

Isa 6:8 Also I heard the voice of the Lord, saying: "Whom shall I send, And who will go for Us?" Then I said, "Here am I! Send me."

- b. They're not looking for praise and thanks, but it is good to recognize others for a job well done.

Luke 17:7-10 "And which of you, having a servant plowing or tending sheep, will say to him when he has come in from the field, 'Come at once and sit down to eat'? {8} "But will he not rather say to him, 'Prepare something for my supper, and gird yourself and serve me till I have eaten and drunk, and

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afterward you will eat and drink'? {9} "Does he thank that servant because he did the things that were commanded him? I think not. {10} "So likewise you, when you have done all those things which you are commanded, say, 'We are unprofitable servants. We have done what was our duty to do.'"

c. They serve with everything they have.

Ecc 9:10 Whatever your hand finds to do, do it with your might; for there is no work or device or knowledge or wisdom in the grave where you are going.

XIV. Church Structure

A. The importance of Accountability and Spiritual Covering

The scripture clearly points out that we are one body in Christ Jesus. Thus one must wonder why there are so many different denominations if we are to be one body? Generally, the denominations have grown out of difference of belief over doctrinal issues, and perhaps methodology of ministry. Though no denomination has all the answers, they provide training & accountability for the local pastor.

Jesus trained his disciples & the Apostle Paul before sending them out. The scriptures clearly admonish us to be properly trained (**2 Tim. 2:15**). Additionally, we can see from the “counsel in Jerusalem” (headed by Peter and whom Paul went before) that there was from the beginning of the establishment of the New Testament church an authority, and accountability structure in place to oversee the work of the ministry and to help answer any disputes among the brethren. Thus it seems only wise that no pastor should seek to stand all by himself, even if he desires to remain outside of the denominations. Men in such positions would be wise to submit themselves to some spiritual covering and accountability group outside his immediate ministry.

Additionally, as a ministry grows there is an increased need for greater accountability and submission to spiritual authority within the

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structure of the local church itself. God calls individuals to his service, and as we are faithful there should be greater and greater fruit resulting. As this happens the branches of the ministry need to expand, and so does the trunk to support the weight of the fruit. Thus there comes a time when a pastor begins to appoint elders to assist in the service to the flock. This is also a good time, if not already in place, to select a board of elders to provide counsel, and service to the local pastor. This group can also help to maintain accountability for the pastor in areas of finance, and other non-spiritual areas of the ministry. This brings strength and stability to the ministry, and can provide valuable direction for the local body if anything should happen to the pastor. Personally, I would not become a member of a local fellowship where there was no outside accountability or spiritual covering.

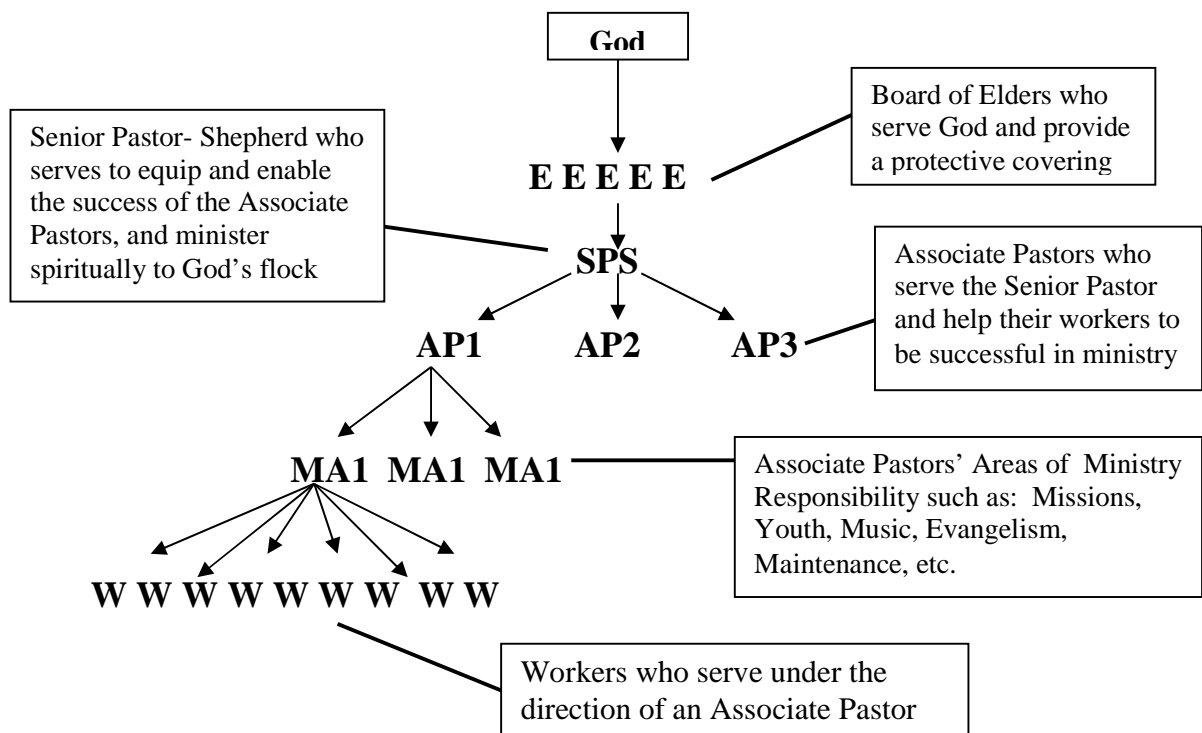
B. A Structural Example

One example of local church structure is seen in a local board of elders who oversee the ministry of a local pastor and his subordinate staff pastors and their several responsibilities. This board of elders should have limited powers, and responsibilities as detailed in a written church constitution and by-laws. Additionally, the role, authority, and responsibilities of each level of ministry from the senior pastor-shepherd on down should be detailed in a job description that is reviewed on at least an annual basis. Generally, the board of elders would be primarily concerned with the non-spiritual direction and responsibilities of the local church, and provide spiritual counsel to the senior pastor-shepherd. The aim of this structure is to take nothing away from the call of God on the senior pastor-shepherd while at the same time providing him with local accountability, counsel, and covering. This board should be made up of 5 to 7 members serving on alternating renewable terms that are two years in length. At the beginning this board should be appointed by the senior pastor-shepherd, and therefore these first appointees would necessarily have some who's term of service was for only one year so that as members' terms expired there would remain other members with continuing terms to maintain continuity on the board. It would be unwise to re-appoint an entirely new board

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every two years. Once the initial board is in place expiring terms can be re-elected if they wish to continue to serve or be replaced if unable or unwilling to continue. In such a case, it might be best to have the senior pastor-shepherd submit names of individuals qualified and willing to serve to the board just prior to the expiring members leaving so that the board can elect successors for positions that will be vacated. Doing this will allow the senior pastor-shepherd to participate greatly in the process while no longer directly appointing those who shall serve. The latter could become self-serving and take away from the accountability responsibility of the board over the local pastor.

One major area of responsibility for the board of elders would be to determine the salary and benefits of the senior pastor-shepherd, set spending authority, and review salary recommendations from the pastor for his subordinate personnel. A diagram of this form of church structure might look something like the following where arrows indicate flow of authority & responsibility:



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XV. Discipleship

Another important area of church ministry is the discipleship of members in personal Christian character, and productive ministry. To assist in the process many churches offer discipleship-training classes that are generally required before you may become an official member of the local church. Material that can assist in this area is provided in our class entitled General Discipleship I & II. A beginning level series of classes might include the following subject areas:

- A.** The Nature of God
- B.** God the Father
- C.** God the Lord Jesus Christ
- D.** God the Holy Spirit
- E.** Salvation
- F.** 3 Baptisims:
 - 1.** Into the Body of Christ
 - 2.** In water
 - 3.** In the Holy Spirit
- G.** The Bible
- H.** Prayer
- I.** The Local Church
- J.** Servanthood
- K.** Tithing & giving
- L.** Knowing the Will and Purposes of God

XVI. Prayer

A. The Wish Of The Disciples

- 1.** After spending many months with Jesus,
 - a.** They didn't ask to be taught how to do miracles.
 - b.** They didn't ask how to handle the crowds.
 - c.** They didn't ask how to heal the sick or raise the dead.
 - d.** They didn't ask how to control or have power over nature.
 - e.** They asked Jesus how to pray.

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Luke 11:1 Now it came to pass, as He was praying in a certain place, when He ceased, that one of His disciples said to Him, "Lord, teach us to pray, as John also taught his disciples.

2. Those serving as Deacons, taking care of the business of the ministry, freed the apostles for prayer.

Acts 6:1-4 Now in those days, when the number of the disciples was multiplying, there arose a complaint against the Hebrews by the Hellenists, because their widows were neglected in the daily distribution. {2} Then the twelve summoned the multitude of the disciples and said, "It is not desirable that we should leave the word of God and serve tables. {3} "Therefore, brethren, seek out from among you seven men of good reputation, full of the Holy Spirit and wisdom, whom we may appoint over this business; {4} "but we will give ourselves continually to prayer and to the ministry of the word."

Acts 6:7 Then the word of God spread, and the number of the disciples multiplied greatly in Jerusalem, and a great many of the priests were obedient to the faith.

B. Prayer and fasting

1. Why fast?

Isa 58:6 Is this not the fast that I have chosen: To loose the bonds of wickedness, To undo the heavy burdens, To let the oppressed go free, And that you break every yoke?

2. Set aside time for prayer.
 - a. Many prayer meetings. Be creative with times and places.
 - b. Get others involved in prayer meetings everything does not have to revolve around the pastor all the time.
 - c. Prayer teams to pray for specific needs

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- d. Print on paper, prayer request sheets for people to follow in praying.
 - e. Set the order and proper atmosphere in prayer meetings.
 3. Be sensitive to possible Distractions
 - a. Set aside time when you won't be disturbed.
 - b. Relay this to staff, secretary, mate and children.
 4. Read and speak scripture in prayer time. When we speak the promises of God it builds our faith to believe God. When we believe God we will see His hand move on our behalf. But remember also that we come to seek His face and not just His hand.
 5. Prayer tips
 - a. Have a list
 - b. Pray the promises of God's word
 - c. Stir up the flesh don't give in to laziness, heaviness or weariness
 - d. Force yourself to pray. Make it an act of your will.
 - e. Make prayer a two-way conversation; listen for the Lord.
 - f. Best done early in the morning.

Prov. 8:17 I love them that love me; and those that seek me early shall find me.

6. Teach others to pray. Offer classes on prayer and how to pray effectively.
7. Have secret prayer times as well as group prayer. Organize around the clock prayer meetings where people agree to pray for one hour during a 24-hour prayer chain.

Mat 6:5-6 "And when you pray, you shall not be like the hypocrites. For they love to pray standing in the synagogues and on the corners of the streets, that

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they may be seen by men. Assuredly, I say to you, they have their reward. {6} "But you, when you pray, go into your room, and when you have shut your door, pray to your Father who is in the secret place; and your Father who sees in secret will reward you openly.

8. Persistence

- a.** Be Persistence in prayer. Being persistent is not for lack of faith. Jesus encouraged us to ask continuously. Make you petition know. A petition has many signatures, representing many repeats of the same request.
- b.** Persistence is a characteristic of God.
- c.** Scriptural references:

Luke 11:1-13 Now it came to pass, as He was praying in a certain place, when He ceased, that one of His disciples said to Him, "Lord, teach us to pray, as John also taught his disciples." {2} So He said to them, "When you pray, say: Our Father in heaven, Hallowed be Your name. Your kingdom come. Your will be done On earth as it is in heaven. {3} Give us day by day our daily bread. {4} And forgive us our sins, For we also forgive everyone who is indebted to us. And do not lead us into temptation, But deliver us from the evil one." {5} And He said to them, "Which of you shall have a friend, and go to him at midnight and say to him, 'Friend, lend me three loaves; {6} 'for a friend of mine has come to me on his journey, and I have nothing to set before him'; {7} "and he will answer from within and say, 'Do not trouble me; the door is now shut, and my children are with me in bed; I cannot rise and give to you'? {8} "I say to you, though he will not rise and give to him because he is his friend, yet because of his persistence he will rise and give him as many as he needs. {9} "So I say to you, ask, and it will be given to you; seek, and you will find; knock, and it will be opened to you. {10} "For everyone who asks receives, and he who seeks finds, and to him who knocks it will be opened. {11} "If a son asks for bread from any father among you, will he give him a stone? Or if he asks for a fish, will he give him a serpent instead of a fish? {12} "Or if he asks for an egg, will he offer him a scorpion? {13} "If you then, being evil, know how to give good gifts to your children, how much more will your heavenly Father give the Holy Spirit to those who ask Him!"

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Luke 18:1 Then He spoke a parable to them, that men always ought to pray and not lose heart,

Eph 6:18 praying always with all prayer and supplication in the Spirit, being watchful to this end with all perseverance and supplication for all the saints;

1 Th 5:16-18 Rejoice always, {17} pray without ceasing, {18} in everything give thanks; for this is the will of God in Christ Jesus for you.

C. Hindrances to prayer

1. Doubt

1 Tim 2:8 I desire therefore that the men pray everywhere, lifting up holy hands, without wrath and doubting;

James 1:5-7 If any of you lacks wisdom, let him ask of God, who gives to all liberally and without reproach, and it will be given to him. {6} But let him ask in faith, with no doubting, for he who doubts is like a wave of the sea driven and tossed by the wind. {7} For let not that man suppose that he will receive anything from the Lord;

Praying according to **I John 5:13-14** where we pray asking according to the will of God gives us the confidence that he has heard us, and will answer our petition. Thus we can pray with faith not doubt!

2. Sin that has not been dealt with

2 Chr 7:14 "if My people who are called by My name will humble themselves, and pray and seek My face, and turn from their wicked ways, then I will hear from heaven, and will forgive their sin and heal their land.

Psa 66:18 If I regard iniquity in my heart, The Lord will not hear.

3. Problems within our family relationships

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1 Pet 3:1-7 Wives, likewise, be submissive to your own husbands, that even if some do not obey the word, they, without a word, may be won by the conduct of their wives, {2} when they observe your chaste conduct accompanied by fear. {3} Do not let your adornment be merely outward; arranging the hair, wearing gold, or putting on fine apparel; {4} rather let it be the hidden person of the heart, with the incorruptible beauty of a gentle and quiet spirit, which is very precious in the sight of God. {5} For in this manner, in former times, the holy women who trusted in God also adorned themselves, being submissive to their own husbands, {6} as Sarah obeyed Abraham, calling him lord, whose daughters you are if you do good and are not afraid with any terror. {7} Husbands, likewise, dwell with them with understanding, giving honor to the wife, as to the weaker vessel, and as being heirs together of the grace of life, that your prayers may not be hindered.

4. Discouragement – This will keep us from praying at a time when we most need to pray through.
5. Demonic forces

Dan 10:11-21 And he said to me, "O Daniel, man greatly beloved, understand the words that I speak to you, and stand upright, for I have now been sent to you." While he was speaking this word to me, I stood trembling. {12} Then he said to me, "Do not fear, Daniel, for from the first day that you set your heart to understand, and to humble yourself before your God, your words were heard; and I have come because of your words. {13} "But the prince of the kingdom of Persia withstood me twenty-one days; and behold, Michael, one of the chief princes, came to help me, for I had been left alone there with the kings of Persia.

6. Weariness

Mat 26:40-46 Then He came to the disciples and found them asleep, and said to Peter, "What? Could you not watch with Me one hour? {41} "Watch and pray, lest you enter into temptation. The spirit indeed is willing, but the flesh is weak." {42} Again, a second time, He went away and prayed, saying, "O My Father, if this cup cannot pass away from Me unless I drink it, Your will be done." {43} And He came and found them asleep again, for their eyes were

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heavy. {44} So He left them, went away again, and prayed the third time, saying the same words. {45} Then He came to His disciples and said to them, "Are you still sleeping and resting? Behold, the hour is at hand, and the Son of Man is being betrayed into the hands of sinners. {46} "Rise, let us be going. See, My betrayer is at hand."

7. No burden - if we do not care about the cause of Christ we will not enter into the battle. This says a lot about where our heart is.
8. The cares of this world

Luke 8:11-15 "Now the parable is this: The seed is the word of God. {12} "Those by the wayside are the ones who hear; then the devil comes and takes away the word out of their hearts, lest they should believe and be saved. {13} "But the ones on the rock are those who, when they hear, receive the word with joy; and these have no root, who believe for a while and in time of temptation fall away. {14} "Now the ones that fell among thorns are those who, when they have heard, go out and are choked with cares, riches, and pleasures of life, and bring no fruit to maturity. {15} "But the ones that fell on the good ground are those who, having heard the word with a noble and good heart, keep it and bear fruit with patience.

9. Luke-warmness – This is the problem with the church of Laodicea in Revelation 3:14-22
10. Anxiety - Anxiety leads to doubt, which leads to unbelief, which leads to sin.

Phil 4:6-7 Be anxious for nothing, but in everything by prayer and supplication, with thanksgiving, let your requests be made known to God; {7} and the peace of God, which surpasses all understanding, will guard your hearts and minds through Christ Jesus.

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XVII. Principles & Requirements To Be Successful In Ministry

D. Principles To Live By

1. Build on your strengths and work on your weaknesses.
2. Do not get involved with fools or those who are seeking another direction. Keep your focus.
3. Remember this: To be is more important than to do.
4. Remember this: The good always has been and always will be the enemy of the best.
5. What happens in you is more important than what happens to you.
6. You cannot unscramble eggs. So be careful what you do. Think before you act, consider the possibilities and consequences of every action.

B. What Do I Need?

1. Patience in tribulations

Acts 14:21-22 **And when they had preached the gospel to that city and made many disciples, they returned to Lystra, Iconium, and Antioch, {22} strengthening the souls of the disciples, exhorting them to continue in the faith, and saying, "We must through many tribulations enter the kingdom of God."**

James 1:1-4 James, a bondservant of God and of the Lord Jesus Christ, To the twelve tribes which are scattered abroad: Greetings. {2} My brethren, count it all joy when you fall into various trials, {3} knowing that the testing of your faith produces patience. {4} But **let patience have its perfect work**, that you may be perfect and complete, lacking nothing.

- (I.) Testing of my faith produces perseverance.
- (II.) Patience must finish it's work before I can be mature and complete.

2. Wisdom

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James 1:5 **If any of you lacks wisdom, let him ask of God, who gives to all liberally and without reproach, and it will be given to him.**

3. Faith (Bulldog Faith)

James 1:6 **But let him ask in faith, with no doubting, for he who doubts is like a wave of the sea driven and tossed by the wind.**

Num 14:24 **"But My servant Caleb, because he has a different spirit in him and has followed Me fully, I will bring into the land where he went, and his descendants shall inherit it.**

XVIII. Communion

A. A Sacrament

1. Instituted by Christ.

(John 6:51-63) "I am the living bread which came down from heaven. If anyone eats of this bread, he will live forever; and the bread that I shall give is My flesh, which I shall give for the life of the world." {52} The Jews therefore quarreled among themselves, saying, "How can this Man give us His flesh to eat?" {53} Then Jesus said to them, "Most assuredly, I say to you, unless you eat the flesh of the Son of Man and drink His blood, you have no life in you. {54} "Whoever eats My flesh and drinks My blood has eternal life, and I will raise him up at the last day. {55} "For My flesh is food indeed, and My blood is drink indeed. {56} "He who eats My flesh and drinks My blood abides in Me, and I in him. {57} "As the living Father sent Me, and I live because of the Father, so he who feeds on Me will live because of Me. {58} "This is the bread which came down from heaven; not as your fathers ate the manna, and are dead. He who eats this bread will live forever." {59} These things He said in the synagogue as He taught in Capernaum. {60} Therefore many of His disciples, when they heard this, said, "This is a hard saying; who can understand it?" {61} When Jesus knew in Himself that His disciples complained about this, He said to them, "Does this offend you? {62} "What then if you should see the Son of Man ascend where He was before? {63} "It is the Spirit

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who gives life; the flesh profits nothing. The words that I speak to you are spirit, and they are life.

- (I.) Eucharist (Latin) represents His body.
- (II.) The fruit of the vine represents His blood.

- 2. This is a reminder of the New Covenant.
It is partaken by all believers by faith after self examination.

(1 Cor 11:17-34) Now in giving these instructions I do not praise you, since you come together not for the better but for the worse. {18} For first of all, when you come together as a church, I hear that there are divisions among you, and in part I believe it. {19} For there must also be factions among you, that those who are approved may be recognized among you. {20} Therefore when you come together in one place, it is not to eat the Lord's Supper. {21} For in eating, each one takes his own supper ahead of others; and one is hungry and another is drunk. {22} What! Do you not have houses to eat and drink in? Or do you despise the church of God and shame those who have nothing? What shall I say to you? Shall I praise you in this? I do not praise you. {23} For I received from the Lord that which I also delivered to you: that the Lord Jesus on the same night in which He was betrayed took bread; {24} and when He had given thanks, He broke it and said, "Take, eat; this is My body which is broken for you; do this in remembrance of Me." {25} In the same manner He also took the cup after supper, saying, "This cup is the new covenant in My blood. This do, as often as you drink it, in remembrance of Me." {26} For as often as you eat this bread and drink this cup, you proclaim the Lord's death till He comes. {27} Therefore whoever eats this bread or drinks this cup of the Lord in an unworthy manner will be guilty of the body and blood of the Lord. {28} But let a man examine himself, and so let him eat of the bread and drink of the cup. {29} For he who eats and drinks in an unworthy manner eats and drinks judgment to himself, not discerning the Lord's body. {30} For this reason many are weak and sick among you, and many sleep. {31} For if we would judge ourselves, we would not be judged. {32} But when we are judged, we are chastened by the Lord, that we may not be condemned with the world. {33} Therefore, my brethren, when you come together to eat, wait for one another. {34} But if anyone is hungry, let him eat at home, lest you come together for judgment. And the rest I will set in order

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when I come.

B. Giving Communion

1. Available to everyone who consider themselves a believer.
2. Allow parents to serve communion to their younger believing children.
3. Begin by reading some scripture and establishing an atmosphere of worship for the receiving of communion.
4. Perhaps have your choir director lead in appropriate worship while communion is being distributed.
5. Following a brief worship time finish reading the scripture, and share a few words of commentary, then hold up the bread and pray, then receive the bread together, then hold up the cup, pray, and receive it together. Then have the choir director lead in another joyful song of praise.

(Mat 26:26-29) And as they were eating, Jesus took bread, blessed and broke it, and gave it to the disciples and said, "Take, eat; this is My body." {27} Then He took the cup, and gave thanks, and gave it to them, saying, "Drink from it, all of you. {28} "For this is My blood of the new covenant, which is shed for many for the remission of sins. {29} "But I say to you, I will not drink of this fruit of the vine from now on until that day when I drink it new with you in My Father's kingdom."

(Luke 22:19-20) And He took bread, gave thanks and broke it, and gave it to them, saying, "This is My body which is given for you; do this in remembrance of Me." {20} Likewise He also took the cup after supper, saying, "This cup is the new covenant in My blood, which is shed for you.

(1 Cor 11:23-30) For I received from the Lord that which I also delivered to you: that the Lord Jesus on the same night in which He was betrayed took bread; {24} and when He had given thanks, He broke it and said, "Take, eat; this is My body which is broken for you; do this in remembrance of Me." {25} In the same manner He also took the cup after supper, saying, "This cup is the new covenant in My

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blood. This do, as often as you drink it, in remembrance of Me." {26} For as often as you eat this bread and drink this cup, you proclaim the Lord's death till He comes. {27} Therefore whoever eats this bread or drinks this cup of the Lord in an unworthy manner will be guilty of the body and blood of the Lord. {28} But let a man examine himself, and so let him eat of the bread and drink of the cup. {29} For he who eats and drinks in an unworthy manner eats and drinks judgment to himself, not discerning the Lord's body. {30} For this reason many are weak and sick among you, and many sleep.

6. Distribution methods:
 - a. In the seats.
 - b. At the altar.
7. End with victory chorus and exhortation.

XIX. COMMUNION SERVICE

A. Jesus had the first communion (the Lord's Supper) on night of Passover meal

1. Passover celebrates the deliverance from Egyptian slavery
Communion celebrates deliverance from sin by Christ's death
2. Communion is a time of remembering
 - a. His body was broken for our sins
 - b. He paid the price we couldn't pay
3. His blood represents the new covenant
 - a. Under old covenant, an unblemished lamb was slain on the altar for atonement of sins
 - b. Under new covenant, the perfect Lamb (w/o sin) was slain on the cross.
 - c. A sinless sacrifice so that our sins could be forgiven
 - d. A new covenant whereby we have a personal relationship with the Father

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4. Communion is a time of remembering
 - a. "In remembrance of me" - remember His sacrifice made for all men
 - b. Jesus sacrifice is good for all eternity

Heb 9:27-28 **And as it is appointed for men to die once, but after this the judgment, so Christ was offered once to bear the sins of many. To those who eagerly wait for Him He will appear a second time, apart from sin, for salvation.**

5. Body

1 Cor 11:23-26 **For I received from the Lord that which I also delivered to you: that the Lord Jesus on the same night in which He was betrayed took bread; {24} and when He had given thanks, He broke it and said, "Take, eat; this is My body which is broken for you; do this in remembrance of Me."**

6. Blood

{25} In the same manner He also took the cup after supper, saying, "This cup is the new covenant in My blood. This do, as often as you drink it, in remembrance of Me." {26} For as often as you eat this bread and drink this cup, you proclaim the Lord's death till He comes.

XX. Funeral Services

A. Introduction

It is wise for ministers to familiarize themselves with the customs of the community they are sent to. It is recommended that pastors not attempt to change the customs of people drastically. A careful check on all matters with the people involved prior to conducting services is wise.

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B. Professional Conduct

1. The funeral duties of a minister begin before death, ministering to those dealing with a terminal illness. Bringing encouragement, comfort, and hope.
2. It is important for the pastor to go to the family as soon as possible after a death occurs. Schedules may have to be readjusted for this to occur. It is a must.
3. When meeting with the family, it is important to be courteous and patient. At this time, you will be especially helpful in making funeral arrangements. Arrangements should be made as soon as possible. However, it is not your responsibility to make final decisions, only to give support. People may look to you for advice. Let them make the decisions just help them to understand their choices.
4. It may be quite helpful to the family, if you offer to go to the funeral home with the family when arrangements are being made. Again, this is only for support. Service times, casket choices, etc., are up to the family.
5. After this it is good to check with the family on a daily basis between the death and the funeral.
6. You may assume that you will be conducting the service, but that is not always true. The family may desire a friend or another minister to do all or part of the service. Offer your services but do not assume you will be doing everything unless you are asked. In this case, the local pastor must graciously accept their decision and offer assistance to the guest pastor.
7. You should meet privately with the funeral director so both of you understand the order of service. If it is being done in a private home, then go over the order of the service with the family.
8. Payment of fees for conducting ceremonies is a delicate subject. A servant of the Lord shouldn't expect any fee. Of course, if someone gives you a love offering, be sure to give thanks.

C. Elements of a funeral service

1. **Soft prelude music**

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2. **Prayer** - Prayer during the service should be sensitive and sincere, bringing hope and encouragement.
3. **Scripture reading**
This allows grieving hearts to hear and feel the love and grace and mercy of God. For this reason, a minister must take great consideration when choosing scriptures.
4. **Biographical information on the deceased**, including date of birth, profession, family names, etc. Sometimes a person in the family may wish to share about the individual. If this is the case ask them to write out what they wish to say ahead of time. Though they may do just fine, the emotions of the moment can make it much more difficult than they expected. Having their presentation written out may help them get through it.
5. **Special music or hymns**
6. **Friend with testimony or poetry**
7. **Sermon & opportunity to respond for salvation if the family desires**
8. **Pastor prays the benediction**
9. **Final song**
10. **Organ postlude**
11. **Turn the service over to the funeral director** by simply looking in his direction with a nod of the head. The pastor moves to the front to comfort family and friends as they are leaving. The family may wish to have a last private moment with the body before leaving the funeral room, if so, the pastor should stay nearby to offer comfort and reassurance.

D. Graveside

Suggested order (should not take more than 10-20 minutes):

1. **Pastor walks in front of the casket to the grave**
2. **Introduction**
3. **Brief scripture reading**
4. **Benediction**

XXI. Weddings

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A. Questions Worthy Of Thoughtful Consideration Prior To Marriage

1. Have you ever talked together of your ideas of God, or of what it means to be a Christian?
2. Do you have the assurance that Christ is your Savior? If yes, then on what do you base that assurance. If no, then share the gospel message and give them an opportunity to receive Christ.
3. If you are not members of the same congregation, have you seriously studied each other's beliefs to find out if you might unite on one local church prior to your marriage?
4. Will you begin your marriage as an adventure with God by beginning with prayer together on the day you are married and practice it daily?
5. Have you read the Scriptures relating to marriage? Marriage is a covenant relationship.
6. Have you budgeted your income so that you know how much you will need for rent, food, fuel, clothing, doctors, recreation, furniture, donation, gifts, dues, savings, insurance, vacation and many other necessities?
7. Have you any relatives who are, or might become wholly or temporarily dependent on you? Does the other realize this? Would you be willing for them to live with you if necessary?
8. Are either of you overly dependent on your parents?
9. Is there any feeling of tension with parents or in-laws, which could be cleared up at this time by a friendly, frank talk?
10. Is there anything in marriage, which you fear? The finality of marriage? Do you fear having children or any physical aspects of marriage? Do you both want children?
11. Have you, to your knowledge, any disease or likelihood of disease that might affect your future? Have you seen a reliable doctor?
12. Have you discussed sexual harmony in marriage with your family physician or counselor?
13. Is there anything in your past that the other party should know?
14. Are you willing to forget each other's failures of the past and work to bring out the best in each other in the future?

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15. Are you willing to establish a home of our own and assume the responsibilities of working out your own problems together?
16. Have you considered the possibilities of being separated from each other while one member is on military duty or business elsewhere?
17. Are you both interested in similar work, hobbies, sports and activities?
18. How do you expect to increase your love for each other through the future?

B. Talking With Couples In Preparation For The Ceremony

1. Music and someone to play for them.
2. Candles for candle lighting ceremony or a unity candle.
3. Where will the wedding and reception be held? Who is responsible of clean up afterwards?
4. How many people will there be in the wedding party. This includes bridesmaids, groomsmen, ring bearer, flower girl, etc.
5. Will they use the regular vows or submit a version of their own for the minister's consideration. Don't stray far from the regular and lose the sanctity of what they stand for.
6. Will they receive Communion.
7. Will they give roses to the mothers? If so, discuss when and who will do it.
8. Special music or songs during the ceremony.
9. Restroom availability, and rooms to use for changing and dressing.
10. A receiving line after the ceremony.
11. Any flowers to be set up by a florist. Also when the florist can put the flowers in their place.
12. Pictures taken; photography and no flash during the ceremony.
13. Cost. Donation to the church or a designated amount already set by the church. Minister's fee, musician's fees, singers, etc.
14. Food. The Cake, finger food, no alcohol.
15. Message contents; special scriptures or requests that the couple may have. Explain that marriage is a covenant relationship and all that this means before God.
16. Who will serve as ushers. Go over their responsibilities.

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17. Guest registry, hostess to help people sign in.
18. Where will the table for gifts be located?
19. Cameras and videos. Talk to the photographer and camera man prior to the ceremony.
20. Time of the opening of building. Depends on florist, dress, caterers.
21. Length of ceremony.
22. Formal or informal in dress.
23. Rehearsal or no rehearsal. Date and time.
24. White runner down main isle?
25. Are parents married or divorced. This may influence how they are introduced at the reception.
26. Will any grandparents be present and where will they be seated.
27. Blood tests, and license at courthouse.

C. The Ceremony (Another sample ceremony is presented in the Minister's Service Book which follows this sample ceremony).

Greeting and Call to Worship

Dearly Beloved: We are gathered here in the sight of God in the face of this company, to join together this man and this woman in Holy Matrimony which is commended of Scripture to be honorable among all men; and therefore, is not by any to be entered unadvisedly or lightly, but reverently, discreetly, advisedly, and in the fear of God. Into this holy state, these two persons present come now to be joined.....

Statement of Intention (Betrothal)

_____, will you receive _____, to be your lawfully wedded wife, to live together according to God's Word in the holy state of matrimony; will you nourish and cherish her as your own flesh, and love her as Christ loved the church, giving yourself for her to protect, provide, and care for her all the days of your life, and be joined together as one in the Lord.....I will.

_____, will you receive _____, to be your lawfully wedded husband, to live together according to God's Word in the holy state of matrimony;

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will you submit to him as unto the Lord and make him the head of this union under God, even as Christ is the head of the church. Will you love him and care for him all the days of your life, and be joined together as one in the Lord.....I will.

Presenting of the Bride (Bestowal)

Who gives this woman to be married to this man?

(Move wedding party to the upper platform, if available)

Biblical Picture of Marriage

The Bible has much to say about marriage. It is God who ordained marriage. The Bible opens with a marriage ceremony and closes with one as well .

(Marriage points to a higher union) "for we are members of His body, of His flesh, and of His bone; for this cause shall a man leave his father and mother and shall be joined unto his wife, and they two shall be one flesh. This is a great mystery, but I speak concerning Christ and the church".

Scripture for Husbands

"Love your wives, even as Christ also loved the church and gave Himself for it; that He might sanctify and cleanse it with the washing of water by the Word, that He might present it to Himself a glorious church not having spot or wrinkle or any such thing, but it should be holy and without blemish... so ought men to love their wives as their own bodies. "He that loveth his wife, loveth himself; for no man ever hated his own flesh, but nourisheth and cherisheth it, even as the Lord, the church."

Scripture for Wives

"Submit yourselves unto your own husbands as unto the Lord, for the husband is the head of the wife, even as Christ is the head of the church", and He is the Savior of the body. Therefore, as the church is subject unto Christ, so let wives be to their own husbands in every thing".

Duties of Husband and Wife

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It is the duty of the husband to provide for the support of his wife, to protect her from danger, and to give for her a manly and unchanging affection which being the command of God's Word that husbands love their wives even as Christ loved the church and gave His own life for her.

It is the duty of the wife to reverence and obey her husband, and to put on the ornament of a meek and quiet spirit, which is in God's sight, an ornament of great price, His Word commending that wives be subject unto their own husbands even as the church is subject unto Christ.

It is the privilege and duty for both of you to delight each in the company of the other; to remember that in interest and in reputation as in affection, you are to be from now on one and undivided; therefore, you are to preserve your faithfulness one to another (and to see to it that what God has joined together, no man ever separates).

Wedding Vows Exchanged (bride passes her flowers to maid of honor)

I, _____/ receive thee _____/ to my wedded wife, to have and to hold/ from this day forward/ for better for worse/ for richer for poorer/ in sickness and in health/ to love and to cherish/ till death do us part/ according to God's holy Word/ and, therefore/ I pledge thee/ my love and faithfulness.

I, _____/ receive thee _____/ to my wedded husband/ to have and to hold/ from this day forward/ for better for worse/ for richer for poorer/ in sickness and in health/ to love, cherish and to obey/ till death do us part/ according to God's holy Word/ and therefore,/ I pledge thee/ my love and faithfulness.

Ring Ceremony

What tokens of sincerity do you have?

The circle, the emblem of eternity and gold, a symbol of what's least tarnished and most enduring, shows how lasting is this covenant and faith mutually pledged. As a circle, this ring has neither beginning nor end, and represents: 1) our eternal God, for He is the Alpha and the Omega, the Beginning and the End, the First and the Last. God is immutable, He never changes, He is the same yesterday, today, and

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forever. 2) This ring also represents His Word. "Heaven and earth shall pass away, but my Word shall abide forever".

These rings are not only visible reminders of the Eternal God and the faithfulness of His Word, but they are also reminders of that inner bond that joins your hearts together as one. They are symbols of your union in Him, with one another, and of His Godly love within you that grows and matures as the years pass.

This is a love that stands in adversity, it is a love that lifts you above circumstances, it is a love that overcomes every problem, soothes every heartache, calms every fear; and nothing can separate us from the love of God.

Ring Exchange

As a pledge/ and in token/ of the covenant between us made/ with this ring/ I thee wed/ in the name of the Father/ and of the Son/ and of the Holy Spirit, Amen.

(Communion or Unity Candle)

Pastoral Prayer and Blessing

Pronouncement

For as much as _____ and _____ have mutually entered into this holy covenant of marriage, and have witnessed the same before God, and this company, and have pledged their love and faithfulness to one another, and have declared the same by giving and receiving a ring, I pronounce that they are man and wife in the name of the Father, and of the Son, and of the Holy Spirit.... Amen!

Benediction

Now may the love of God be in you peaceful, before and behind you peaceful, and all around you peaceful, in the name of Jesus Christ our Lord.

And may the grace of our Lord Jesus Christ, and the love of God, and the communion of the Holy Spirit be with you and keep you as one.

Kiss the Bride

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Presentation

It gives me a great pleasure in having the honor of presenting to you Mr. & Mrs.

_____.

Recessional

(Communion service, if included)

As we are witnessing this covenant of marriage, we are reminded of another covenant that our Lord and Savior completed by His death, burial, and resurrection. Pointing to this eternal covenant, just before His death, Jesus took bread, and when He had given thanks, He broke it and said, "take, eat, this is my body which is broken for you; do this in remembrance of me"/ After the same manner also, He took the cup saying "this cup is the new testament of my blood; this do you as often as you drink it in remembrance of me./ For as often as you eat this bread and drink this cup, you do show the Lord's death till He comes.

(Unity Candle Lighting, if included)

The candles that _____ and _____ now hold represent the life that God has given each of them, for God said, "you are the light of the world". Notice that they are separate and individual lights.....as they both light one solitary candle from individual flames, this represents their new life together as one in holy matrimony..... and now as they extinguish their separate candles and return to this altar, so their separate lives are terminated, and they have become one; and "what God has joined together, let no man separate".

Minister's Service Book

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BAPTISMAL SERVICE

The baptism of believers was instituted by the Lord Jesus Christ when He commanded His disciples to 'Go and teach all nations, baptizing them in the Name of the Father, and the Son and the Holy Ghost' (Mt. 28:19). For this reason all believers should be baptized. Baptism does not save a person. A person must be a believer before being baptized but it is an important step in our obedience to Christ our Lord, who was Himself baptized.

A person, to be baptized must have a personal faith in Jesus Christ as His Saviour and Lord (Acts 8:36-37). This is a baptism for believers only. For this reason infants and small children should not be baptized as they have neither the need nor the ability to believe.

Believers' baptism is not John's baptism as his baptism looked forward to the coming of the Saviour, while believers' baptism is an expression of faith in Him who has come (Acts 19:3-5).

In the New Testament, the method of baptism was by immersion. This was a type of burial and resurrection, a picture of the believer's death to the old life and of the new life which he received when he turned to God from His sins and accepted Christ as His Saviour.

By being baptized, the believer openly professes his faith in Christ and identifies himself with his church.

Baptism should be administered without charge. To baptize believers is one of the duties of a minister of Jesus Christ, therefore a believer should not be required to pay money to take this step of obedience.

Order of Service

1. Opening Prayer.
2. Hymns (one or two)
3. Reading of suitable scriptures. (such as Mk. 1:11; Mt. 28:18-20; Mk. 16:14-17; Acts 2:38-42; 10:44-48; 19:1-5)
4. A short sermon on the meaning of baptism and confessing Christ.
5. The pastor should place the service in charge of an elder while he is baptizing.
6. The pastor enters the water and the candidates follow in order, assisted by a helper, if necessary.

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7. The pastor should ask each candidate the following question: “Have you received Jesus Christ as your personal Saviour?” (if desired, a few could be asked to give their testimonies of their faith in Christ).
8. Following this the pastor, calling the candidate by name, shall say: “Upon your confession of your faith on the Lord Jesus Christ, I now baptize you in the Name of the Father, and the Son, and the Holy Ghost.” Then he shall immerse the candidate in the water and raise him up again in a proper manner.
9. After all have been baptized, the pastor shall close the meeting with prayer.

COMMUNION SERVICE

The Communion service is a very sacred service. Therefore it should be conducted in a fitting manner. It is a service of remembrance—to remind believers of the death of Christ for their sins and that He is the source and sustainer of their lives. It also clearly shows that all Christians have a unity in Christ signified by partaking of “one cup.” It is also a time for self-examination and re-consecration to Christ.

Because the Lord’s Table has to do with sacred things that are the very foundation of our faith, it should be approached in a spirit of humility and the fear of God with thanksgiving.

The Lord’s table should be conducted, if possible, at least once a month.

Order of Service

1. Those participating in the Lord’s table should be seated in such a manner as to make it easy for them to be served. (Note: Though the P.A.G. does not practice a closed communion, it is expected that those participating should be believers living a consistent Christian life and who have self-examined themselves in their relationship with God and other people).
2. The elders chosen to assist the pastor should stand in front of the table, which has been prepared beforehand, facing the pastor.
3. The Reading of suitable Scriptures, (Mt. 26:11-30; Mk. 14:12-26; Lk. 22:7-21; 1 Cor. 11:23-30; Isa. 53.)
4. Opportunity should be given for prayer, thanksgiving and self-examination (I Cor. 11:28).

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5. The pastor shall take the bread and hand it to the elders who shall distribute it to those partaking. After all have received and prayer has been offered, the pastor shall instruct the people saying:

“The Lord Jesus, the same night in which He was betrayed, took bread and when He had given thanks, He broke and said, ‘Take eat, this is my body which is broken for you. Do this in remembrance of Me.’ Let us partake of the bread.”

(All shall eat the bread together).

6. The pastor shall take the cup and say: “In the same manner, He took the cup saying, ‘This cup is the new covenant in my blood. Do this as often as ye drink it in remembrance of Me.’”

All shall partake of the cup as it is passed to them by the elders who have already partaken, having been served by the pastor. (If individual cups are used, then all should receive a cup and partake together as in this case of the bread, the pastor using the words appropriate to the cup)

7. The service shall then be closed with prayer

SERVICE FOR RECEIVING NEW MEMBERS

From time to time, an assembly should have a service for the receiving of new members into the church, by giving them the right hand of fellowship.

New members are enlisted/received from among the converts of the church, church members of the same denomination who have moved into the community and wish to join, and members of other groups who wish to join.

It is the work of the Assembly pastor and elders to examine each candidate for membership before he is received to see if he is a fit person for membership and to instruct him as to the qualifications for membership. Letters of recommendation from other assemblies should be considered during this examination.

Persons from other denominations wishing to join should be given a period of probation during which they should study the doctrines and practices of the church they wish to join. Also the pastor and elders will have time to check on them during this time.

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Requirements for membership

1. Personal faith in the Lord Jesus Christ as Savior and Lord (Jn. 1:12; 3:3; Acts 16:31).
2. Baptism in water by immersion.
3. Evidence of good Christian life being lived before the church and outside the church.
4. Agreement with the doctrines and practices of the church as recorded in the “Standard of Faith and Fellowship.”
5. Reasonably regular attendance at church services.
6. Regular giving of tithes and offerings into the assembly for the furtherance of the work of God in the church.

Order of Service

1. The pastor and the elders of the assembly shall stand before the platform, facing the congregation and those who are to be received standing facing the pastor and elders.
2. Prayer.
3. The pastor shall ask the prospective members the following questions;
 - a. Do you wish to be received as members of this church?
 - b. Do you agree with the doctrines and teachings of the Pentecostal Assemblies of God?
 - c. Do you agree to be a regular supporter of this assembly by regular attendance, by participating in the work of the assembly and by giving your tithes and offerings into the assembly according to the Word of God?
4. After everyone has answered in the affirmative, the pastor shall address each person by name, saying:

“..... (name) because you have agreed to assume the responsibility of membership in the Pentecostal Assemblies of God as a member of this assembly, we, the pastor and elders, give you the right hand of fellowship and accept you as a member in good standing of this assembly.”

Then the pastor and elders shall give each the right hand of fellowship and welcome him/her.

4. Prayer for the new members.
5. Membership cards, which should have been prepared beforehand, should now be given to the new members before the congregation.

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DEDICATION OF CHILDREN

Just as Hannah brought Samuel to the Lord and as Mary and Joseph presented the baby Jesus to the Lord in the Temple, so parents should count it a joy to dedicate their children to the Lord.

In doing this, parents should determine to bring up their children in the fear of God and, by word and example, instruct them in the way of righteousness. If they do not do this, the act of dedicating their children will have little meaning.

Dedication of children should not be confused with the baptism of babies and little children as is practiced in some churches. In dedicating children, we follow the example of the Lord Jesus when He laid His hands on the children and blessed them. (Mk. 10:13-16; Lk. 18:15-17).

As soon as possible after birth, the child should be brought by the parents to the church to be dedicated to the Lord by the minister, before the congregation who will be witnesses of the ceremony.

Both parents should be present and should be believers, but if both are not, at least one must be a believer and be present, otherwise the child cannot be dedicated as there will be no one to respond to the questions that will be asked by the pastor.

If the parents are members of P.A.G. they should have had a Christian wedding.

Order of Service

1. A song or hymn suitable for children.
2. The parents shall bring the child to the front of the church and stand before the pastor.
3. Suitable scriptures should be read. (Mk. 10:13-16; Mt. 19:13-15; Prov. 22:6; Gen. 18:19; 6:6,7; 1 Sam. 1:20, 24-28).
4. The minister shall ask the parents the following questions:
 - a. "Do you, the parents of this child, wish to dedicate him/her to the Lord?"
 - b. "Do you promise to bring up the child in the fear and instruction of the Lord and that by word and deed you will lead him in the ways of righteousness from his/her childhood?"
5. The minister shall take the child in his arms, or put his hands upon it and shall say, calling the child by name: "..... (child's name)....., In accordance with the wish

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of your parents, I now dedicate you to the Lord In the Name of the Father, and the Son, and the Holy Spirit.”

After this he shall pray for the child and return him /her to the parents.

6. A dedication card should be given to the parents and there should be no charge whatsoever for this dedication as it is part of the minister’s work.
7. A record of the dedication should be kept in the assembly record book.

BURIAL SERVICE

Whenever a member of an assembly dies, the pastor should go immediately to comfort those who are left and to make plans for the burial service. It is his work to plan for a proper funeral and this work should be done carefully in consultation with the family. The purpose of a burial service as well as honoring the dead, (if he was a Christian), is to comfort those who mourn the loss of a loved one and to admonish those still alive.

No unauthorized persons should be allowed to push themselves into taking part in the service. The wishes of the family should be taken into consideration in planning the service but the pastor should take care not to allow anything against Christian principles to be included.

As far as possible, burials on Sundays should be discouraged as they conflict with the church services, which is not good.

Because of the wide variety of customs and practices connected with burials, it is difficult to lay down a uniform plan of service but certain principles should be followed:

1. The meeting should not be too long as people will get tired, and besides, it is a difficult time for the mourners.
2. If the deceased was an important person in the community, it may be necessary to have more than one speaker but generally one is sufficient.
3. Direct your words to the living ... not the dead.
4. If the deceased showed no signs of being a Christian, do not talk as if he had been; but on the other hand, do not judge him. Leave him in God’s hands. You can do nothing for or against him, but you can help the living.
5. Remember that the main purpose of the service is to comfort those who are left, so do not be harsh but speak words of comfort as a minister of Jesus Christ.

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6. If called upon to do so, we should not hesitate to bury a non-Christian but care must be taken to address the living and to help them by the Word of God and prayer.

Suggested Order of Service

1. Several suitable hymns.
2. The reading of the scriptures. (Jn. 11:25-26; 14:1-6, 23; I Cor. 15:20-28; 35-49, 50-58; 1 Thess. 4:13-17; Rev. 21:1-4; Ps a.23)
3. Prayer for the family.
4. If it is necessary for someone to speak about the deceased, he/she should do it here, otherwise omit this part.
5. Hymn.
6. The pastor or any other appointed person should preach.
7. Prayer to close this part of the service.

At the Grave Side

The pastor should walk before the people who are carrying the body to the grave, and stand at the head. Before the body is lowered into the grave he should read a suitable scripture. After the body has been lowered into the grave he shall say:

“Seeing that it has pleased Almighty God to take our brother/our sister/our friend out of this world, we now commit his/her body to the earth, to wait the day of resurrection when the dead shall hear the voice of the Son of God and shall come forth to stand before Him and receive their just reward for deeds done in the body. His spirit we commit to God who gave it.”

The service should then be closed with prayer. The grave should be closed and the people leave. No other service should be held at the grave as the spirit of a dead person does not stay there but goes to be with the Lord at the time of death (II Cor. 5:8).

ORDINATION SERVICE

When Christian workers have proven by their life and ministry that they are true ministers of Jesus Christ, they should be considered for ordination. This is a recognition by their brethren in the church of the call and ministry which they have, and is an expression of confidence of the church in them and a time when special blessing from God is asked of them.

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The following should be considered carefully:

- a. That they have a good Christian character. (Tit. 1:7-9; 1 Tim. 3:1-7).
- b. That they have had a successful ministry for at least two years immediately before ordination, and are prepared to spend their time in the ministry.
- c. That they have completed the Bible school course or, in rare cases, have had long years of successful ministry and are students of the Word of God.

Those considered for ordination should fill in the questionnaire form and be carefully examined by a properly appointed Ordination Committee. This work should not be done hastily. (I Tim. 5:22).

Order of Service

1. Those to be ordained should be asked to stand in front of the church facing the ministers who will ordain them.
2. Prayer and hymn.
3. A short message.
4. The charge should be given by reading suitable scriptures concerning the minister of Jesus Christ and his work. (1 Tim. 3:1-3; 6:3-16, 20; II Tim. 2:1-16, 19-26; 4:1-5; 1 Cor. 3:9-15)
5. If desired, one or more of those to be ordained could give a testimony concerning the call of God in their lives.
6. The candidates shall kneel and the ordaining ministers, who must not be less than three, shall lay hands on the candidates, one at a time and shall say:
“Brother..... (name)..... we, your brethren of the Pentecostal Assemblies of God, recognizing the call of God in your life, lay our hands upon you setting you aside for the ministry to which God has called you. And we pray that the Lord Jesus, the Head of the Church, will give you gifts and graces of the Holy Spirit which will enable you to be an able minister in His Holy Service.”
7. One of the ordaining ministers shall then pray for the candidate.
8. After the closing prayer, all the ordained ministers should greet each of the newly ordained ones.
9. If convenient, a communion service should be held.

INSTALLATION OF ELDERS AND DEACONS

Each assembly should have a committee of elders and deacons, to help the pastor in this general running of the assembly and to be his advisors. These persons (women may be

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considered) should be of good character and their spiritual standard should be according to the Word of God. (Acts 6:1-7; 1 Tim. 3:10. They should be responsible people with a keen interest in the work of the church.

They should be elected by the Assembly every two years, but the retiring members can stand for re-election if they desire.

Order of Service

1. The newly elected members shall stand before the pastor at the front of the church.
2. The pastor should read Acts 6:1-6 and explain that the work of the deacons has to do with the practical side of the church as well as acting as advisors to the pastor, who is the head-elder and spiritual leader of the church.
3. The pastor shall then give the charge to the deacons as follows:

“I now charge you brethren, that you carefully consider the Word of God so that you may understand what sort of persons you ought to be in your conduct and life, that you may faithfully fulfil the trust that has been put in you by your brethren of this church in electing you to this office. The Apostle Paul said:

‘Church helpers must also be of good character and sincere; they must not drink too much wine or be greedy; they should hold to the revealed truth of the faith with a clear conscience. They should be tested first, and then, if they pass the test, they should serve. Their wives also must be sober and honest in everything. A church helper must have only one wife, and be able to manage his children and family well. Those who do a good work win for themselves a good standing and are able to speak boldly about the faith that is ours in union with Christ.’ (I Tim. 3:8-13 TEV)’

And you, the members of this assembly, who will be served by these deacons, pray for them and honour them for their work’s sake.

May the blessing of God rest upon this assembly, both members and leaders alike, as we work together to build up the church of Jesus Christ, our Lord. Amen.”

4. Prayer for the new deacons and their work.

DEDICATION OF A CHURCH BUILDING

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The dedication of a church building is a time of joy and thanksgiving and also a time of rededication to God, realizing that only by His blessing has the church been built and only by His blessing will it succeed in the future.

A special speaker, if desired, should be notified well in advance of the day of dedication.

Arrangements for the entertainment of invited visitors should be carefully planned beforehand.

If the church has been built by a contractor, he should be invited, as well as the architect.

Order of Service

(a) Outside the Church

The congregation should gather outside the church, at the main doors, which should be closed with a ribbon tied across them. The meeting shall be opened with prayer. The pastor, or one appointed, shall then hand the special visitor a pair of scissors and request him to open the church. This he shall do by cutting the ribbon and declaring the building open to the glory of God.

The congregation shall then enter the church preceded by the pastor, the deacons and elders of the assembly and invited guests.

(b) In the Church

1. Hymns of thanksgiving and praise.
2. Reading of suitable Scriptures (Psa. 84:1-2; 27:4, 5; 48:9-14; 100:1-5; 122:1-9; 1 Chron. 10-13, 15-19; Rom.16:25-27; 2 Chron. 13:14.)
3. Sermon by the one chosen to dedicate the church.
4. Prayer of dedication, setting the church aside for the glory of God and asking for blessings on the work of the church.
5. An opportunity should be made to thank all who helped in the building of the church.
6. If so desired, an offering could be taken to be used towards any debt on the building, to provide for some need or to help in some other project.
7. Hymn and closing prayer.

THE WEDDING CEREMONY

A Christian wedding is both a civil and religious matter. Because it is a civil matter, the laws of the country must be conformed to carefully. The banns must be published accord-

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ing to the law; the registration fee laid down by law must be paid and the registration certificate must be forwarded to the Registrar within the prescribed time.

Because it is a religious matter, a wedding should be conducted according to the Word of God, in a manner that will honour God. Nothing contrary to the Word of God should be allowed at a Christian wedding.

Weddings of couples already living together, should be looked upon as simply registration of the marriage and should be conducted as quietly as possible and should not receive the same honour as a proper wedding.

Order of Service

1. Opening prayer.
2. Reading of Scriptures (such as Mk. 10:2-12; 1 Cor. 7:10-11 Eph. 5:22-33; Heb. 13:4;)
3. A short sermon on marriage setting forth the duties of husband and wife to each other.
4. The man and woman to be married shall stand before the minister, together with their witnesses, the man standing to the right of the woman.

The minister shall say to the congregation:

“Dear friends, we are gathered here today before Almighty God and this congregation to join together this man and this woman in the holy state of marriage, which the Apostle Paul declares should be honoured by all men. For this reason it is not good that any man should enter into the state hurriedly or without careful consideration, but with carefulness and in the fear of God. These two people wish to enter into this holy state and if any man can show any reason they may not be joined together lawfully, he should declare it now or ever afterwards be silent.”

The minister shall now address the man and the woman:

“As you shall answer in the day of judgment when all the secret of men’s hearts shall be revealed, I demand of you both that if either of you knows of any reason why you cannot be joined together lawfully in the holy state of marriage, that you shall declare it now. For know surely, that those who are joined together in any way other than God’s laws allow, are not joined together by God nor is their marriage lawful.”

The minister shall say to the man:

“..... (name)..... Do you take this woman to be your lawfully wedded wife, to live together in the way God has commanded in the holy state of marriage? Will you love, honour and care for her through all the varying circumstances of life and, forsaking all others, cleave only to her, as long as both of you shall live?”

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The man shall answer: "I will"

The minister shall say to the woman:

"..... (name) Do you take this man to be your lawfully wedded husband, to live together in the way God has commanded in the holy state of marriage? Will you love, honour and obey him through all the varying circumstances of life and, forsaking all others, cleave only to him, as long as you both of you shall live?"

The woman shall answer: "I will"

The minister shall direct the man to take the right hand of the woman in his right hand to say after him:

"I..... do take you to be my lawfully wedded wife, to live with you from this day forward through all the changes of life for better, for worse, for richer, for poorer; in sickness and in health. I will love and care for you as long as we both shall live. And so I give you my promise."

The woman shall say after him:

"I....., do take you..... to be my lawfully wedded husband, to live with you from this day forward through all the changes of life..... for better, for worse; for richer, for poorer, in sickness and in health. I will love, honour and obey you as long as we both shall live. And so I give you my promise."

If a ring is to be used, the minister shall ask: "What pledge do you give and receive that you will faithfully keep these promises and fulfill these vows?"

The minister shall receive the ring and give it to the man who will place it on the third finger of the woman's left hand.

(If the woman also gives a ring, she shall receive it from the minister and put it upon the third finger of the man's left hand)

The minister shall say:

"Let this ring (these rings) be a reminder to you both of the vows which you have made this day, the one to the other, and a sign of the love which you have for each other."

The minister shall pray for God's blessing on the couple.

The minister, shall join the right hands of the man and the woman and say:

"What God has joined together, let not man separate."

Then the minister shall say:

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“Because..... and..... have agreed to be joined together in the holy state of marriage, before God and this company, I now declare them to be man and wife, in the Name of the Father and of the Son and of the Holy Spirit.

May God the Father, Son and Holy Spirit bless, guide and keep you. Amen.”

5. The minister shall then lead the way where the register is to be signed. One copy of the certificate to be given to the couple and the other to be sent to the registrar.

6. Then the minister shall present the man and his wife to the congregation saying:

“Ladies and Gentlemen, I am happy to present to you, Mr. and Mrs.”

This completes our study.