

**MATHETES BIBLE COLLEGE (GHANA/USA)**

**SCHOOL OF PREACHING  
(HOMILETICS)  
PASTORAL THEOLOGY (MBC2)**

**PROGRAM: BACHELOR OF THEOLOGY (BTh.)  
MASTER OF THEOLOGY (MTh.)  
(1 YEAR INTENSIVE)**

**LECTURER  
BISHOP NII NAI MENSAH  
CHURCH BUILDERS CONSULT**

# **MATHETES BIBLE COLLEGE** (GHANA/USA)

(FULLY ACCREDITED BY WWAC, USA)

## **INTRODUCTION**

The Mathetes Bible College **BACHELOR IN THEOLOGY** degree is a **ONE-YEAR INTENSIVE** program directed to meet the leadership needs of the church today. It is not necessarily academic but basically practical theology stuff well-tailored to fix the leadership gaps in the church, community and the nation. The goals of the Bachelors program is exactly what the world is yearning for in the mental, physical and spiritual spectrum.

## **THE ESSENCE OF MATHETES DEGREE PROGRAMS**

In a chaotic and disjointed world where the devil seems to be in control, we need men and women of God who have been trained, equipped and ready to become world changers under the unction and power of the Holy Spirit infilling. And this is what the Bachelors and the Masters Degree programs exactly offer. Both the Bachelors and the Masters programs have online and classroom medium of tuition and course materials available. Seekers are at liberty to opt for what suites them.

## **COURSE REQUIREMENTS**

- A prospective student must be already a Christian, and if not, one can still apply because we believe the Holy Spirit can touch such and him/her a Christian or child of God.
- Seekers must be 18 years and above.
- No basic academic qualifications required but seekers must be able to read and write and fluent in the English language.

## **COURSE SUMMARY:**

**MBC2: PREACHING (HOMILETICS) AND PASTORAL THEOLOGY** is a curriculum aimed at training pastors, church leaders and the youth of today by equipping them with the work of practical and revival preaching ministries, pastoral counseling and related ministries. And how pastors can organize leadership workshops to train other would-be leaders to help shape the destiny of the youth and society. Students would be challenged with the need of mega church planting as an enhancer and enforcer for world-wide revivals.

**BACHELOR IN THEOLOGY Program: One-year intensive:**

**COURSE LIST:**

- MBC1 PERSONAL MINISTRY DEVELOPMENT
- MBC2 PREACHING (HOMILETICS) AND PASTORAL THEOLOGY
- MBC3 SYSTEMATIC THEOLOGY
- MBC4 LEADERSHIP DEVELOPMENT
- MBC5 MISSIOLOGY (SCHOOL OF MISSIONS)
- MBC6 SPIRITUAL DEVELOPMENT AND IMPARTATION
- MBC7 BIBLICAL THEOLOGY
- MBC8 COMPARATIVE AND ETHICS THEOLOGY
- MBC9 HISTORICAL THEOLOGY
- 50 PAGE DISSERTATION PAPER

**MASTER IN THEOLOGY Programs: One-year intensive:**

**COURSE LIST**

- MBC10 BASIC THEOLOGY
- MBC11 ETHICS AND LOYALTY THEOLOGY
- MBC12 STRATEGIC LEADERSHP DEVELOPMENT
- MBC13 FAITH THEOLOGY (SCHOOL OF FAITH)
- MBC14 REVIVAL THEOLOGY
- MBC15 POWER HEALING AND HEARING FROM GOD
- 200 PAGE DISSERTATION and CLASS PRESENTATIONS

**MATHETES BIBLE COLLEGE program schedule (1YEAR INTENSIVE):**

Master In Theology: Every Monday 7AM-1PM

Bachelor In Theology: Every Tuesday 7AM-4PM

Bachelor In Theology program: Every Saturday 7AM-4PM

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[www.mathetesbiblecollege.org](http://www.mathetesbiblecollege.org)

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## **HOMILETICS – WORD ENCOUNTER**

Homiletics is the art of preaching, teaching or writing sermons.

### **The process of presenting the word**

Hook

Book

Look

Took

### **Understanding God’s Word**

Read it

Research it

Receive it

Remember it

Reflect it

Reproduce it

Believe it

Behave it

### **Hook**

Convincing introduction; a caption; like a hook with bait to attract a fish in a stream.

The story of the 2 ministers who pulled each other’s jacket to gain public attraction before preaching the Gospel can serve as a typical example.

### **Book**

After gaining the attention of the listeners through “Hook,” give them the Book, which is the Bible, Scripture, or God’s word.

Getting deeper into God's word.

### **Look**

After getting the Book, read it. 15 minutes a day equals a whole year's reading. You don't just read but study or research it. Study it by asking questions leading to proper interpretation such as: who, what, when, where, why and how.

### **Took**

After "look," you then have the right to take or receive it, that's the Word.

Luke 8:18, which talks about the sower who went out to sow, represents the 4 kinds of soil. It's a metaphor of the four kinds of human heart in the Bible.

- Remember it – review and memorize it.
- Reflect it – meditate and think about it (2Corinthians 3:18; Psalm 119:97).
- Reproduce it Matthew 7:24-28.
- Believe it before you can behave it (John 13:17).
- Belief affects behavior

## **Gospel Encounter**

### **What to know about the Gospel**

1. Pure Gospel – it is undiluted (2Cor. 4:3; Gal. 1:6-8).
2. Practical Gospel – it is applicable (Mark 1:15).
3. Passionate Gospel – it is full of convictions – a major destiny call (1Cor. 9:16).
4. Powerful Gospel – it is God’s power to them that believe (Rom. 1:16).
5. Perpetual Gospel – it is everlasting (John 3:16, 36).
6. Prevailing Gospel – it wins the most notorious criminal (Matt. 4:17).

### **Preach the Gospel!**

What homiletics is all about is preaching the gospel for sinners to come to repentance. If you know all about preaching and teaching, and fail to preach, your knowledge alone is useless.

### **JOHN THE BAPTIST CAME TO PREACH THE GOSPEL**

John did homiletics.

Matt. 3:1-2 In those days came John the Baptist, preaching in the wilderness of Judaea, and saying, Repent ye: for the kingdom of heaven is at hand.

Matt. 3:5-10 Then went out to him Jerusalem, and all Judaea, and all the region round about Jordan, And were baptized of him in Jordan, confessing their sins. But when he saw many of the Pharisees and Sadducees come to his baptism, he said unto them, O generation of vipers, who hath warned you to flee from the wrath to come? Bring forth therefore fruits meet for repentance: And think not to say within yourselves,



we have Abraham to our father: for I say unto you, that God is able of these stones to raise up children unto Abraham. And now also the axe is laid unto the root of the trees: therefore, every tree which bringeth not forth good fruit is hewn down, and cast into the fire.

## **JESUS CHRIST PREACHED THE GOSPEL**

Jesus Christ did homiletics.

Mark 1:14-15 Now after that John was put in prison, Jesus came into Galilee, preaching the gospel of the kingdom of God, and saying, The time is fulfilled, and the kingdom of God is at hand: repent ye, and believe the gospel.

Read Matt. 9:35-39

## **THE APOSTLE PETER PREACHED THE GOSPEL**

Peter did homiletics

- Peter was the first man to do homiletics after Jesus Christ.
- Considering his background as somebody who was unschooled and ignorant clearly indicates that in the church today, everybody can do homiletics by preaching the gospel.

*Acts 2:14 But Peter, standing up with the eleven, lifted up his voice, and said unto them, Ye men of Judaea, and all ye that dwell at Jerusalem, be this known unto you, and hearken to my words:*

*Acts 2:37-41 Now when they heard this, they were pricked in their heart, and said unto Peter and to the rest of the apostles, Men and brethren, what shall we do? Then Peter said unto them, Repent, and be baptized every one of you in the name of Jesus Christ for the remission of sins, and ye shall receive the gift of the Holy Ghost. For the promise is unto you, and to your children, and to all that are afar off, even as many as the Lord our God shall call. And with many other words did he testify and exhort, saying, Save yourselves from this untoward generation.*

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

## **THE APOSTLE PAUL CAME TO PREACH THE GOSPEL**

Paul did homiletics.

- The Apostle Paul was not ashamed to preach the gospel. He knew it's God's power for the salvation of everyone. That is all that homiletics is about.
- Preach like all your life is dependent upon it. Again, the apostle Paul declared that necessity is laid upon him, and he is doomed, or woe be upon him if he preaches not the gospel.

Rom. 1:16 For I am not ashamed of the gospel, because it is God's power for the salvation of everyone who believes, of the Jew first and of the Greek as well.

1Cor. 9:16 For though I preach the gospel, I have nothing to glory of: for necessity is laid upon me; yea, woe is unto me, if I preach not the gospel!

## **PREACHING TIPS – JOE MCKEEVER**

- I. The Top 12 Things for a Pastor to Remember Just Before Sunday Morning Worship
- II. Here are my 12 suggestions for you at this moment – preacher
- III. Here's how to start a message
- IV. 10 Things the Inexperienced Preacher (or Lay Speaker) Needs to Learn Fast
- V. So, what's the beginning speaker or preacher to do? I'm glad you asked
- VI. 21 Ways to Prepare for the Ministry – Dr. Ray Pritchard, Keep Believing Ministries
- VII. The Focus of Ministry is Focus

## **THE TOP 12 THINGS FOR A PASTOR TO REMEMBER JUST BEFORE SUNDAY MORNING WORSHIP**

**Joe McKeever**

- This is the moment the preacher has had on his mind and heart all week long. Preaching for years does not make preaching any easy work.
- This is not like anything else anyone on the planet does.
- This man is attempting to speak for God. Not because of egomania. Not from an inflated sense of self. Not even because he wants to.
- He was chosen. Hand-picked. *Called*.

### **Chosen called and sent**

- Sometimes the preacher tries to bolster his confidence as he enters the sanctuary by remembering the caution God gave Jeremiah at his call: *Do not be dismayed before their faces, lest I dismay you before them* (Jer. 1:17).
- God will have no weakling speaking for Him. No coward afraid to be bold, no sycophant who cowers before the rich and powerful among the congregation.
- Again and again, the Lord told Joshua, *Be strong and courageous*. That admonition is found in Deuteronomy 31:6-8,23 and Joshua 1:6,9,18. Evidently, Joshua was a lot like us in that some things he had to be told again and again.
- This is the most important hour of your week.
- Knowing it could be the most important hour of someone's life is what intimidates you. God has big plans for this moment. You don't want to fail Him.

## **HERE ARE MY 12 SUGGESTIONS FOR YOU AT THIS MOMENT AS A PREACHER**

### **1. Keep saying to yourself, "It's not about me."**

- Now, in a sense it is. So much depends on your having sought the Lord in prayer, in having searched the Scripture, and in faithfully prepared all you are about to do. But ultimately, your goal is not to win anyone to yourself.
- If people walk out of the service raving about what a great speaker you are, how impressed they were with you, and how that sermon should be repeated throughout the land, you have bombed. The goal is to *preach Jesus*. He is the Savior, the Redeemer, the Lord, the Master, the Beginning and the End.

### **2. Relax. Remember to smile.**

- It's easy to forget this. After all, you've labored hard all week--and possibly for hours this morning--on this sermon, and you are intense about it. Your heart is burdened with the needs of the world, your mind is filled to overflowing with things to remember, and all eyes are on you to deliver God's message. Smiling at children, hugging old ladies, and making small talk with newcomers is not what you have in mind.
- But do it. Relax a bit!

### **3. Remember to worship.**

- More and more, the preachers I know are sitting on the front row instead of on the platform. That way, they're not on display and can worship as a

participant. At the appropriate times, they will stride to the pulpit to fulfill their role as worship leader.

- If you sit on the platform, worshiping can be done, but with a little more difficulty. You sit there wondering if your shoes needed shining, if your hair is combed, and who that is sitting beside Clyde Etheridge this morning. Where is Vicki?"

#### **4. Remember to pray**

When you lead the congregation in prayer, remember two things: this is real prayer, so tell the Lord what you and others truly will be needing this morning, and there are people among the congregation with genuine needs only God can meet.

#### **5. Trust God to do more than you have planned or asked.**

- In fact, **ask Him** to do more than you have asked. After all, we are assured, *He is able to do exceedingly abundantly above all that we ask or think* (Ephesians 3:20).
- Never forget the Lord wants this worship service to succeed more than you ever will. His heart's desire is for those in darkness to be given light, the redeemed to be stirred, and the hurting to be comforted. So, trust Him to do that, even though you know your words alone cannot accomplish any of this.

## 6. EXPECT THE UNEXPECTED

- From what we know of our Creator (our Creative God), He takes no joy in doing the same thing twice. He loves variety, and delights in surprising us. Ask Him to surprise you and the worshipers. Expect Him to do so.
- Not all worship service surprises appear to be heaven-sent at first. Sometimes, it's a crying baby among others. The unexpected event might be heaven-sent, after all.

## 7. Do not undermine your effectiveness by constantly second-guessing yourself (predicting or anticipating what will happen to you).

- I should have worn that other suit. This tie is all wrong. Where is my other Bible? Oh, there's Sister Powell and she looks upset. Wonder what I've done wrong this time. I knew I should have gotten out of bed and gone to her house Thursday night when she called me all upset over the neighbor's barking dog.
- I should have studied harder. This illustration doesn't work as well as I had hoped. Wonder if anyone knows I took this outline from Jim Henry's book. Where is that scripture reference found? Hope I don't get it wrong.
- Whatever made me think I could preach? I'm just not cut out for this kind of stress and anxiety. And irony of ironies, I'm preaching on the peace of God today. What a joke. I know so little of His peace. Help me, Lord.
- He will. He's with you, preacher. So, stop bleeding all over the platform.

**8. Do not let yourself be tricked into discarding today's sermon for a message you feel more comfortable with.**

- I've done it; I'll bet you have, pastor. And I cannot count the times I've heard preachers announce, "Today, the Lord has laid on my heart a different sermon from the one I had planned to preach."
- One has to wonder what goes through the minds of the worshipers when the preacher says that. I'll tell you what *does not* go through their minds. They do not think, "Oh, how godly is our pastor, that he receives messages from the Lord like this."
- More likely, they're thinking either "The Lord must not be able to make up His mind" or "So, the preacher didn't spend enough time with the Lord in prayer this week. Had he done so, the Lord would have told him what to preach then."
- Stay with the plan, preacher. Trust the Lord. Do not give in to your fears.

**9. Do not grade yourself on how well you did today. You are not your master, not your own professor and most definitely not your own grader.**

- A servant stands or falls to his own master, Paul said in Romans 14:4. Since we are not our own master, we are not qualified to judge ourselves.
- Trust Him. Do not trust your time in the study, your mastery of the languages, your degrees, or your reputation. None of these change people's hearts and lives. This is the work of the Spirit. You are only His instrument.

**10. Trust Him. You'd be surprised what He can do with nothing.**



- He inspired a nation with a shepherd boy and a sling. He parted the sea with an old man holding a rod. He fed a crowd with a little boy's lunch. He inspired millions with a widow's tiny offering.
- He can probably do something with you and me, too. If we are willing to be small enough.

### **11. When they compliment you at the conclusion of the service, be cool.**

- Know that "all the glory belongs to God." The complimenter did not mean to imply it was the greatest message in the history of the world. They were being nice. So you be nice, too. Say something like, "Thank you," and let it rest.

### **12. Resist the temptation to beat yourself up over the poor job you did**

- Leave it with the Lord. Go home and have lunch with the family--and be fully present. This is no time to pick the sermon apart, no time to bleed family members for their reactions, and no time to do anything but relax with those you love most and take some nourishment. Then, take a nap.
- All is well. After all, you have to do this again next Sunday. Or, even tonight. Oh my.

NB: Pray to give the people truths from the passage which they will remember the

## 9 REMINDERS TO START A MESSAGE

Joe McKeever

### HERE'S HOW TO START A MESSAGE

#### 1. START EARLY

- You have given yourself a big assignment. If today is Friday and you're just getting started on a sermon you're preaching Sunday morning, chances are this message is not going to knock their socks off and win you a place in the sermonic hall of fame.
- Give special attention to your sermons.

#### 2. START ON YOUR KNEES

Look at it like this:

- The Lord wants your sermons to succeed far more than you ever will, and
- He knows every message that has ever been delivered in history. So, He is your obvious starting place.
- Pray. Ask Him. Ask what He wants you to preach, what the people need, and how you shall go about it. After asking, don't rush away. Listen for the answer. If your experience is like mine, it will come in a still small voice. What that means is *an idea pops into your head on what you should do*.
- Start on your knees and go there often.

### **3. Pay attention to what the Lord has been burdening you with lately.**

- The sermon-to-end-all-sermons will not be something you thought of Monday, researched Tuesday and Wednesday, wrote Thursday and preached Sunday. This one will be as much a part of you as your bones and marrow. This subject is as near and dear to you as the very fiber of your body, as one of your precious children.
- You will care deeply about this subject. In some ways, you will have been preparing for it all your life.

### **4. LISTEN! LISTEN VERY CLOSELY!**

- As you prepare, listen to what your people are saying in their unguarded moments, what they're saying in hospital rooms, what they ask you on the way out the door on Sundays, what they say when reading the paper or watching the news.
- Listen to your family. Listen to your children when they get serious, your spouse when she gets worried, your elderly mother when she reminisces (recalls).
- Listen to your heart.
- God uses all of these--usually not at the same time--to send messages and insights to the preacher/teacher working on the SOS ("Sermon of Sermons").

## 5. KEEP IT SIMPLE

If it's complicated, forget about anyone remembering it the rest of the week, much less the rest of their lives.

Keep it simple such as "Four Things The Lord Wants You to Know About the Rest of Your Life."

You can up-grade it to: In time, the sermon became "Five Things God Wants You to Know About the Rest of Your Life."

1. *God has big plans for your life. (Earthly and Heavenly.) He's not going to tell you what they are. (The good you would mess up and the difficult you couldn't handle.)*
2. *He's getting you ready for the future right now. (Which explains the boot camp He's putting you through.)*
3. *Your job is to be faithful today where He has placed you. To bloom where you are planted.*
4. *You will walk into the future by faith--trusting Him--or you will miss out on all He has planned.*
5. *Trust at all times*

## 6. PREACH IT SEVERAL TIMES.

- Most great sermons are worked on and refined and tweaked for years before they become the definitive sermon for a preacher. They are constantly prayed over, revised, and thought about. Points are thrown out and replaced, ideas are sharpened, illustrations are improved.

## 7. GET FEEDBACK

- We're tempted to say one should get responses to the sermon from the sharpest Christians we know, the ones whose judgment we most respect. However, while that's a good idea, we do well to listen to our spouse, to the children, to anyone with a word about that sermon. Not to change anything, but simply to know what they are saying.
- Ask the Lord for feedback. No one knows preaching better than He.

## 8. NEVER CONSIDER THAT SERMON "FINISHED"

- After preaching it today, even if the sermon felt practically perfect, bear in mind that if you preach it next month, your setting will be different, the audience will not be the same, and the Lord may have something special in mind. So, you will regularly come back to this message and think it through. Does that story still work? Was that point clear enough? Is something going on in the news that pertains to this?

## 9. FINALLY, ACCEPT THAT YOU MAY NEVER KNOW WHICH OF YOUR SERMONS PEOPLE FOUND MOST MEMORABLE.

- Best to just leave it with the Lord. Do your best on every message, preacher, then let Him take the truths home to the hearts and make them fit and endure as He wills.
- Only when we get to Heaven will we find out which of our sermons were the really good ones.
- Until then, we will pray and labor with the expectation that it will be the next one. *NB: Used by permission from [www.joemckeeper.com](http://www.joemckeeper.com)*

## **10 THINGS THE INEXPERIENCED PREACHER (OR LAY SPEAKER) NEEDS TO LEARN FAST**

**Joe McKeever**

We all had to start out somewhere, sometime, somehow, and no beginner came to the speaking craft full-grown. We crawl before we walk and do that before we run.

However--and this is what prompts this diatribe today--what gets my goat is when the lay speaker or preacher is mature in years and should know better and still makes glaring mistakes.

Here is my list of **ten things the beginning (or rusty or occasional) speaker seems not to know, but needs to learn quickly in order to be effective.**

### **1. HOW TO BEGIN A SPEECH, REPORT, LESSON, TESTIMONY, OR SERMON**

First, how *not* to begin:

Your audience wants to hear what you have to say. So, cull all that clutter and go straight to the point.

Walk to the podium, smile at the congregation, take a deep breath, and begin: "One of the most important events in my life came on a Thursday some ten years ago...."

## **2. HOW TO MEASURE TIME**

- The uninitiated speaker who has been handed the pulpit and told to take 5 to 10 minutes is lost. He/she has no concept of time. None. They will think they have taken 2 minutes when they actually took 15.
- There is no substitute for preparation.

## **3. HOW TO PICK AND CHOOSE A FEW SCRIPTURES**

- The novice stands in front of us and makes a point that is biblical and sound. Then, to back it up, he proceeds to read to us **every** scripture he can find on the subject. And with some subjects, that's a truckload!
- We would like the lay speaker/preacher to know: it's okay to leave out some of what the Bible has to say on your subject. If you expect people to appreciate the ones you quote and to remember them, one or two on each point will be sufficient.

## **4. HOW TO TELL A STORY WITHOUT A THOUSAND IRRELEVANT DETAILS**

- A good story will have some details, but will not be overstuffed with them. If the speaker takes all day to get to the point, his hearers will have forgotten his point, will be tired of listening, will be ready to move along, and will be more than a little impatient with him.
- Recently, in a meeting I was attending, a beginning preacher--not a kid, but a mature man in his first pastorate--told story after story in his sermon. In so

doing, he committed two errors, the kind usually attributable to young preachers.

- First, too many stories can make the sermon as ineffective as none. Try to avoid skyscraper sermons. You know, one story on top of another.
- Second, his last story took fifteen minutes to tell. He and his wife took a long trip with friends and visited two churches in two cities. The contrast between the two churches was the point of his message. As an audience member, I liked the points he was making and found them well-stated. He was not boring at all, and I stayed with him all the way. However, he turned the sermon into a travelogue, and it eventually lost all semblance to a gospel message and became simply a tale of two churches.

## **5. WHEN A STORY IS APPROPRIATE OR WRONG; WHEN IT IS NEEDED OR NOT.**

Not all points in a sermon need to be illustrated with a story. Not all stories are appropriate for that message, that point, or that church.

## **6. WHEN TO CARRY NOTES WITH YOU INTO THE PULPIT**

- Don't carry notes to the pulpit to tell life stories you already know.



## **7. WHEN TO SHUT UP**

- Don't say "Finally, brethren a dozen times before you close down. If you say you are going to end, end the message. Don't apologize for your ineffectiveness or lack of preparation.
- Such a speaker needs a friend, someone who would listen to him and offer sound feedback.

## **8. THINK ABOUT THE "OFF-THE-CUFF" AND "AD-LIB" REMARKS**

- These are remarks made without preparing for them.
- Stop making casual remarks like "How good it is to be here in Greenwood" or "Wasn't that a wonderful song? Thank you so much, Sister Cherry!"
- In many cases, those casual remarks can come out all wrong, can be embarrassing, can be distracting.

## **9. THAT YOUR PERSONAL APPEARANCE MATTERS**

- Give some thought to your appearance. The primary rule--at least for me--is: "Have nothing in your dress or appearance that will detract from your message."
- For ladies, that means to dress conservatively (watch those earrings!) and tastefully. We have all seen young women presenting a solo in church when their dress was cut too low at the top or too high at the bottom. Too tight, too loud, too busy, too gaudy, are also no-nos.
- Men will want to dress in a way so as to reflect well on their assignment. Whether he wears a suit or a dress shirt and tie may depend on the culture

within that church. It's better to err on the side of over-dressing than be guilty of looking slovenly while on the King's business. Guys, get a haircut, shave, and look your best.

- This week I spent a few hours in two airports and noticed one class of men all wearing neckties: the pilots. They looked sharp and professional, and frankly, I appreciate that. I do not want the captain of a 737 wearing blue jeans and a t-shirt. I'm not sure why, but dead certain I don't.
- Does a necktie inspire the members of my church to have more confidence in my professionalism? I don't know. But it might. It's certainly worth some thought.

## **10. NOT TO SABOTAGE YOUR OWN MESSAGE**

- Listen to a pastor's advice to the preacher: So, I ran this by my pastor, Mike Miller, and asked for his input. "I'd like *ten points* instead of nine," I said. He was ready for me.
- "What I hate to see any speaker do when he approaches the pulpit," Mike said, "is to undermine his message by beginning, 'Now, I don't know anything about this subject.' Or, 'I'm not a theologian.'"
- "If you don't know anything about it," he added, "why are you up there? Why am I being asked to waste my time listening to you?"

## **SO, WHAT SHOULD A SPEAKER OR PREACHER TO DO AT THE BEGINNING? I'M GLAD YOU ASKED?**

### **1. PRACTICE, PRACTICE, PRACTICE!**

- While driving or walking, go over what you plan to say. Get it so clear in your mind that you will be able to go straight into the message, stay on point, clear out the clutter, and end effectively.

## **2. ASK YOUR WIFE OR ANOTHER CLOSE FRIEND**

- You can benefit from having someone who loves you listen closely to what you plan to say and give you their honest appraisal.
- As we said above, no matter what your friend or your spouse says, take it seriously. If you question it, talk to the Lord about it. Also, enlist another friend to listen and give you feedback *without telling them about the earlier advice you received*.

## **3. TRY REARRANGING YOUR MESSAGE**

- Unless you are delivering that talk in the next 24 hours, you have time to try different ways of approaching the subject. Try telling a story up front, try going straight to your text, try the confessional approach. Try telling your illustration in different ways. Go for brevity and see if that works.
- See if you can deliver this talk and come in several minutes *under* the time limit assigned to you. Do this and you will make several friends for life.
- Pastor Mike told me of the time he gave a man five minutes to deliver a talk in church. "We practiced it," he said, "and it still didn't work." "He stood at the pulpit and talked for 37 minutes!"

- It's a good thing to encourage laymen to speak publicly. But they should never have the pulpit turned over to them without guidance and assistance.

***Editor's Note:***

The following is a report on the practical applications of ***Michael Todd Wilson & Brad Hoffmann's*** book, *Preventing Ministry Failure: A Shepherd Care Guide for Pastors, Ministers and Other Caregivers*, (InterVarsity Press, 2007).

- You hear about falls from ministry all the time, and sometimes you wonder if burnout, ineffectiveness, or moral failure could someday cause your own ministry to fail.
- But the good news is, failure doesn't just happen without warning, and you *can* take steps to prevent it.

**HERE'S HOW YOU CAN PREVENT FAILURE IN YOUR MINISTRY**

***Michael Todd Wilson & Brad Hoffmann***

**APPROACH YOUR MINISTRY FROM THE RIGHT PERSPECTIVE**

1. Remember that it's ultimately God's ministry, not yours. Instead of trying to minister in your own limited power, decide to rely on God's unlimited power to work through you.
2. Give yourself the freedom to be human and break free of unrealistic expectations to be perfect.
3. Expect that you'll make some mistakes, but when you do, embrace the grace God offers you to learn from them and move on with confidence.

4. Rather than imposing your own agenda on your ministry, seek to discover God's purposes for it. Then simply do your best to fulfill those purposes, trusting God for the outcome.
5. Ask God to give you the humility you need to work to please Him alone, instead of trying to validate yourself or please other people.

### **KEEP SHORT ACCOUNTS WITH GOD**

1. Be aware of how much you sin on a daily basis, in both big and small ways. Realize that all sin, no matter what kind, can block your intimacy with God and drag you into bondage.
2. Regularly thank God for the new mercy He offers you daily because of His great love for you.
3. Don't ignore your sins; deal with them as soon as you recognize them. Make a daily habit of seeking spiritual restoration through confession, repentance, reconciliation, restitution, accountability, and renewing your mind.

### **TAKE CARE OF YOURSELF**

1. Understand that if you don't take care of yourself, you can't take care of the people you serve through your ministry. Don't neglect your own physical, mental, emotional, and spiritual health.
2. Make time every day to nurture your body (getting enough sleep, eating nutritious meals, exercising, etc.),
3. Nurture your mind (constantly learning something new, refreshing yourself through recreation, etc.),

4. Grow your spirit (spending prayer time in solitude and silence, reading and meditating on the Bible, etc.).

## **VALUE INTIMACY**

1. Recognize that you need close relationships with God and other people just as much as any other human being. Make it a top priority to develop relationships where you can fully know others and be fully known yourself.
2. Don't believe lie that as a minister, you can't safely be vulnerable with others. Realize that you can't afford not to be open and honest with others if your ministry is to survive, much less thrive.
3. Guard yourself against isolation that will damage your soul and ministry. Pursue God and enjoy the love you experience as you connect with Him.
4. Pay attention to your need for support, encouragement, and accountability from other people. Invest in close friendships with a few other believers of your same gender.
5. Nurture an intimate relationship with your spouse if you're married, and rely on God's strength to help you meet your needs for intimacy in pure ways if you're single.
6. Be willing to take the risks required to form healthy, close relationships. Learn how to identify and express your emotions and resolve conflict well.
7. Welcome help from others when you need it, and be willing to help others when they need it.
8. Learn how to express affection in appropriate physical ways, such as through hugs and handshakes. Don't hesitate to laugh often.

9. Seek out adventurous experiences with others, such as by taking a trip to a new place with them or trying out a new sport with them. Take time off work regularly to play and enjoy yourself with other people. Pray for others and allow them to pray for you.\

## **UNDERSTAND AND FOLLOW YOUR CALLING**

1. Discern honestly whether you're serving in ministry because of your own desires, or because God invited you to do so and you can't be at peace doing anything else.
2. Recognize the common characteristics of a divine calling: It's not about you; it's about God's desire to use you in ministry to others. The calling is bigger than you are, so it requires you to depend on God to fulfill it. It represents your heart's greatest passion.
3. The calling will make use of the experience you've already gained in life to accomplish ministry that's unique to your journey. And, once God calls you, it's to a lifetime of ministry service in some way. Even though you may try to resign the call, the call won't leave you.
4. Understand that you may experience discouragement, struggling with sin, and being removed from a particular place of ministry and yet still be pursuing a true calling.
5. But if you view ministry as simply a job, if you lack passion for it, if your ministry expresses self-centered desire, or if you find satisfaction doing something besides full-time ministry, God may not have called you to ministry, and you should seek His will in the matter.

6. If you *have* been called to ministry work, ask God to give you clarity about what He's calling you to do, and the confidence you need to follow that calling despite the challenges you encounter along the way.
7. Pray for perseverance and the ability to stay focused on your calling, so the difficult circumstances that are bound to come your way in ministry won't knock you off course.
8. Live out your ministry role according to the natural talents and spiritual gifts God has given you – rather than just according to your expectations and assumptions.
9. Invite God to show you exactly how He has designed you for ministry. Devote yourself to pursuing God with a passion, making your relationship with Him – not your work – your top priority.
10. Trust that, in the process, God will plant the desires He has for you in your heart. Create a personal purpose statement to guide your life and ministry.
11. Once you've identified your calling, avoid wasting your time and energy on activities that distract you from pursuing it well.
12. Everyday build your decisions around your priorities, while keeping your purpose in mind.
13. Help other people who work alongside you in ministry to find and fulfill their callings, too. Encourage them and give them opportunities to expand their ministry work.
14. Whenever God's calling for your own ministry work conflicts with other people's expectations, choose to follow God, no matter what others may think.
15. Wait until a crisis or conflict is over before deciding whether you should stay or leave a particular ministry place, so you won't be just reacting to feeling tired, angry, frustrated, or overwhelmed.



16. Spend a significant amount of time praying about whether or not to move on before actually making the decision.
17. If God is calling you to stay, ask Him to give you the wisdom you'll need to solve the problems facing you and create positive change. If you think God may be calling you to pursue new ministry work, ask: "Am I spiritually discontent?", "What has God been speaking to me about?", "Do I possess a consuming new passion?", and "Is there an open door?". Make sure you won't be moving from a bad situation to a worse one, but from a good situation to a better one.

## WHY DO PREACHERS PREACH?

### HOW TO COMMUNICATE TO CHANGE LIVES

Since the goal of preaching is to change lives, preaching is the ultimate tool for church growth. But how can you be effective in communication through preaching? Listed below are eight questions to ask about your preaching.

1. **Who will I be preaching to?** Asking questions like, "What are their needs?", "What are their hurts?", and, "What are their interests?", will help us focus on where the people are. Why ask? Because although there are three things that always get one's attention:

- Things that threaten us.
- Things that are unusual.
- Things that we value.

*"A preacher can only consistently keep people's attention by focusing on what people value."*

2. **What does the Bible say about their needs?** Since the Bible is the Book of Life, it will have the answer to people's needs! The preacher's task is to show the Bible to be relevant for today's needs.

3. **What is the most practical way to say it?** Application is the central task in preaching. So, preaching must be practical enough for people to know what to do. How to make preaching more practical?

- Always aim for action.
- Tell the people why.

- Show them how.

Exhortation without explanation leads to frustration. Too often people respond to a message with the expression, "Yes, but how?" In other words, I agree with what you're saying, but "how do I do it?"

**4. What is the most positive way to say it?** Jesus never tried to convert anyone with anger. Although the Scriptures clearly warn of judgment, negative preaching only produces negative people.

## **MOST WORRY IS UNNECESSARY**

Most of us worry unnecessarily about too many things.

It's almost as though we search for problems to give ourselves stress. The amazing news is that much of what we worry about doesn't matter at all! Take a look at these statistics about worry:

- 40% of all things that we worry about never come to pass.
- 30% of all our worries involve past decisions that cannot be changed.
- 12% focus on criticism from others who spoke because they felt inferior.
- 10% are related to our health, which gets worse when we worry.
- 8% of our worries could be described as "legitimate" causes for concern.



## THE 7 CS OF COMMUNICATION

### A CHECKLIST FOR CLEAR COMMUNICATION

#### MESSAGES MUST ALWAYS BE CLEAR

Think of how often you communicate with people during your day. You write emails, facilitate meetings, participate in conference calls, create reports, devise presentations, debate with your colleagues... the list goes on.

We can spend almost our entire day communicating. So, how can we provide a huge boost to our productivity? We can make sure that we communicate in the clearest, most effective way possible.

This is why the 7 Cs of Communication are helpful. The 7 Cs provide a checklist for making sure that your **meetings, emails, conference calls, reports,** and **presentations** are well constructed and clear – so your audience gets your message.

According to the 7 Cs, communication needs to be:

- Clear.
- Concise.
- Concrete.
- Correct.
- Coherent.
- Complete.

- Courteous.

In this article, we look at each of the 7 Cs of Communication, and we'll illustrate each element with both good and bad examples.

## **1. CLEAR**

When writing or speaking to someone, be clear about your goal or message. What is your purpose in communicating with this person? If you're not sure, then your audience won't be sure either.

To be clear, try to minimize the number of ideas in each sentence. Make sure that it's easy for your reader to understand your meaning. People shouldn't have to "read between the lines" and make assumptions on their own to understand what you're trying to say.

## **2. CONCISE**

When you're concise in your communication, you stick to the point and keep it brief. Your audience doesn't want to read six sentences when you could communicate your message in three.

- Are there any adjectives or "filler words" that you can delete? You can often eliminate words like "for instance," "you see," "definitely," "kind of," "literally," "basically," or "I mean."
- Are there any unnecessary sentences?
- Have you repeated the point several times, in different ways?

## **3. CONCRETE**

When your message is concrete, then your audience has a clear picture of what you're telling them. There are details (but not too many!) and vivid facts. Your message is solid not abstract.

#### 4. CORRECT

When your communication is correct, it fits your audience. And correct communication is also error-free communication.

- Do the technical terms you use fit your audience's level of education or knowledge?
- Have you checked your **writing** for grammatical errors? Remember, spell checkers won't catch everything.
- Are all names and titles spelled correctly?

#### 5. COHERENT

When your communication is coherent, it's logical. All points are connected and relevant to the main topic, and the tone and flow of the text is consistent.

#### 6. COMPLETE

In a complete message, the audience has everything they need to be informed and, if applicable, take action.

- Does your message include a "call to action", so that your audience clearly knows what you want them to do?
- Have you included all relevant information – contact names, dates, times, locations, and so on?

#### 7. COURTEOUS

Courteous communication is friendly, open, and honest. There are no hidden insults or passive-aggressive tones. You keep your reader's viewpoint in mind, and you're empathetic to their needs.

## Variations

There are a few variations of the 7 Cs of Communication:

- **Credible** – Does your message improve or highlight your credibility? This is especially important when communicating with an audience that doesn't know much about you.
- **Creative** – Does your message communicate creatively? Creative communication helps keep your audience engaged.

## Key Points

All of us communicate every day. The better we communicate, the more credibility we'll have with our clients, our boss, and our colleagues.

Use the 7 Cs of Communication as a checklist for all of your communication. By doing this, you'll stay clear, concise, concrete, correct, coherent, complete, and courteous.

## PASTORAL MINISTRY

### Key information needed:

1. Pastoralia
2. Mentoring
3. Coaching
4. Biblical Counseling or Nouthetic Counseling

### PASTORALIA

Pastoralia is the duties of a pastor. Later also, it's pastoral care, spiritual care or guidance as a subject of theological study.

**Pastoral care** is an ancient model of emotional and spiritual support that can be found in all cultures and traditions. It has been described in our modern context as individual and corporate patience in which trained **pastoral** carers support people in their pain, loss and anxiety, and their triumphs, joys and victories.

**Cure of souls.** In some denominations of Christianity, the **cure of souls**, an archaic translation which is better rendered today as "care of **souls**" is the exercise by priests of their office.

### WHAT IS THE DIFFERENCE BETWEEN CHAPLAIN AND PASTOR?

- **Chaplains** and **pastors** both serve vital roles in leading others to grow in their faith. The **difference** may be in how each role focuses your skills. For example, a **chaplain** traditionally is a spiritual caregiver who



reaches out to anyone **in** need, while a **pastor** is a typically a spiritual leader **in a** church.

### **WHAT IS SPIRITUAL CARE?**

- **Spiritual care** attends to a person's **spiritual** or religious needs as he or she copes with illness, loss, grief or pain and can help him or her heal emotionally as well as physically, rebuild relationships and regain a sense of **spiritual** wellbeing.

### **WHAT DOES PASTORAL FORMATION MEAN**

According to theological tradition of the Church, pastoral formation should make connections between the various. aspects of priestly **formation**, including academic coursework, their personality, their spiritual life and their **pastoral** responsibilities.

### **WHAT DOES PASTORAL LEADER DO?**

It includes information and guidance on: becoming effective in your role as a **pastoral leader**; how to get the best out of your tutor team; your role in managing pupil behavior; working with a range of external agencies; using data to raise pupil achievement; handling difficult or hard to reach parents; the impact of ...

## WHAT ARE THE SPIRITUAL NEEDS OF A PERSON?

- Your **Needs. Spiritual Needs. Spirituality** means different things to different people. It may include faith or what provides a sense of personal meaning in life (and death). When dealing with illness, **spiritual** issues often come to the forefront of the patient's life, as well as your own.

## WHY IS SPIRITUAL CARE IMPORTANT?

- It is critical that we as physicians and health **care** providers listen to all aspects of our patients' lives that can affect their decision making and their coping skills. Religious convictions may affect health **care** decision making. ... **Spirituality** may be a patient need and may be **important** in patient coping.

## WHAT IS PASTORAL MINISTRY AND WHAT DOES IT INVOLVE?

- A pastor is a spiritual leader who in charge of a congregation. Both **pastoral** care and **pastoral ministry** are roles used to describe positions of leaders in various Christian denominations. **Pastoral** care and **pastoral ministry** both **involve** administering the love of Christ to others.

## WHAT IS HOSPITAL PASTORAL CARE?

- Pastors offer chaplain services. For example, the department of **Pastoral Care** at any hospital is committed to **caring** for the spiritual needs of

patients, families and staff. ... Understanding this, the mission of pastoral care is to assist patients, families and staff as they face the emotional and spiritual impact of illness and crisis.

### **WHAT IS PASTORAL CARE?**

- **Pastoral care** is not merely a complementary practice; it is policy and practices fully integrated throughout the teaching and learning and structural organization of a **school** to effectively meet the personal, social (wellbeing) and academic needs of students and staff.

### **WHAT THE ROLE OF A HOSPITAL CHAPLAIN?**

- **Chaplains** provide one-to-one, short-term support to patients, their families and **hospital** staff. The department operates on a referral basis and receives requests from nursing, physicians, social workers, patient representatives, clergy, patients and family members.

### **What is the difference between Reverend and Pastor?**

- Note, though, that a “**pastor**” and a “**reverend**” also have some **differences between** them. According to the dictionary, a **pastor** is defined as a **minister** or a priest in charge of a church. ... On the other hand, “**reverend**” refers to a title or an initial for anyone who is a member of the clergy.

## **IS A PASTOR A MINISTER?**

- In other Christian denominations, such as the Baptist, Congregationalist, Methodist, Presbyterian and Reformed Churches, the title usually refers to a member of the ordained clergy who leads a congregation or participates in a role in a parachurch **ministry**; such a person may serve as a presbyter, **pastor** or **preacher**.

## **WHAT IS THE DIFFERENCE BETWEEN CHAPLAIN AND PASTOR?**

- **Chaplains** and pastors both serve vital roles **in** leading others to grow **in** their faith. The **difference** may be **in** how each role focuses your skills. For example, a **chaplain** traditionally is a spiritual caregiver who reaches out to anyone **in** need, while a **pastor** is a typically a spiritual leader **in a** church.

## **MENTORING**

### **WHAT IS PASTORAL MENTOR?**

- **Pastoral mentor** and mental health lead. Purpose of Job. To enable students to overcome personal barriers to learning and to help provide a structure that supports the safety and well-being of students, particularly with regard to the mental health of students.

### **HOW DO YOU EFFECTIVELY MENTOR?**

Consider these seven key qualities that can help you become an effective mentor.

1. Ability and willingness to communicate what you know. ...
2. Preparedness. ...
3. Approachability, availability, and the ability to listen. ...
4. Honesty with diplomacy. ...
5. Inquisitiveness. ...
6. Objectivity and fairness. ...
7. Compassion and genuineness.

### **WHAT ARE THE QUALITIES OF A GOOD MENTOR?**

#### **6 QUALITIES OF A GOOD MENTOR**

1. Willingness to Share Skills, Knowledge and Expertise. ...
2. Demonstrates a Positive Attitude and Acts as a Positive Role Model. ...
3. Takes a Personal Interest in the Mentoring Relationship. ...
4. Exhibits Enthusiasm in the Field. ...
5. Values Ongoing Learning and Growth in the Field. ...

6. Provides Guidance and Constructive Feedback.

### **WHAT SHOULD A MENTOR DO?**

- **Mentoring** is a powerful personal and career development tool that can enable the mentee to achieve or exceed their life's goals and aspirations. ... Depending upon the mentee's needs a **mentor**: Shares knowledge and life experiences. Provides guidance and advice.

### **WHAT TO EXPECT FROM YOUR MENTOR?**

1. Offer an outside perspective on both you and your career.
2. Listen, confidentially, to the things that are worrying you about your business.
3. Help you by sharing their own experience of both failure and success.
4. Give friendly, unbiased support.
5. Provide honest and constructive feedback.
6. Be a sounding board for ideas.

## **MENTORSHIP**

### **WHAT IS THE GOAL OF MENTORSHIP?**

- Mentors become trusted advisers and role models – people who have "been there" and "done that." They support and encourage their mentees by offering suggestions and knowledge, both general and **specific**. The goal is help mentees improve their skills and, hopefully, advance their careers.

## MENTORSHIP

- **Mentorship** is a relationship in which a more experienced or more knowledgeable person helps to guide a less experienced or less knowledgeable person. The mentor may be older or younger than the person being mentored, but he or she must have a certain area of expertise.
- It is a learning and development partnership between someone with vast experience and someone who wants to learn. Mentorship experience and relationship structure affect the "amount of psychosocial support, career guidance, role modeling, and communication that occurs in the mentoring relationships in which the protégés and mentors engaged."
- The person in receipt of mentorship may be referred to as a *protégé* (male), a *protégée* (female), an apprentice or, in the 2000s, a **mentee**. The mentor may be referred to as a *godfather* or *godmother* or a *rabbi*.
- "Mentoring" is a process that always involves communication and is relationship-based, but its precise definition is elusive, with more than 50 definitions currently in use, one definition of the many that have been proposed, is:
- Mentoring is a process for the informal transmission of knowledge, social capital, and the psychosocial support perceived by the recipient as relevant to work, career, or professional development.
- Mentoring entails informal communication, usually face-to-face and during a sustained period of time, between a person who is perceived to have greater relevant knowledge, wisdom, or experience (the mentor) and a person who is perceived to have less (the protégé)."

- Mentoring in Europe has existed since at least Ancient Greek times. Since the 1970s it has spread in the United States mainly in training contexts, with important historical links to the movement advancing workplace equity for women and minorities, and it has been described as "an innovation in American management."

## **TECHNIQUES OF MENTORING**

The focus of mentoring is to develop the whole person and so the techniques are broad and require wisdom in order to be used appropriately. A 1995 study of mentoring techniques most commonly used found that the five most commonly used techniques among mentors were:

1. *Accompanying*: making a commitment in a caring way, which involves taking part in the learning process side-by-side with the learner.
2. *Sowing*: mentors are often confronted with the difficulty of preparing the learner before he or she is ready to change. Sowing is necessary when you know that what you say may not be understood or even acceptable to learners at first but will make sense and have value to the mentee when the situation requires it.
3. *Catalyzing*: when change reaches a critical level of pressure, learning can escalate. Here the mentor chooses to plunge the learner right into change, provoking a different way of thinking, a change in identity or a re-ordering of values.
4. *Showing*: this is making something understandable, or using your own example to demonstrate a skill or activity. You show what you are talking about, you show by your own behavior.



5. *Harvesting*: here the mentor focuses on "picking the ripe fruit": it is usually used to create awareness of what was learned by experience and to draw conclusions. The key questions here are: "What have you learned?", "How useful is it?".

Different techniques may be used by mentors according to the situation and the mindset of the mentee.

## **MULTIPLE MENTORS**

- A new and upcoming trend is having multiple mentors. This can be helpful because we can all learn from each other. Having more than one mentor will widen the knowledge of the person being mentored. There are different mentors who may have different strengths.

## **PROFESSION OR TRADE MENTOR**

- This is someone who is currently in the trade/profession/calling you are entering. They know the trends, important changes and new practices that you should know to stay at the top of your career.
- A mentor like this would be someone you can discuss ideas regarding the field, and also be introduced to key and important people that you should know. For example, a senior pastor can adopt an associate pastor to train him to fulfill his calling as a pastor.

## **INDUSTRY MENTOR**

- This is someone who doesn't just focus on the profession. This mentor will be able to give insight on the industry or ministry as a whole. Whether it be

research, development or key changes in the industry or ministry, you need to know.

## **ORGANIZATION MENTOR**

- Politics in the organizations are constantly changing. It is important to be knowledgeable about the values, strategies and products that are within your company, but also when these things are changing. An organization mentor can clarify missions and strategies, and give clarity when needed.
- The same principle can be applied to a church setting. In such situations, the members of the church are the customers or assets of the church. The mentee need to know their behavior patterns and strategies to adopt to meet such behaviors.

## **WORK PROCESS MENTOR**

- This mentor can speed quickly over the bumps, and cut through the unnecessary work. This mentor can explain the 'ins and outs' of projects, day to day tasks, and eliminate unnecessary things that may be currently going on in your work day. This mentor can help to get things done quickly and efficiently.

## **TECHNOLOGY MENTOR**

- This is an up-and-coming, incredibly important position. Technology has been rapidly improving, and becoming more a part of day to day transactions within

companies. In order to perform your best, you must know how to get things done on the newest technology.

- A technology mentor will help with technical breakdowns, advise on systems that may work better than what you're currently using, and coach you through new technology and how to best use it and implement it into your daily life.
- For example, mentees can be coached on how to present simple messages using Facebook, You tube and internet TV techniques to reach out to a larger congregation.

These mentors are only examples. There can be many more different types of mentors. Look around your workplace, your church, your life, and see who is an expert that you can learn something from.

## **TYOLOGY – TYPES OF MENTORING RELATIONSHIPS**

- There are two broad types of mentoring relationships: formal and informal. Formal mentoring relationships are set up by an administrative unit or office in a church or organization, which solicits and recruits qualified individuals who are willing to mentor, provides training to the mentors, and then helps to match the mentors up with a person in need of mentoring.
- While formal mentoring systems contain numerous structural and guidance elements, they still typically allow the mentor and mentee to have an active role in choosing who they want to work with.
- Formal mentoring programs which simply assign mentors to mentees without giving these individuals a say have not performed well. Even though a mentor and a mentee may seem perfectly matched "on paper", in practice, they may have different working or learning styles.

- As such, giving the mentor and the mentee the opportunity to help select who they want to work with is a widely used approach.
- Informal mentoring occurs without the use of structured recruitment, mentor training and matching services. Informal mentoring arrangements can develop naturally from church or business networking situations in which a more experienced individual meets a new employee or church member, and the two strike up a rapport.

## **PEER MENTORING**

- In addition to these broad types, there are also peer, situational and supervisory mentoring relationships. These tend to fall under the categories of formal and informal mentoring relationships.
- Informal relationships develop on their own between partners. Formal mentoring, on the other hand, refers to a structured process supported by the church or organization and addressed to target populations.

## **YOUTH MENTORING PROGRAMS**

- Youth mentoring programs assist at-risk children or youth who lack role models and sponsors. In church or business, formal mentoring is part of talent management strategies which are used to groom key church members, youth leaders, employees, newly hired graduates, high potential-employees and future leaders.
- The matching of mentor and mentee is often done by a mentoring coordinator or the senior pastor, often with the help of a computerized database registry.

The use of the database helps to match up mentees with mentors who have the type of experience and qualifications they are seeking.

## **GENERAL MENTORING PROGRAMS**

- There are formal mentoring programs that are values-oriented, while social mentoring and other types focus specifically on career development, or how a new convert can grow in the Lord. Some mentorship programs provide both social and vocational support.
- In well-designed formal mentoring programs, there are program goals, schedules, training (for both mentors and protégés), and evaluation.
- There are many kinds of mentoring relationships from church, school or community-based relationships to e-mentoring relationships. These mentoring relationships vary and can be influenced by the type of mentoring relationship that is effective. That is whether it has come about as a formal or informal relationship.
- Also, there are several models used to describe and examine the sub-relationships that can emerge. For example, Buell describes how mentoring relationships can develop under a cloning model, nurturing model, friendship model and apprenticeship model.
- The cloning model is about the mentor trying to "produce a duplicate copy of him or herself." The nurturing model takes more of a "parent figure, creating a safe, open environment in which mentee can both learn and try things for him-or herself." The friendship model are more peers "rather than being involved in a hierarchical relationship." Lastly, the apprenticeship is about

less "personal or social aspects... and the professional relationship is the sole focus."

- In the sub-groups of formal and informal mentoring relationships: peer mentoring relationships are relationships where individuals are at the same skill training, similar positions and stages of career. However, one person may be more knowledgeable in a certain aspect or another, but they can help each other to progress in their work or discipleship relationship. A lot of time, peer relationships provide a lot of support, empathy and advice because the situations are quite similar.

### **SITUATIONAL MENTORING**

- Short-term relationships in which a person mentors for a specific purpose. This could be a company bringing an expert in regarding social media, or internet safety. This expert can mentor employees to make them more knowledgeable about a specific topic or skill.
- In a church situation, an expert can come in to teach on missions and other soul winning techniques.

### **SUPERVISORY MENTORING**

- This kind of mentoring has to go to people who are supervisors. These are people who have answers to many questions, and can advise to take the best plan of action.

## **MENTORING CIRCLES**

- Participants from all levels of the church or organization propose and own a topic. They then meet in groups to discuss the topic, which motivates them to grow and become more knowledgeable. Flash mentoring is ideal for the youth, women and men in ministry.

## **FLASH MENTORING**

- Creates a low-pressure environment for mentoring that focuses on single meetings rather than a traditional, long-term mentoring relationship.

## **BENEFITS OF MENTORING**

- Meta-analysis of 112 individual research studies found mentoring has significant behavioral, attitudinal, health-related, relational, motivational, and career benefits.
- These benefits for a mentee depend on which of the different (not mutually exclusive) functions is performed by the mentor. Originally, the concept of mentoring functions was developed based on role modeling, friendship, emotional support, encouragement) and career-related support (e.g. providing advice, discussing goals).
- Especially in the church, there are also many benefits for a pastor in developing a mentorship program for new and current church members.

## **CAREER DEVELOPMENT**

- Setting up a career development mentoring program for the church enables the church to help the youth to learn the skills and behaviors from old members that the new ones need to advance to higher-responsibility positions.
- This type of mentoring program can help to align church goals with the personal career goals of the youth. It gives church members the ability to advance and learn more about their calling and ministry.

## **HIGH POTENTIAL MENTORING**

- The most talented members in the church tend to be difficult to retain, as they are usually seeking greater challenges and responsibilities, and they are likely to leave for a different church if they do not feel that they are being given the opportunity to develop.
- Top talent, whether in an administrative or leadership role have incredible potential to make great things happen for any church. Creating a mentoring program for high-potential church members that gives them one-on-one guidance from senior pastor or other senior leaders can engage these gifted youth and give them opportunity to develop.

## **DIVERSITY MENTORING**

- One of the top ways to be creative is by bringing in new ideas from senior and experienced church members from underrepresented groups such as women's ministry and other minority ethnic groups. Women mentors can empower



other church members to increase their confidence and take up higher responsibility tasks and prepare them for leadership roles.

- By developing diverse church members from lower ranks especially women, this can give the church access to new ideas, new ways of looking at problems, and new perspectives. This also brings cultural awareness and intercultural dialogue into the church.

### **REVERSE MENTORING**

- While mentoring typically involves a more experienced, typically older church member or leader providing guidance to a younger church member, the opposite approach can also be used. In the 2000s, with the rise of digital innovations, Internet applications and social media, in some cases, new, young church members are more familiar with these technologies than senior or old church members in the church.
- The younger generations can help the older generations to expand and grow towards current trends. Everyone has something to bring to the table, this creates a "two-way street" within churches where younger generation can see the larger picture, and senior generation can learn from young church members.

### **KNOWLEDGE TRANSFER MENTORING**

- Church members must have a certain set of skills and knowledge in order to accomplish the tasks at hand or the vision of the church. Mentoring is a great approach to help church members get organized and give them access to a

leader that can give feedback and help answer questions that they may not know where to find answers to.

- Mentorship provides critical benefits to individuals as well as organizations and churches. Although mentorship can be important for an individual's career advancement, in the churches and workplaces, it has helped the advancement of women and minorities.
- By the late 1970s, numerous publications had established the centrality of mentorship to business success for everyone and particularly for women trying to break into the male-dominated business world.
- These publications noted the many specific benefits provided by mentorship, which included insider information, education, guidance, moral support, inspiration, sponsorship, an example to follow, protection, promotion, the ability to access opportunities and tutelage in the church and the corporate world.

### **BLENDED MENTORING**

- Blended mentoring is an implementation of information technology (IT) into the traditional mentoring program, intended to give to career counseling and development services the opportunity to adopt mentoring in their ordinary practice.

### **BUSINESS MENTORING**

- The concept of mentoring has entered the business domain as well. This is different from being an apprentice; a business mentor provides guidance to a

business owner or an entrepreneur on the entrepreneur's business: An apprentice learns a trade by working on the job with the "employer".

## **MOSAIC MENTORING**

- Mentoring covers a range of roles. Articulating these roles is useful for understanding what role you play, and ministry work. Demonstrating how you go about mentoring needs a language of behaviors.
- Two of Schein's students, Davis and Garrison, undertook to study successful leaders of both genders and at least two races. Their research presented evidence for the roles of: cheerleader, coach, confidant, counsellor, developer of talent, "griot" (oral historian for the organization or profession), guardian, guru, inspiration, master, "opener of doors", patron, role model, pioneer, "seminal source", "successful leader", and teacher.
- They described multiple mentoring practices which have since been given the name of "mosaic mentoring" to distinguish this kind of mentoring from the single mentor approach.
- Mosaic mentoring is based on the concept that almost everyone can perform one or another function well for someone else — and also can learn along one of these lines from someone else. The model is seen as useful for people who are "non-traditional" in a traditional setting, such as people of color and women in a traditionally white male organization. The idea has been well received in medical education literature. There are also mosaic mentoring programs in various faith-based organizations or churches.

## NEW-HIRE PROGRAMS

- New-hire mentoring programs are set up to help new church members acclimate more quickly into the church. In new-hire mentoring programs, newcomers to the church or organization (protégés) are paired with more experienced people (mentors) in order to obtain information, good examples, and advice as they advance.
- It has been claimed that new employees new church members who are paired with a mentor are twice as likely to remain in their job or church than those who do not receive mentorship.
- These mentoring relationships provide substance for career growth and benefit both the mentor and the protégé. For example, the mentor gets to show leadership by giving back and perhaps being refreshed about their own work or ministry.
- The church or organization receives a church member or an employee that is being gradually introduced and shaped by the organization's culture and operation because they have been under the mentorship of an experienced member.
- The person being mentored networks, becomes integrated easier in an organization or church, gets experience and advice along the way. It has been said that "joining a mentor's network and developing one's own is central to advancement" and this is possibly why those mentored tend to do well in their organizations or churches.
- In the organizational setting, mentoring usually "requires unequal knowledge," but the process of mentorship can differ. Bullis describes the

mentoring process in the forms of phase models. Initially, the "mentee proves himself or herself worthy of the mentor's time and energy".

- Then cultivation occurs which includes the actual "coaching...a strong interpersonal bond between mentor and mentee develops". Next, under the phase of separation, "the mentee experiences more autonomy". Ultimately, there is more of equality in the relationship, termed by Bullis as Redefinition.

## **HIGH-POTENTIAL PROGRAMS**

- High-potential mentoring programs are used to groom up-and-coming church members or employees deemed to have the potential to move up into leadership or executive roles. Here the church member or employee (protégé) is paired with a senior-level leader (or leaders) for a series of career-coaching interactions.
- These programs tend to be smaller than more general mentoring programs and mentees must be selected based on a list of eligibility criteria to participate. Another method of high-potential mentoring is to place the church member or employee in a series of jobs in disparate areas of a church or an organization (e.g., human resources, operations management, youth ministry, etc.) all for short periods of time, so they can learn in a "hands-on", practical fashion, about the church's or organization's structure, culture, and methods.

## COACHING

### COACHING

- Coaching is a form of development in which a person called a *coach* supports a learner or client in achieving a specific personal or professional goal by providing training and guidance.
- The learner is sometimes called a *coachee*. Occasionally, *coaching* may mean an informal relationship between two people, of whom one has more experience and expertise than the other and offers advice and guidance as the latter learns; but coaching differs from mentoring in focusing on specific tasks or objectives, as opposed to more general goals or overall development.
- The word "coaching" thus identified a process used to transport people from where they are to where they want to be.

### INSTRUCTIONAL COACHES

- Instructional coaches are former teachers, principals or pastors that have shown effectiveness in their work of teaching or leading and go through additional training to learn more about the technical and leadership skills needed to be an effective coach.
- In her book *The Art of Coaching*, Elena Aguilar recommends that a coach "must have been an effective teacher for at least five years." Though skills that were effective in the classroom are a must, the coach must also be confident in working with adults, bringing strong listening, communication, and data analysis skills to the coaching position.

- Ultimately, an instructional coach is a former pastor teacher who was successful in the classroom and is respected in the field, with the respect carrying over into this new position.

## **ACTIVITIES OF COACHES**

- Coaches seek to work one-on-one with teachers or in a small group setting with teachers to build student achievement in the classroom based on data collected and discussed by both teacher or coach.
- According to Melinda Mangin and KaiLonnie Dunsmore, instructional coaching models may include: "cognitive coaching, clinical supervision, peer coaching and mentoring, formal literacy coaching, informal coaching, or a mixed model.
- Other researchers have described categories of coaching such as data-oriented, student-oriented, managerial, and coaches who work with individual teachers or with groups of teachers."
- Ultimately, coaching roles are designed to increase teacher capacity and push teacher improvement through learning opportunities. The practice of instructional coaching is embedded within the work of a teacher, not in isolation of their everyday teaching.
- In other words, the coach works with the teacher throughout the school year and meets during the school day with the teacher regarding current lessons, planning, and the observations/data collected.
- The discussions between the instructional coach and teacher are built upon mutual respect and a trusting relationship through confidentiality. Overall,

instructional coaching is meant to serve as professional development for the teacher(s).

- A coach's main responsibility in this way is to change practice and build knowledge on "new instructional materials, programs, and initiatives" with the teacher. This professional development can come through discussion, but also can come in other forms.
- Instructional coaches can model lessons and instructional strategies in the teachers' classroom to show examples and have teachers feel more confident in using these strategies.
- Teacher observations is one of the most powerful ways that coaches can put data for change in front of teachers. Coaches doing observations and collecting data to debrief with teachers helps paint a picture for teacher improvement.

## **EFFECTIVENESS**

- According to a three-year research study done by the Pennsylvania Institute for Instructional Coaching, there was an increase in student success when instructional coaching was used in the classroom.
- This, however, could not be viewed as solely "instructional coaching" in isolation of other factors. The coaching "model emphasizes the simultaneous use of four strategies: one-on-one teacher engagement; evidence-based literacy practices applied across the curriculum; data analytics; and reflection on practice.”
- Yet, teachers have shared that:



- Ninety-one percent of teachers coached regularly stated that coaches helped them understand and use new teaching strategies.
- Seventy-nine percent of teachers coached regularly said that their coach played a significant role in improving their classroom instruction and practice.
- Teachers who were regularly coached one-on-one reported that:
  - They made significant changes in their instructional practice.
  - Their students were more engaged in the classroom and enthusiastic about learning.
  - Attendance increased dramatically in their classes.
- In addition to this, "the most effective professional development model is thought to involve follow-up activities, usually in the form of long-term support, coaching in teachers' classrooms, or ongoing interaction with colleagues."
- In most cases, instructional coaching can provide this support and meet this definition of effective professional development.

## **RELATIONSHIP BUILDING**

- The relationship and trust between the coach and coachee are a critical component of coaching. A coach having specific content knowledge and respect in a teacher's field of teaching would help build trust.
- Another way to build this trust is through confidentiality. By keeping all conversations confidential and sticking to that, the coachee knows that your word is good.

- In addition to relationship building, it is important to let the coachee feel comfortable talking to you about anything—there may need to be the time when a crisis they are facing trumps conversation about the lesson.
- Starting a coaching conversation about how life is going for a coachee is also important to relationship building.

## **APPLICATIONS**

- Professional coaching uses a range of communication skills (such as targeted restatements, listening, questioning, clarifying etc.) to help clients shift their perspectives and thereby discover different approaches to achieve their goals.
- These skills can be used in almost all types of coaching. In this sense, coaching is a form of "meta-profession" that can apply to supporting clients in any human endeavor, ranging from their concerns in health, personal, professional, sport, social, family, political, spiritual dimensions, etc.
- There may be some overlap between certain types of coaching activities.<sup>[5]</sup> Coaching approaches are also influenced by cultural differences.

## **BUSINESS AND EXECUTIVE COACHING**

- Business coaching is a type of human resource development for business leaders. It provides positive support, feedback and advice on an individual or group basis to improve personal effectiveness in the business setting.
- Business coaching is also called executive coaching, corporate coaching or leadership coaching. Coaches help their clients advance towards specific professional goals. These include career transition, interpersonal and professional communication, performance management, organizational

effectiveness, managing career and personal changes, developing executive presence, enhancing strategic thinking, dealing effectively with conflict, and building an effective team within an organization.

- Business coaching is not restricted to external experts or providers. Many organizations expect their senior pastors or senior leaders and middle managers to coach their team members or church members to reach higher levels of performance, increased job satisfaction, personal growth, and career development. Research studies suggest that executive coaching has a positive impact on workplace performance.

## **CAREER COACHING**

- Career coaching focuses on work and career and is similar to career counseling. Career coaching is not to be confused with life coaching, which concentrates on personal development. Another common term for a career coach is career guide.

## **CO-COACHING**

- Co-coaching is a structured practice of coaching between peers with the goal of learning improved coaching techniques.
- Co-coaching is a structured practice of coaching that involves peers alike with the ultimate goal to gain peer knowledge in learning how to coach or bettering their coaching techniques. This is usually done with one peer being the coach while the other peer is the coachee and vice versa during a set amount of time.
- This technique enables each peer to receive constructive criticism, or even praise, from one another and also create a better foundation to coaching. This

practice of co-coaching is especially important in the development within management and sports, as leadership skills are a priority.

### **FORMS OF CO-COACHING**

- There are many different forms that one can do to practice co-coaching. One form involves each individual taking turns to be coach in half hour sessions. With this example, the coach coaches the coachee for a half hour, while the coachee is being coached.
- During this time, the coach practices their coaching techniques, while the coachee ultimately gives feedback to the coach on how they are doing (both good and bad). After the coach finishes, the coach becomes the coachee and the previous coachee becomes the coach.
- This process of half hour sessions utilizes a quick feedback tool for self-development in coaching. Even though this is one form, other forms with the basic technique of a coach and coachee are applicable so long as each person gets their turn and receives feedback from their own performance from the other individual.

**NOUTHETIC COUNSELING**  
**or**  
**CHRISTIAN COUNSELING (BILICAL COUNSELING)**

Since 1993, the Nouthetic counseling movement has renamed itself **Biblical counseling** to emphasize its central emphasis on the Bible. The *Baker Encyclopedia of Psychology and Counseling* states that "The aim of Nouthetic Counseling is to effect change in the counselee by encouraging greater conformity to the principles of Scripture.

Nouthetic counseling has been criticized as narrowly conceived, with a confrontational focus upon sin and behavior, which fails to deal adequately with emotion, grief, and suffering, and which lacks understanding of complex human motivations.

Christians also debate the causes of mental illness and the extent of demonic influence on counselees. Three different views as to the origin of mental illness emphasize respectively:

1. disease occurring in the natural realm,
2. habitual sin, and/or
3. influence by "demonic forces."

Furthermore, "In the counseling field, many nouthetic counselors have said that Satan and his demons were bound, bruised, curtailed and restrained at the time of Christ's death and resurrection. They assert that human beings today primarily struggle with their own sin natures rather than directly with Satan and his emissaries.

This is not fully true. Satan and his demons are still at work. “For this cause Christ was manifested, that He might destroy the works of the devil.

### **CHRISTIAN COUNSELING DEFINED**

- Christian counseling is distinct from secular counseling. According to the International Association of Biblical Counselors, Biblical counseling "seeks to carefully discover those areas in which a Christian may be disobedient to the principles and commands of Scripture and to help him learn how to lovingly submit to God's will.
- Christian counselors, therefore, approach psychology (make-up of the mind or senses) through the lens of the Bible. They see the Bible as the source of all truth.

### **PRINCIPLES OF CHRISTIAN COUNSELING**

- Christian counseling focuses on a few main principles. It focuses on the care of the whole person, body, soul and spirit, as it is also sometimes named "soul-care", and maintains the values taught in the Bible.
- The aim of Christian counseling is to help people regain a sense of hope for their life that is found in Jesus Christ. Christian counseling believes that at the core of what they do is to help others achieve a better understanding of themselves and God which is rooted in the Holy Spirit's conviction.
- Christian counselors seek to make people aware of the sin in their lives that has caused them suffering but also come to know the immense worth and value they have as a person to God.

## **CRITICISM OF CHRISTIAN COUNSELING**

- Jay E. Adams published *Competent to Counsel* in 1970, criticizing the influence of psychology throughout Christian counseling. He began the Nouthetic counseling movement which teaches that the Bible alone is sufficient for all counseling.
- While Nouthetic counseling is strictly based on the biblical Scriptures and the power of the Holy Spirit separate from any psychological implementations, Christian counseling tries to implement psychology and Christianity still keeping God and biblical truths in the picture.
- While they do not take psychology as the absolute answer or solution to problems that people face, it is used as a tool in unity with Christianity to help people have a deeper understanding of themselves and God.
- Though some Christians do reject the teachings of science completely, others think that science and Christianity can be integrated, which Christian counseling aims to do.

## **CHRISTIAN COUNSELING - THE DIFFERENCES**

As a general rule, both Christian counseling and secular counseling share the same desire to help people overcome their problems, find meaning and joy in life, and become healthy and well-adjusted individuals, both mentally and emotionally.

- Most counselors have graduate degrees and have spent years learning their craft. The word "counseling" can have multiple meanings, including offering advice and encouragement, sharing wisdom and skills, setting goals, resolving conflict, etc.

- Counselors usually probe the past (whether the problem happened a week ago or during childhood) in an attempt to repair the present. Sometimes they explore possible effects of physical and chemical imbalances that can cause physiological problems. A major part of counseling is resolving and restoring conflicts between people.

## **FOUNDATION OF CHRISTIAN COUNSELING**

- Christian counseling is distinct from secular counseling. Christian counseling rises to another dimension. "In contrast to psychologically-integrated systems, Biblical counseling seeks to carefully discover those areas in which a Christian may be disobedient to the principles and commands of Scripture and to help him learn how to lovingly submit to God's will," according to the International Association of Biblical Counselors.
- Christian counselors are able to do that because they have an absolute standard by which to measure their objectives and evaluate their counselee's lifestyle. They see the Bible as the source of all truth. 2Tim. 3:16-17 says, "All Scripture is God-breathed and is useful for teaching, rebuking, correcting and training in righteousness, so that the man of God may be thoroughly equipped for every good work."
- The secular counselor has no such standard, but instead, they use the latest psychological findings or societal norm, both of which change with the winds of time. Therefore, a secular counselor has no absolutes with which to judge morals and the choices people make.
- Christian counselors understand that the Bible has a lot of practical wisdom about human nature, marriage and family, human suffering, and so much



more. By using biblical concepts in counseling, they can instruct people in the way they should go and also hold them accountable. Psalm 119:24 says, "Your statutes are my delight; they are my counselors."

- Although Christian counselors often use skills from the field of secular psychology and counseling, they recognize that the Bible, not psychology, is the final authority. "His divine power has given us everything we need for life and godliness through our knowledge of him who called us by his own glory and goodness" 2Pet. 1:3.
- A Christian counselor's major strategy is to help their clients substitute biblical truth for error as they go about their day-to-day lives. They know that the truth, when known, believed, and obeyed, sets people free. When people are set free, they are fulfilling their true calling. "Then you will know the truth, and the truth will set you free" John 8:32.

## **CHRISTIAN COACHING**

- A Christian coach is not a pastor or counselor (although the coach may also be qualified in those disciplines), but rather someone who has been professionally trained to address specific coaching goals from a distinctively Christian or biblical perspective.

## **THE PASTOR AS COUNSELOR (Credit to Dr. Denis J. Mock)**

The functional ministry role of the pastor as a counselor will be discussed under three headings:

1. Biblical profile of counseling
2. Biblical principles of counseling

### 3. Biblical practice of counseling

## **BIBLICAL PROFILE OF COUNSELING**

Counseling basically involves the pastor:

1. Giving advice to people from a spiritual perspective regarding specific questions, issues, problems or controversies.
2. Giving recommendations as to a suggested best course of action or conduct in a particular situation.
3. Giving guidance to people in areas of life where they lack knowledge, wisdom or experience.

## **BIBLICAL COUNSELING SEEKS TO LEAD PEOPLE:**

1. To reach the right conclusion from God's perspective.
2. To respond obediently with the proper biblical conduct or course of action.
3. To change their attitude or way of thinking to conform to God's.
4. To grow into spiritual maturity.
5. To solve their problem using God's principles
  - 2Sam. 16:15+
  - 2Sam. 17:1+
  - 1Kings 12:1-15
  - 2Cor. 8:10-12
  - Acts 5:33-40

## **WHAT PASTORS SHOULD KNOW BEFORE COUNSELING**

It is important for the pastor to hold to certain truths before he begins the counseling process:

That God is the source of all truth and wisdom and the Great Counselor.

- Dan. 2:20-23
- Isaiah 9:6
- 1saiah 40:13-14
- Job 42:1-3
- Rom. 11:33-36

That the pastor is dependent on the Holy Spirit as his counselor to give him wisdom and discernment and guide him into the truth.

- John 14:15-17
- John 16:13
- 1Cor. 2:10-16

That God's Word contains all the truth and wisdom which is needed by the pastor as counselor and is sufficient for every need.

- Psalm 19:7-14
- Psalm 119:1-5, 105
- 1Cor. 4:6-7
- 2Tim. 3:15-17

That the goal of counseling will only be realized if the person takes appropriate action (John 13:17).

NB: The pastor should then speak for God from God's Word.

## **BIBLICAL PRINCIPLES OF COUNSELING**

In understanding biblical counseling, it is important to understand the pastor's responsibility and then to realize what counseling is not.

The pastor's responsibility as counselor is to:

1. Listen
2. Advise
3. Admonish and warn
4. Instruct
5. Encourage
6. Correct and rebuke
7. Comfort and console
8. Help the person see their situation or problem from God's perspective
9. Speak the truth in love
10. Lead and guide the person to answers and solutions which represent biblical response.
  - Col. 1:28-29
  - Col. 3:15-17
  - 2Tim. 4:2
  - 1Tim. 5:11-14
  - 1Cor. 7:12-13, 25-28
  - Eph. 4:25-32

**NB:** So then the pastor as a counselor is a spiritual advisor to whom people turn for godly wisdom, advice and direction.

### **WHAT COUNSELING IS NOT – BIBLICAL COUNSELING IS:**

1. Not telling people what to do or not to do.
2. Not forcing your personal opinions on other people.
3. Not persuading people that you alone are right.
4. Not proposing a course of action which will benefit you personally.

Not giving advice which is contrary to or inconsistent with God's Word.

### **WHAT THEN ARE SOME BASIC PRINCIPLES FOR COUNSELING?**

1. Approach counseling with humble spirit depending on God.
2. Assure the person of complete confidentiality and trust.
3. Always listen carefully and attentively to the person while communication care and concern.
4. Attempt to discover and target the problem or real issues by dialogue, discussion and probing questions.
5. Assume that Scripture has a response or answer to every problem.
6. Apply the truths of Scripture in love to the situation.
7. Advise the person of some possible options or recommend responses based on God's Word.
8. Pray before, during and after the counseling.
9. Firmly suggest that the person must take appropriate action.
10. Never take promises of results beyond what God's Word says.
11. Always advise the person of the realities and consequences of the situation.
12. Recognize your own limitations and refer the person to some one more qualified than you for serious emotional psychological or mental problems.
13. Watch for suicidal tendencies and signs of demonic influence or possession and consult other experienced pastors or professionals for assistance.

14. As a general rule do not counsel a woman behind closed doors. Don't get emotionally involved with female counselee and if the problem involves marital difficulties and or sexual issues be on guard! You don't need to know a lot of details.

### **BIBLICAL PRACTICE OF COUNSELING**

Since the pastor is not usually a professional counselor he must:

He must recognize his own limitations.

Restrict the amount of time spent in counseling.

### **SUGGESTED PRACTICAL SCHEDULING RULES INN COUNSELING:**

1. Except for real emergencies, schedule specific appointments for counseling where possible. Do not allow the counseling appointments to overwhelm your ministerial or family responsibilities.
2. Limit each counseling session to one hour or so and after the first session, determine how many times you will meet and so advise the counselee.
3. If at the end of the scheduled sessions, the problem has not been identified and resolved determine whether:
  - a. To continue
  - b. To advise the counselee that it is now up to hinder him/her to act – you can do nothing further.
  - c. To refer the case to someone else.
4. In marital dispute you may want to talk to each spouse separately and then together if they are willing to do so.

## CONDUCT OF SESSIONS

1. After normal greetings, open with prayer. Also, close the session with prayer.
2. Advise the person of the time limit and procedure.
3. Ask the counselee to clearly and briefly state the nature of their problem or question.
4. Listen intently while praying in your spirit for wisdom and discernment.
5. Be sensitive and sympathetic and share relevant personal experiences but remain objective.
6. Ask appropriate questions to clarify the issues and try to reach the root of the problem.
7. Remind them that God knows them better than they know themselves and already is aware of the problem and solution.
8. Refuse to accept excuses or anything except the truth.
9. Try to determine whether the problem is based on:
  - a. Inappropriate emotions or feelings
  - b. Wrong conduct or behavior
  - c. Inaccurate thinking or belief
10. If the problem becomes apparent in the session, summarize your preliminary findings or conclusions.
11. In relating to the person:
  - Don't communicate a holier than thou attitude.
  - Don't attack, condemn or accuse the person personally.
  - Don't assume you have all the answers.
  - Don't assert an answer that is not theologically correct or biblically sound.
  - Don't advance your own personal experience as a standard of truth.
  - Don't act with a condescending or haughty spirit.

12. Speak the truth in love to the person as a friend and point them to the relevant portions of Scripture which deal with the problem or issue.

If the problem is based on inappropriate emotions or feelings:

- Confront them with the facts of the situation and the principles of Scripture.
- Call them to remember that security and peace come from their relationship and position in Christ.
- Point them to the realities of the situation.
- Help them see things from God's perspective.
- Remind them that emotions and feelings change nothing.
- Encourage them to act by faith on the truth.
- Key versions: 2Cor. 5:7; Heb. 11:1-6; Isaiah 26:3-4; 2Cor. 4:16-18; Eph. 4:25-32

### **WRONG CONDUCT OR BEHAVIOR**

- Point out the wrong behavior based on Scripture
- Advise them of the correct behavior according to Scripture.
- Caution them about the fact that it takes commitment, time and discipline to change habits.
- Challenge them to respond in the power Holy Spirit.
- Remind them that if something is wrong it is still wrong even if everybody does it.
- Key verses: Lev. 18:1-5; 1Pet. 1:14-15; Eph. 5:8-11



## **INACCURATE THINKING**

- Carefully explain where their thinking or belief is inaccurate.
- Instruct them from Scripture about the right way to think about the situation.
- Remind them to renew their minds with the Scripture.
- Teach them about their position of security, value and worth in Jesus Christ.
- Remember that wrong belief leads to wrong behavior.
- Caution them that changing circumstances will not usually solve the problem.
- Key verses: 1Cor. 2:12-16; Isaiah 55:8-9; Rom. 8:5-8; Phil. 4:6-9, 10-13

## **GENERAL REMINDERS**

1. Review to see if sin is at the root of the problem and lead the person to confess, ask and claim forgiveness; repent and turn away from the sin where appropriate (Psalm 51:1-7; Psalm 139:23-24; 1John 1:5-9).
2. Remind them that as believers they have been freed from the power of sin – they don't have to sin unless they choose to (Rom. 8:12-14)
3. Refer them to the ministry of the Holy Spirit in the life of the believer (Gal. 5:16-25; Col. 3:15-17).
4. Remember to reaffirm the purpose and power of God's Word. Suggest passages for them to read and to consider that God's Word is useful for: Instruction, rebuke, correction and training in righteousness (2Tim. 3:15-17; Heb. 4:12; Psalm 19:7-14).

5. Refocus their thinking on Christ and their position in Him (Col. 3:1-4; Heb. 12:1-3; Matt. 6:33; Gal. 2:20).
6. Reinforce the truth that they must both know and practice the truth to get results (2Pet. 1:5-9).
7. Reaffirm God's love, care and concern for them personally (1Pet. 5:7; 1John 4:7-12).
8. Redirect their attention off themselves to loving and serving others (Phil. 2:1-5).
9. Refuse to get in God's way if you realize their problem or situation is accomplishing God's purposes (Matt. 16:21-23; Rom. 8:28).

The pastor's effectiveness as a counselor is directly related to:

1. The vitality of his own walk with God
2. His ability to know and apply Scripture
3. His spiritual maturity and discernment
4. His willingness to speak the truth in love
5. His care and concern for people
6. His confidence in the Word of God and the power of the Spirit to deal with any problem.

## **PASTORAL MINISTRY**

Factors involved in the calling of a pastor:

- The Call
- The Cost
- The Commission
- The Commendation

### **Preparing for Ministry**

Focal Text: Psalm 75:6-7, 10

Seven steps of preparation for pastoral ministry

1. Preparing for your Calling
2. Preparing to meet the challenges
3. Preparing to meet your enemies
4. Preparing for the anointing
5. Preparing for your cycle of promotion
6. Preparing for your double portion
7. Preparing for burn out challenges

Preparing for your Calling: 1 Samuel 18:5-8

- Be a wise hearted and obedient person [1 Samuel 18:5]
- Saul set David over the men of war as a prelude of his calling [1 Samuel 18:5]
- The calling must be recognized and accepted by the people [1 Samuel 18:5]

Preparing to meet the challenges after victory: 1 Samuel 18:6-8

- The masses will begin to sing your praise [1 Samuel 18:7]
- Promotion attracts both enemies and lovers [1 Samuel 18:8-9]

Preparing to meet the enemies of Promotion: 1 Samuel 18:10-11

- Saul prophesied under the cover of prophesy but yet, sought to eliminate David from his sight [1 Samuel 18:10-11].
- Those closer to you can become your arch enemies [Jesus and Judas]

Preparing for divine encounter: 1 Samuel 18:12-14

- God's presence with David [1 Samuel 18:12]
- Saul adopted a second strategy by removing David from his sight and making him captain over a thousand with the hope of killing David through enemy combat [1 Samuel 18:13].
- However, David went out and came in successfully before the people. His fame grew stronger a Saul's purpose was defeated again [1 Samuel 18:13].
- God was with David in all situations [1 Samuel 18:14]

Preparing for your cycles of promotion: 1 Samuel 18:15-17

- After the divine encounter comes cycles of promotion
- You will rise and walk upon your high places in areas where the enemy plots for your demotion and disgrace [1 Samuel 18:17; Psalm 18:33]
- Your enemies will begin to fear you [1 Samuel 18:15]
- All Israel and Judah will begin to love you [1 Samuel 18:16]
- You will go out and come in successfully because it is the Lord who teaches your hands to make war and your arms to bend a bow of steel. You will break problems apart [1 Samuel 18:16; Psalm 18:34].

Preparing for your double portion: 1 Samuel 18:20-22, 25-29

- Saul thought to give Michal to David as a snare [1 Samuel 18:20-21]
- This is the second proposal [1 Samuel 18:21]
- Saul used his servants to sponsor his secret agenda [1 Samuel 18:22]
- Saul demanded hundred foreskins of the Philistines from David as dowry for his daughter Michal in hopes that David will fall by the sword of the Philistines [1 Samuel 18:25]
- David returned with two hundred foreskins of the Philistines proving God's presence with him [1 Samuel 18:26]
- The devil may plot several ways to cut short your vision, yet God knows how to exalt the horn of the righteous and sets him on course [Psalm 75:10].
- Promotion comes only from the Lord, He puts one down and lifts another no matter the barriers mounted by the enemy [Psalm 75:6-7]

Preparing for your good name: 1 Samuel 18:30

- You enter into your inheritance
- The name of David became highly esteemed [1 Samuel 18:30]
- The test is not yet ended and the battle continues [1 Samuel 19:1]

NB: Preparing for burnout challenges would be explained later in this section.

### **Pastoral Ministry – Credit to Dr. Dennis J. Mock**

In this section we will look at the pastor's responsibility to preach and teach:

The primary role of the pastor is to shepherd the people or flock of God which is to:

1. Tend (care for, feed, nurture or encourage) 1Pet. 2:2; John 21:17
2. Protect
3. Lead
4. Teach, preach and train (to equip) the flock God has entrusted to him (1Pet. 5:1-4)
5. Serve the church by equipping the saints (Eph. 4:11-13; 1Pet. 4:10-11; 2Tim. 3:16-17)
6. Set a godly example as a man of integrity (1Tim. 4:12) in:
  - a. Speech
  - b. Life-style
  - c. Love
  - d. Faith
  - e. Purity as example for the believers.
7. Of these the quickest way to destroy your ministry is by what you say (Eph. 4:29).
8. Guard against false teaching (Acts 20:28-31; 1Tim. 1:3-4)
9. Watch yourselves and your flock. Be on guard against false teaching. (2Tim. 1:13; Titus 1:9; Titus 2:1).
10. The best way to combat false teaching is to teach correct doctrine or sound teaching or the unadulterated Word of God.

### **A PASTOR IS SUPPOSED TO PREACH AND TEACH THE WORD**

- Preach: Preach the word; be prepared in season and out of season; correct, rebuke, encourage with great patience and careful instruction (2Tim. 4:12).
- Teach: devote himself to preaching and teaching (1Tim. 4:13).

## **DIFFERENCE BETWEEN PREACHING AND TEACHING**

- Preach: to proclaim, explain, exhort, and apply God's Word.
- Teach: to instruct (why, what, who, where, cause understanding to take place, explain and apply God's Word.
- NB: In Col. 1:28, preach (proclaim) and teach (instruct) are used interchangeably, but many pastors ignore their biblical responsibility to teach.
- Preaching refers to preaching the gospel to unbelievers whilst teaching refers to instructing believers in the Word.

## **BIBLICAL PORTRAIT OF THE PASTOR**

### **PRAYER – THE PASTOR'S PRAYER LIFE**

- His communion with God
- Prayer is more than asking something from God. Prayer should be a way of life. It should flow out of a deeper relationship with God. Prayer makes preparation productive.
- The pastor has to pray before preparing his message. As he prepares the message he prays. While he delivers the message, he prays. During the altar call he prays.

### **POWER – THE PASTOR'S POWER**

- Without the enablement of the holy Spirit, neither the pastor nor his word can convict and change.
- The pastor must purpose to rest in the power of God to present the message to the world (1Cor. 2:4-5).
- The pastor must be filled, directed, controlled, and influenced by the Holy

Spirit (Eph. 5:18; Acts 2:4).

## **PASSION – THE PASTOR’S PASSION**

The two elements of passion: Enthusiasm and expectation

Enthusiasm – fervor, zeal, excitement for God and His Word.

- Delight in God’s Word – Psalm 1:1-2
- Love for God’s law – Psalm 119:97
- Ambition to preach – Rom. 15:20
- Eager to preach – Rom. 1:15
- The pastor should be excited about studying and sharing God’s Word.

Expectation – confident trust in God to produce fruit

- People will hear God speak through you as pastor (1Thess. 2:13).
- That people will respond and change (1Thess. 1:5-7).
- That people will be saved (Rom. 1:16).
- That people will be instructed and encouraged by the Word (Rom. 15:4).

## **THE PASTOR AS SEEN FROM GOD’S PERSPECTIVE**

1. As a herald of the gospel
2. As a servant
3. As an ambassador

### **AS A HERALD OF THE GOSPEL (2TIM. 1:11)**

- The pastor is called of God to announce, proclaim, and teach the gospel of Christ. A herald points to another (Christ) and delivers the message of the One (God) who sent him.



- A herald speaks for God.

### **AS A SERVANT (1COR. 4:1; 2COR. 4:5)**

- The pastor must see himself as Christ's servant entrusted by God with His precious Word. His stewardship of the Word requires that he serves others, be found faithful, and preach Christ not himself.
- A servant is accountable to his master and must render a report.

### **AS AN AMBASSADOR (2COR. 5:18-20)**

- The pastor is God's appointed representative to men with respect to salvation, reconciliation, imploring them to receive Christ. What others see of Christ they will see in the pastor.
- An ambassador is Christ's representative to the world.

### **SET APART**

- According to the Bible, the pastor is one who is set apart by god for ministry. Every pastor should have a sense of call or leading from the Lord to be a minister of the gospel.
- Men are appointed by God and set apart for ministry. It is the compelling of God that should cause a man to desire to pastor.
- A man who call himself to the ministry is compelled only by his own desires.
  - Rom. 1:1
  - 1Cor. 9:16
  - Eph. 4:11-12

- 1Tim. 2:5-7

### **A SERVANT OF GOD**

- The pastor must see himself not so much as a leader of the church, but as a servant of God to the church.
- A servant is not ultimately in charge.
- A servant follows the commands of another.
- A servant is accountable to the one he serves.
- A servant is bound to accomplish his master's purposes, not his own (Rom. 14:7-12).
- A pastor cannot serve his own interests and those of God at the same time.
  - Phil. 1:1
  - 1Cor. 4:1
  - Rom. 15:17-18

### **A STEWARD OF THE GOSPEL**

- The pastor must see himself as a steward to whom God has entrusted the deposit or treasure of the Gospel.
- The pastor must himself as a steward who should be found faithfully using the truth entrusted to him by God to whom the Gospel belongs.
- The pastor must see himself as a steward who will render an accounting for his stewardship (2Tim. 4:7-8).
  - 1Cor. 4:1-3
  - 1Tim. 1:3-5, 11
  - 1Tim. 6:20-21
  - 2Tim. 1:13-14

- The Gospel belongs to God. it is from and about Jesus Christ.

### **A SPOKESMAN FOR GOD**

- The pastor does not speak for himself but for God and really has no message to deliver but God's message.
- The subject of the pastor's preaching and teaching must be the Word of God which is communicated:
  - With clarity
  - With conviction
  - With compassion
  - With courage
  - Without compromise
- Unless the pastor-teacher uses the Word of God, he speaks not for God but for himself.
  - 2Tim. 1:11
  - 1Cor. 2:1-5
  - 2Cor. 5:18-20
  - 1Thess. 2:13

### **A SPIRITUAL EXAMPLE FOR BELIEVERS (1TIM. 4:12)**

- A pastor has a biblical responsibility to set a godly example for other believers in:
  - Speech
  - Life
  - Love
  - Faith
  - Purity

- A godly role model will lead more people to Christ than many pious words.
- Every time a pastor speaks or acts, God's reputation is on the line.

## **A SHEPHERD OF GOD'S PEOPLE**

1. The word "pastor" comes from the word for shepherd and refers both to the:
2. **Position** – of pastor as leader, protector and provider (noun)

And the

3. **Practice** – of pastoring such as feeding, caring for and tending (verb).
4. Paul in Acts 20:17, 28 used the three terms:
5. Elder (older) – the appointed position based on maturity and experience
6. Pastor (shepherd) – both the title and practical function of ministry
7. Overseer (bishop) – area of spiritual authority and responsibility (1Pet. 5:1-4)

NB: All pastors are elder but not all elders are pastors. So it could be established that one could be an elder without being a pastor, but a pastor should be an elder or overseer.

Pastors should of themselves as elders who are involved in:

1. Spiritual oversight of the church
2. Leading and directing the affairs of the church
3. Preaching and teaching

## **WHAT IT TAKES TO BE A PASTOR – QUALIFICATIONS**

1. One must be called by God
2. One must be spiritually qualified
3. One must be adequately prepared

4. One must be appointed, ordained or otherwise designated by a local church
5. One must be actively involved in the practice of functional ministry

## **BIBLICAL QUALIFICATIONS OF THE PASTOR**

The biblical qualifications set out in the Bible is what qualifies a man to become a pastor. It is both interesting and instructive that no mention is made of normal standards by which the world selects leaders, such as:

1. Appearance
2. Ability to speak
3. Success in business
4. Financial prosperity
5. Power and influence

God is looking for servant-leaders for ministering, ruling and teaching in the church who meet His criteria, not the world's.

To be considered as a pastor from biblical perspective a man must meet all the qualifications set out 1Tim. 3:1-7 and Titus 1:6-9.

## **CONTINUING QUALIFICATION**

- Biblical qualifications should be met at the time of appointment of the person or the ordination as a pastor and must be maintained.
- An elder or pastor who fails to continue to meet the biblical qualification should be confronted, rebuked, disciplined, put on probation, corrected, counseled and or removed from office depending upon the circumstances and severity of the offense or sin. But no elder or pastor should be accused lightly of hastily of sin (1Tim. 5:17-20).



## **BIBLICAL PRIORITIES OF THE PASTOR**

First things first in the life of the pastor:

1. God
2. Family
3. Church Ministry
4. Secular Job
5. Other People and Activities

NB: These priorities cannot be totally separated and segmented but must be kept in balance and integrated throughout daily living.

### **GOD**

- The first priority in the pastor's life is his personal relationship with God.
- Jer. 9:23-23
- 1Chron. 28:8-9
- Phil. 3:7-10, 13-14

1. The pastor will strengthen his personal spiritual life and pastoral ministry if he will:
2. Spend time with God in prayer. Prayer prepares the pastor for the pulpit (James 5:16).
3. The pastor will strengthen his personal spiritual life and pastoral ministry if he strives to be holy, pure and maintain integrity. Purity produces credibility in the pulpit (2Tim. 2:19-22; 2Cor. 7:1; Rom. 8:12-13).

4. The pastor will strengthen his personal spiritual life and pastoral ministry if he stays filled with and walk by Holy Spirit. Power and praise flow from the Spirit (Acts 11:24).
5. The pastor will strengthen his personal spiritual life and pastoral ministry if he saturates and feeds himself on the Word of God. the Word of God makes us wiser for salvation and causes spiritual growth (2Tim. 3:15-17; Col. 3:16-17).
6. The pastor will strengthen his personal spiritual life and pastoral ministry if he steadfastly lives by faith in God. the strength of faith is increased by exercise (2Cor. 5:7; Heb. 11:6).
7. The pastor will strengthen his personal spiritual life and pastoral ministry if he seeks the face of God to know Him personally. When we seek God's face rather than His hand, we will know Him for who He is (2Chron. 7:14; Luke 10:39).
8. The pastor will strengthen his personal spiritual life and pastoral ministry if he sets his heart on eternal things and keep an eternal perspective. God's value system and measure of success is directly opposite from the world's (Col. 3:1-4; Matt. 6:33).



9. The pastor will strengthen his personal spiritual life and pastoral ministry if he surrenders his life and ministry to the Lordship of Christ and allow Christ to live through him (Rom. 12:1; 1Cor. 6:19-20; Gal. 2:20).
  
10. The pastor will strengthen his personal spiritual life and pastoral ministry if he sticks to disciplined lifestyle of exercise, health and proper feed. A physically and emotionally healthy pastor is a more effective minister (1Cor. 6:19-20; 1Tim. 4:8)
  
11. The pastor will strengthen his personal spiritual life and pastoral ministry if he submits to accountability relationship with one or more other godly men. A pastor desperately needs others who will speak the truth to him in love, rebuke and correct him, and keep him on track in his walk with God (Col. 3:16; Col. 3:16).

## **FAMILY**

1. After his relationship to God the next priority for the pastor is not his church ministry but his family. Within the family, the pastor's wife must receive the first attention (Eph. 5:25-33; 1Pet. 3:7; Gen. 2:20-24; Mal. 2:13-16).
  
2. The pastor must maintain his commitment to his wife, be her companion and seek to encourage mutual growth and support her relationship. The pastor must spend time with his wife alone.

3. Just as the pastor should love, honor, and respect his wife he should encourage, provide for, protect, instruct and discipline his children. This includes spending time with, nurturing relationships and enjoying fellowship and recreation with them (Eph. 6:1-4; Col. 3:20-21; 1Tim. 5:8).
4. The pastor must guard against allowing his marriage to become too child centered to the detriment of his wife. The pastor who does not first minister effectively to his own family does not have the right to minister to others.

## **CHURCH MINISTRY**

1. The third level of priority for pastors is to shepherd God's flock which is under his care. The pastor's attention in ministry must be given primarily to his local church where he should:
  2. Lead
  3. Preach and teach the Word
  4. Set an example
  5. Encourage and admonish
  6. Counsel
  7. Equip
  8. Perform his pastoral duties (weddings, baptisms, funerals, the Lord's supper etc.) Col. 1:28-29; 1Thess. 1:4-8; 1Thess. 2:6-12.

The pastor must not try to do all the work of ministry himself but equip and train others to minister in the church. The program and work of the church should not be a substitute for the pastor's walk with God.

The pastor must pray and minister the Word of God to his people in the power of the Spirit to meet their spiritual needs (Acts 6:4).

### **SECULAR JOB**

- When it is absolutely necessary for the pastor to maintain a secular job it must be kept in proper perspective and priority and seen as a means to an end (Acts 18:1-5; 1Thess. 2:9; 2Thess. 3:7-15; Titus 3:14).
- Scripture does clearly teach that a pastor should be fully supported by his church. A secular job should not interfere with or hinder the work of the ministry (1Thess. 5:17-18; 1Cor. 9:13-14).

### **OTHER PEOPLE AND ACTIVITIES**

- The last priority of the pastor relates to other people and activities. Beware of other things which keep the pastor away from ministry (2Tim. 2:4; 1Cor. 10:23; Col. 1:10).
- The pastor should not compare himself with or compete against others in ministry (1Cor. 3:1-9; 2Cor. 12:11-20).

- The pastor must determine whether he will spend his time and attention on merely good things or best things which please Christ (Phil. 1:9-11).
- The pastor who establishes and maintains proper priorities will be productive in ministry (2Pet. 1:5-8).

### **BIBLICAL PRECAUTIONS FOR THE PASTOR**

The wise pastor who desires to please God and have a productive ministry will:

1. Flee from the love of money. Greed can become an improper motivating factor in ministry and encourage other sins (1Tim. 6:10-11; 1Pet. 5:2).
2. Flee from immorality and evil desires. A pastor is especially vulnerable to sexual temptation from women who see the pastor as a spiritual leader who can meet their emotional and physical needs (2Tim. 2:22; 1Cor. 6:18).
3. Avoid foolish and stupid arguments (2Tim. 2:23; Titus 3:9).
4. Stay away from false teachers and those who create strife. False teaching must be refuted but spending too much time with false teachers will only corrupt the pastor (Titus 3:10; 1Tim. 1:3-4).
5. Not neglect his spiritual gifts. Spiritual gifts which are not used tend to become rusty (1Tim. 4:13-14).
6. Watch closely his personal life and teaching. Many a pastor has fallen because of neglect of his personal life (1Tim. 4:16).
7. Guard against developing a church which follows him instead of Christ. People tend to follow other people especially gifted leaders (1Cor. 3:1-9).
8. Not promote himself but Christ. A pastor who promotes himself is no longer qualified to minister for Christ (2Cor. 4:3-6).

9. Not rely on his power and ability but the Spirit of God. real ministry comes as a result of God's power not pastor's (1Cor. 2:1-5; 2Cor. 4:7; 2Cor. 3:4-5).
10. Not become conceited or prideful. Pride always goes before a fall and has no rightful place in the ministry (1Cor. 10:11-13; 2Cor. 12:7).
11. Pastor with absolute integrity. Lack of honest godly character and conduct will destroy a pastor's credibility (2Cor. 1:12-22).
12. Minister to the needs of people, not just administer programs. People are more important than programs (2Cor. 3:1-3; 2Cor. 8:12-13).
13. When pastors fall, it is usually for one of 3 reasons:
  - a. Money
  - b. Immorality
  - c. Pride

NB: My brothers this should not be – James 3:10

### **THE PRACTICE OF PASTORAL MINISTRY** (Credit to Dr. Denis J. Mock)

The practice of pastoral ministry is seen in various roles the pastor plays as required by the Bible to shepherd the flock of God:

- As preacher
- As teacher
- As minister
- As counselor (To be discussed under Pastoralia and Nouthetic Counseling above)
- As leader (To be discussed under CBBC School of Leadership)

For the pastor to be effective depends upon his relationship and fellowship with God. the practice of pastoral ministry will go well for the if he is:

1. Advancing God's purposes on earth
2. Aware of his biblical responsibilities
3. Actively involved in the life of the church
4. Available and accessible to his people
5. Accountable to God and the church for his ministry
6. Actually ministering in the power of the Holy Spirit
7. Always striving to obey the Word

### **THE PASTOR AS PREACHER**

The pastor preaches, proclaims and explains God's WORD and exhorting people to obey. Preaching should be used:

1. To lead people to love the Word of God and the God of the Word (Psalm 119:14-16).
2. To lead people to know and understand the truths and principles of the Word of God (2Tim. 4:2).
3. To lead people to submit to the authority and trust in the Word of God (2Thess. 2:13).
4. To lead people to obey the Word of God as a way of life (Matt. 7:24-27; James 1:22-25).
5. To lead people to salvation and spiritual maturity in Christ (2Tim. 3:15-17).

### **PREACHING SHOULD:**

1. Not promote the preacher (2Cor. 4:5).

2. Not advance personal opinions, philosophies or political positions and ideas (1Cor. 2:1-5).
3. Not beat people over the head with the Word of God (Neh. 8:9-12).
4. Confront the people with the truth in love and leave the conviction to the HOLY SPIRIT (1Thes. 1:4-5).
5. Not manipulate people to respond in a particular way (2Cor. 4:1-2).
6. Not be used to profit personally (2Cor. 2:7).
7. Not proclaim anything which is contrary to the Word of God (1Cor. 4:6).

NB: The preacher must never forget that he is simply God's spokesman speaking God's Word to God's people.

### **THE PASTOR AS TEACHER**

The responsibility of the pastor is not only to preach but to teach (1Tim. 4:13). It is important to note that of the spiritually gifted men listed in Eph. 4:11-16, preacher is not included but pastor teacher is included.

The pastor as teacher must see his primary purpose as twofold:

- To feed the flock with God's Word
- To protect God's flock from false teaching and teachers

Feeding involves:

1. Education – instructing people in the sound doctrine and principles of God's Word (Tit. 2:1).
2. Equipping – training people in righteous living and the ways of God so they can live for Christ and minister in his church (2Tim. 3:16-17).

3. Edification – bringing people to maturity in Christ by teaching, admonishing, counseling, rebuking and correcting (Col. 1:28-29).
4. Encouragement – using Scripture to support and help people and to give them confidence and hope in God and the promises of his Word (Rom. 15:1-4).

Protecting involves:

1. The pastor correcting false teaching and rebuking false teachers especially within the church (Acts 20:27-31; Tit. 1:9).
2. Teaching is a great responsibility before the LORD (James 3:1).

## **THE PASTOR AS MINISTER**

A minister is a servant who:

1. Attends to and serves others generally
2. Meets the needs of others
3. Performs some specific service for the benefit of others

A minister is related to the pastor's functional role as a shepherd in:

1. Caring for the physical, mental, emotional and spiritual needs of his people.
2. Relating to his people personally.
3. Nurturing, comforting and encouraging his people.
4. Performing services on behalf of his people.
5. A pastor as minister carries out a labor of love, care and concern for his flock corporately and individually.
6. Perhaps the best biblical portrait of a pastor as a minister can be seen in the two great shepherd passages in Psalm 23 and John 10. Basic ideas which emerge from these passages include:
7. Love for the sheep



8. Protection
9. Guidance and leading
10. Provision
11. Presence
12. Personal relationship
13. Intimate knowledge
14. Sense of security
15. Sense of belonging
16. Sacrifice by the SHEPHERD
17. Unity and cooperation between shepherd and sheep
18. When a pastor lovingly and sensitively leads his sheep they simply and willingly follow
19. A shepherd never uses his staff to beat his sheep into submission but to serve them for their sake.
20. To minister effectively to his flock, the pastor must:
  - a. Know his people personally
  - b. Lead his people to know and trust him so they will follow him
  - c. Meet the real needs of his people as their shepherd
  - d. See his position as God-given privilege
21. This means the pastor cannot hide behind the pulpit but must spend time with and relate to his people outside the pulpit on Sunday.

The pastor is directly responsible to God as a shepherd to:

Personally minister to the needs of and care for the people in the church God has entrusted to him (1Pet. 5:1-4).

Equip and train his people to carry out the practical ministry to others under his direction and responsibility (Eph. 4:11-12; 2Tim. 2:2).

The primary job of the pastor is to equip and train

- Elders
- Deacons
- And lay volunteers to carry out the ministry.

All church members should see themselves as ministers or servants of God having different functional roles to fulfill whether as clergy or lay people.

There is no difference in value or worth from God's perspective – only difference in function. The pastor must see himself as equipper and trainer of others (Phil. 4:9).

## **PASTORAL BURNOUT**

Burnout is a situation where a person (Pastor) becomes stressed (worried, strained, tense, uptight, nervous), depressed (discouraged, irritated, upset, disturbed, annoyed, bothered, perturbed, anxious, troubled), dejected (gloomy, down in the mouth), low, disheartened, miserable, unhappy, down, sad, down in the dumps, ineffective, frustrated and decides to leave the ministry.

### **WHEN DOES BURNOUT OCCUR?**

Burnout occurs when the pastor is:

Spiritually

Physically

Emotionally

And mentally depleted, used up, tired, worn out, exhausted, useless, grows weary or drained and loses heart for ministry.

### **SOME WARNING SIGNS OF BURNOUT:**

**B** – Becoming stressed, depressed, frustrated and losing your heart for God and ministry.

**U** – Unreasonable expectations of yourself, your ministry and the church.

**R** – Relying on your own strength instead of God's.

**N** – Never saying no.

**O** – Over-involvement in church or outside activities (40 days all-night; 120 days fasting @ mountains).

**U** – Undernourishment of personal spiritual life

**T** – Too much ministry in areas which do not use your spiritual gifts or motivate you.

- ❖ The pastor who tries to do everything will soon find himself able to do nothing well.
- ❖ The pastor who does everything is a ready-made prescription for depression, stress, frustration, lack of fulfillment and possible failure in ministry.
- ❖ The pastor who is everything to everybody will likely be nothing to God.

## **OTHER WARNING SIGNS OF BURNOUT**

1. Desire to escape
2. Inner emptiness
3. Increased indecisiveness
4. Erratic or different emotions
5. “Don’t care” attitude
6. Feeling of not having control of your life
7. Decreased motivation, including reduction in social contact
8. Decreased desire for things you used to desire, including food, sex, entertainment, etc.
9. Physical problems, including heart palpitations, recurrent or lingering sickness, chest pains, aching, allergies.
10. Limited energy, stamina, physical well-being and ability to function.
11. Having narrow perspective to issues
12. Seeing issues as worse than they are
13. Depression
14. Stress (burnout comes from stress)

## **THE 11 STAGES OF BURNOUT:**

1. A compulsion to prove oneself

2. Working harder
3. Neglecting one's own needs
4. Displacement of conflicts (the person does not realize the root cause of the distress)
5. Revision of values (friends or hobbies are completely dismissed)
6. Denial of emerging problems (cynicism and aggression become apparent)
7. Withdrawal (reducing social contacts to a minimum, becoming walled off; alcohol or other substance abuse may occur)
8. Behavioral changes become obvious to others (mood swinging)
9. Inner emptiness
10. Depression
11. Burnout syndrome

## PREVENTING BURNOUT

There is no easy formula or cure. The appropriate suggestion is for the individual pastor to prevent burn-out before it occurs.

1. Take your personal spiritual life, quiet time and walk with God seriously.
2. Stay alert and stay alive always.
3. Physical care is very important through proper dieting or eating, exercising and rest.
4. Maintain proper priorities: God first, family second, church/ministry third, secular job fourth and others fifth.
5. Focus on your spiritual gifts, personal abilities where several peoples are blessed under your leading than to focus on your limitations.
6. Remain alert to sexual temptation and financial misappropriation.
7. Guard against pride and seeking the praise of people.
8. Remember the divine call on your life and your commitment to serve God to the end regardless of the difficulties.
9. Do ministry in the power of God. Recall His past faithfulness and do not forget that He remembers your labor of love in hard times.
10. Do not neglect practicing personal praise and worship.
11. Stand-up against being drained dry by individual needy people. Plan for your counseling times and enlist those to minister to.
12. Watch your motivation – make sure you are not driven by greed and personal ego.
13. Balance and manage your time wisely between the various aspects of pasturing:
  - a. Visitation
  - b. Preaching

- c. Teaching
  - d. Leading
  - e. Pasturing
  - f. Counseling
  - g. Ministering
14. Learn how to delegate both responsibility and authority to people who are trained and capable.
  15. Learn to say no to outside invitations and programs which infringe on church or family time.
  16. Evaluate your ministry and church success from the perspective of the Bible and not the world.
  17. Keep outside involvement and meeting at a minimum.
  18. Communicate your dreams and goals of ministry to your church leaders and the congregation and how you intend to fulfill them.
  19. Find a mentor who you can be accountable to, talk, discuss and pray about your deepest needs and hurts and who can encourage you personally.
  20. Learn to be content in your circumstances.
  21. Seek to please God and win His approval not men.
  22. Set reasonable and achievable goals for the church and yourself.
  23. Develop reasonable expectations of both yourself and the church.
  24. Stop comparisons and do not be a photocopy of other pastors. Be yourself and the original.
  25. Take a weekly and periodical rest, relaxation and holidays.
  26. Win the winnable, save the savable and leave the results to God.
  27. Equip and train the trainable to do the work of the ministry with you.
  28. Lead the flock with care and love. Faithfully feed them with the word of God in the power of the Spirit and leave the results to God.

29. While individuals can cope with the symptoms of burnout, the only way to truly prevent burn-out is through a combination of ministerial change and education for the individual pastor.

30. Ministries can address these issues through their own crisis development teams, but often they engage external advisors to assist them in establishing new policies and practices supporting a healthier church-life.

Still, the eyes of the Lord range throughout the entire earth, to strengthen those whose heart is true to him (2 Chron. 16.9).

God did not expect the Pastor to do everything and be everything to everybody in the church.



## **COPING WITH BURNOUT**

### **Pastor Assistance Programs (PAP)**

Such programs include counseling, physiological, psychological and prayer support to assist pastors.

### **THE PASTORS' PASTOR**

1. Every pastor needs a pastor to pastor him. Ignorance is depriving individuals of God's calling and blessing. Although Samuel lives and serves in the temple, in the night of his divine encounter, he slept in the inner sanctuary where the ark was kept, yet he could not contact the appropriate knowledge. Without Eli he would have missed the opportunity to do the right thing (1 Sam. 3.3–5).
2. Many Christians are missing the opportunity to serve God and to recognise their divine ordained ministry and destiny because of ignorance, lack of knowledge and the need to seek pastoral and wisdom of the aged.

### **MENTORING**

1. It is ideal for every pastor to have a mentor in ministry. Mentors play significant roles in the lives of the mentored. Mentors have the capacity to understand the move of God better than the mentored and can direct them to fulfil their divine assignments.
2. Eli told Samuel exactly what he had to do after the third experience and that put Samuel on the cutting edge of ministry (1 Sam. 3.9).

### **WORK-LIFE BALANCE**

1. Work-life Balance is a broad concept including proper prioritizing between "work" and on the other hand "life". Thus it is maintaining proper priority

between career and ambition on one hand **and** pleasure, leisure, family and spiritual development on the other.

2. Related, though broader, terms for work-life balance include "lifestyle balance" and "life balance".
3. In other words, it is having enough time for work and enough time for life thus the work life balance. The expression was first used in the late 1970s to describe the balance between an individual's work and personal life.

## COPING WITH BURNOUT – BIBLICAL APPROACH

Therefore, since we are surrounded by so great a cloud of witnesses, let us also lay aside every weight and the sin that clings so closely, and let us run with perseverance the race that is set before us, <sup>2</sup>looking to Jesus the pioneer and perfecter of our faith, who for the sake of the joy that was set before him endured the cross, disregarding its shame, and has taken his seat at the right hand of the throne of God. <sup>3</sup> Consider him who endured such hostility against himself from sinners, so that you may not grow weary or lose heart (Heb. 12:1-3).

Gal. 5:9-10 So let us not grow weary in doing what is right, for we will reap at harvest time, if we do not give up. <sup>10</sup> So then, whenever we have an opportunity, let us work for the good of all, and especially for those of the family of faith (Gal. 6.9-10).

**Isa 40:28** Hast thou not known? hast thou not heard, *that* the everlasting God, the LORD, the Creator of the ends of the earth, fainteth not, neither is weary? *there is* no searching of his understanding.

**Isa 40:29** He giveth power to the faint; and to *them that have* no might he increaseth strength.

**Isa 40:30** Even the youths shall faint and be weary, and the young men shall utterly fall:

**Isa 40:31** But they that wait upon the LORD shall renew *their* strength; they shall mount up with wings as eagles; they shall run, and not be weary; *and* they shall walk, and not faint.

<sup>28</sup> “Come to me, all you that are weary and are carrying heavy burdens, and I will give you rest. <sup>29</sup> Take my yoke upon you, and learn from me; for I am gentle and

humble in heart, and you will find rest for your souls. <sup>30</sup> For my yoke is easy, and my burden is light” (Matt. 11.28-30).

<sup>25</sup>I will satisfy the weary, and all who are faint I will replenish. <sup>26</sup> Thereupon I awoke and looked, and my sleep was pleasant to me (Jer. 31.25).

<sup>13</sup>For my people have committed two evils: they have forsaken me, the fountain of living water, and dug out cisterns for themselves, cracked cisterns that can hold no water (Jer. 2.13).

<sup>4</sup>For whatever was written in former days was written for our instruction, so that by steadfastness and by the encouragement of the scriptures we might have hope. <sup>5</sup> May the God of steadfastness and encouragement grant you to live in harmony with one another, in accordance with Christ Jesus, <sup>6</sup> so that together you may with one voice glorify the God and Father of our Lord Jesus Christ (Rom. 15.4-6).

<sup>58</sup> Therefore, my beloved, be steadfast, immovable, always excelling in the work of the Lord, because you know that in the Lord your labor is not in vain (1 Cor. 15.58).

<sup>2</sup> We always give thanks to God for all of you and mention you in our prayers, constantly <sup>3</sup> remembering before our God and Father your work of faith and labor of love and steadfastness of hope in our Lord Jesus Christ (1 Thess. 1.2-3).

“Rev. 2:2-3 I know your works, your toil and your patient endurance. I know that you cannot tolerate evildoers; you have tested those who claim to be apostles but are not, and have found them to be false. <sup>3</sup> I also know that you are enduring patiently and bearing up for the sake of my name, and that you have not grown weary.

Heb. 6:10 For God is not unjust; he will not overlook your work and the love that you showed for his sake in serving the saints, as you still do.

Heb. 6:35-36 Do not, therefore, abandon that confidence of yours; it brings a great reward. For you need endurance, so that when you have done the will of God, you may receive what was promised. For yet “in a very little while, the one who is coming will come and will not delay;

Heb. 6:38 But my righteous one will live by faith. My soul takes no pleasure in anyone who shrinks back.”

<sup>39</sup> But we are not among those who shrink back and so are lost, but among those who have faith and so are saved (Heb. 10.35-39).

NB: “Knowing what to do and doing what you know are two very different outcomes”.

## CATEGORIES OF BURNOUT

- A. Occupational burnout
- B. Physical and emotional burnout
- C. Mental or Psychological burnout

### (A) **Occupational burnout**

1. Occupational burnout is characterized by exhaustion, cynicism, and reduced professional efficacy within the workplace.
2. More accurately defined, exhaustion refers to the depletion or draining of emotional resources, cynicism refers to the indifference or distant attitude of work, and reduced professional efficacy refers to the lack of satisfaction with past/present expectations.
3. Occupational burnout is typically and particularly found within the human service professions. Such jobs that naturally experience high amounts of occupational burnout include: social workers, nurses, teachers, lawyers, physicians, and police officers.
4. The reason why burnout is so prevalent in the human service professions is due in part to the high stress environment, emotional involvedness, and outcomes that are independent of the effort exerted by the working individual.
5. The individuals who are most vulnerable to occupational burnout are ones who are strongly motivated, dedicated, and involved in the work in which they partake.
6. As work for these individuals is a source of importance in which they derive meaning in life, it is significant that they find meaning by achieving their goals and expectations.
7. Therefore, the process of burning out is the realization and reflection of the failure to find meaning and growth in life.

8. Occupational burnout is associated with increased work experience, increased workload, absences and time missed from work, impaired empathy and cynical attitudes toward clientele, and thoughts of quitting.

**(B) PHYSICAL OR EMOTIONAL BURNOUT**

1. Emotional exhaustion is a chronic state of physical and emotional depletion that results from excessive job demands and continuous stress.
2. It describes a feeling of being emotionally overextended and exhausted by one's work. It is manifested by both physical fatigue and a sense of feeling psychologically and emotionally "drained".

**© Mental or Psychological burnout**

- ❖ Burnout is a psychological term for the experience of long-term exhaustion and diminished interest. Research indicates general practitioners (Medical Doctors) have the highest proportion of burnout cases.

**SIX AREAS OF MINISTRY LIFE**

The pastor must be able to connect with these 6 areas of ministry life.

Disconnection between the ministry and the individual with regard to what they called the six areas of church-life:

1. Workload
2. Control
3. Reward
4. Community

5. Fairness
6. And values can cause burnout.

Resolving these discrepancies requires integrated action on the part of both the individual pastor and the church.

1. Pastor needs a better connection on workload. This ensures adequate resources are available to meet the needs of both the pastor and the people as well as work/life balances that encourage pastors to revitalize their energy.
2. A better connection on values means clear ministerial values to which pastors can feel committed.
3. A better connection on community means supportive leadership and relationships with colleagues rather than discord.
4. One approach for addressing these discrepancies focuses specifically on the fairness area.
5. The Pastoral Board can meet weekly to discuss and attempt to resolve perceived differences in the ministry. This decreases exhaustion component over time but does not effectively take away burnout.



## **STRESS MANAGEMENT**

### **WHAT IS STRESS?**

- It is pressure, force, weight, heaviness, difficulty, mental tension a person feels or suffers. Or it is becoming tense, anxious, nervous or up tight.
- Burnout is when a person cannot function adequately anymore; there is no more physical, emotional, or nervous energy left.

The stress you feel results from how you react to the stressors in life you experience.

Stressors are causes of stress.

Stressors include life events such as:

1. Job loss (losing of ministry)
2. Financial difficulties
3. Arguments
4. A heavy work/school load or loss of a loved one.
5. Chronic sickness in marriage
6. Arguments and conflicts in marriage
7. Suffering, sorrow, anger, trouble, worries and disturbances in life
8. Lost opportunities
9. Fear of future evil

### **BIBLICAL APPROACH TO STRESS**

- Talk to the Lord with it
- Come to the Lord with your worries and vulnerabilities.

- Be anxious for nothing, but in everything with prayer, thanksgiving and supplication, let your request be made known to the Lord (Phil. 4:6).
- Pray for the peace of God to guard your heart (Phil. 4:7)
- Learn to think about things that are noble, pure, lovely and of good report (Phil. 4:8).
- Know that if God cares about the sparrows and the lilies in the valleys, He cares about you (Matt. 6:25-33).
- Know that worry drains and does not add even a span to human life.

### **HOW DOES STRESS LEAD TO BURNOUT?**

- Different individuals respond to these stressors differently. That is why there can be different levels of stress experienced by different people in the same situation.
- Stress is not burnout – but burnout comes from stress.
- Stress produces numerous symptoms which vary according to persons, situations, and severity. These can include physical health decline as well as depression

### **TECHNIQUES OF STRESS CONTROL**

- There are several ways of coping with stress. Some techniques of time management may help a person to control stress.
- In the face of high demands, effective stress management involves learning to set limits and to refuse some demands that others make.
- The following techniques have been recently dubbed “Destressitizers” by The Journal of the Canadian Medical Association.

- A destressitizer is any process by which an individual can relieve stress. Techniques of stress management will vary according to the theoretical paradigm adhered to, but may include some of the following.

## **DESTRESSITIZERS**

1. Time management
2. Listening to relaxation music
3. Conflict resolution
4. Exercise
5. Getting a hobby
6. Meditation
7. Deep breathing
8. Relaxation techniques

## **TIME MANAGEMENT**

1. Time management refers to a range of skills, tools, and techniques used to manage time when accomplishing specific tasks, projects and goals.
2. This set encompasses a wide scope of activities, and these include planning, allocating, setting goals, delegation, analysis of time spent, monitoring, organizing, scheduling, and prioritizing.
3. Initially time management referred to just business or work activities, but eventually the term broadened to include personal activities as well.
4. A time management system is a designed combination of processes, tools and techniques.

Some authors (such as Stephen R. Covey) offered a categorization scheme for the hundreds of time management approaches that they reviewed

1. First generation: reminders based on clocks and watches, but with computer implementation possible; can be used to alert a person when a task is to be done.
2. Second generation: planning and preparation based on calendar and appointment books; includes setting goals.
3. Third generation: planning, prioritizing, controlling (using a personal organizer, other paper-based objects, or computer or PDA-based systems) activities on a daily basis. This approach implies spending some time in clarifying values and priorities.
4. Fourth generation: being efficient and proactive using any of the above tools; places goals and roles as the controlling element of the system and favors importance over urgency.
5. Some of the recent general arguments related to "time" and "management" point out that the term "time management" is misleading and that the concept should actually imply that it is "the management of our own activities, to make sure that they are accomplished within the available or allocated time.

### **TIME MANAGEMENT SUMMARIZED:**

- "Get Organized" - paperwork and task triad.
- "Protect Your Time" - insulate, isolate, delegate
- "Set gravitational goals" - that attract actions automatically
- "Achieve through Goal management Goal Focus" - motivational emphasis
- "Work in Priority Order" - set goals and prioritize

- "Use Magical Tools to Get More Out of Your Time" - depends on when written
- "Master the Skills of Time Management"
- "Go with the Flow" - natural rhythms
- "Recover from Bad Time Habits" - recovery from underlying psychological problems, e.g. procrastination

Listening to certain types of relaxing music particularly:

- **Classical music** – it is the art music produced in, or rooted in, the traditions of western liturgy and culture. The term "classical music" did not appear until the early 19th century. The golden age of classical music covers the period from Johann Sebastian Bach to Beethoven.
- **Sleep Music** – soul inspiring and worship music

### **Conflict resolution**

1. Conflict resolution is a range of methods for alleviating or eliminating sources of conflict.
2. The term "conflict resolution" is sometimes used interchangeably with the term dispute resolution or alternative dispute resolution.
3. Processes of conflict resolution generally include negotiation, mediation, and diplomacy.

4. The processes of arbitration, litigation, and formal complaint processes such as ombudsman processes, are usually described with the term dispute resolution, although some refer to them as "conflict resolution."
5. Processes of mediation and arbitration are often referred to as alternative dispute resolution.

## **PHYSICAL EXERCISE**

Physical exercise is any bodily activity that enhances or maintains physical fitness and overall health or wellness.

## **WHY PHYSICAL EXERCISE?**

1. These include strengthening muscles and the cardiovascular system, honing athletic skills, weight loss or maintenance and for enjoyment.
2. Frequent and regular physical exercise boosts the immune system, and helps prevent the "diseases of affluence" such as heart disease, cardiovascular disease, Type 2 diabetes, and obesity.
3. It also improves mental health, helps prevent depression, helps to promote or maintain positive self-esteem, and can even augment an individual's sex appeal or body image, which again is also linked with higher levels of self-esteem.
4. Childhood obesity is a growing global concern and physical exercise may help decrease the effects of childhood obesity in developed countries.

## **TYPES OF EXERCISE**

Exercises are generally grouped into three types depending on the overall effect they have on the human body:

1. Flexibility exercises, such as stretching, improve the range of motion of muscles and joints.
2. Aerobic exercises, such as cycling, swimming, walking, skipping rope, rowing, running, hiking or playing tennis, focus on increasing cardiovascular endurance.
3. Anaerobic exercises, such as weight training, functional training or sprinting; increase short-term muscle strength.

### **Types of hobbies**

1. Collecting
2. Games
3. Outdoor recreation
4. Performing arts
5. Creative hobbies
6. Cooking
7. Gardening
8. Fish-keeping
9. Reading

## **OUTDOOR RECREATION**

1. Outdoor pursuits can be loosely considered to be the group of sports and activities which are dependent on the great outdoors,

2. It incorporates such things as hill walking, hiking, backpacking, canoeing, skiing, climbing, caving, and arguably broader groups such as water-sports and snow-sport,
3. Outdoor sports most often include nature in the "sport".

## **MEDITATION**

1. Meditation is a holistic discipline during which time the practitioner trains his or her mind in order to realize some benefit.
2. Meditation is generally a subjective, personal experience and most often done without any external involvement, except perhaps prayer beads to count prayers.
3. Meditation oftentimes involves invoking and cultivating a feeling or internal state, such as compassion or attending to some focal point, etc.
4. The term can refer to the process of reaching this state, as well as to the state itself.
5. There are hundreds of specific types of meditation

## **DEEP BREATHING**

Diaphragmatic breathing, abdominal breathing, belly breathing, deep breathing or costal breathing is the act of breathing deep into one's lungs by flexing one's diaphragm rather than breathing shallowly by flexing one's rib cage.

1. This deep breathing is marked by expansion of the stomach (abdomen) rather than the chest when breathing.



2. It is generally considered a healthier and fuller way to ingest oxygen.
3. Performing diaphragmatic breathing can be therapeutic, and with enough practice, can become a standard way of breathing.
4. To breathe diaphragmatically, or with the diaphragm, one must draw air into the lungs in a way which will expand the stomach and not the chest.
5. It is best to perform these breaths as long, slow intakes of air – allowing the body to absorb all of the inhaled oxygen while simultaneously relaxing the breather.

## **RELAXATION TECHNIQUES**

1. A **relaxation technique** (also known as **relaxation training**) is any method, process, procedure, or activity that helps a person to relax; to attain a state of increased calmness; or otherwise reduce levels of anxiety, stress or anger.
2. Relaxation techniques are often employed as one element of a wider stress management program and can decrease muscle tension, lower the blood pressure and slow heart and breath rates, among other health benefits.

People use relaxation techniques for the following reasons, among others:

1. Anger management
2. Anxiety attacks
3. Cardiac health
4. Depression
5. High blood pressure
6. General well-being
7. Headache
8. Immune system support

- 9. Insomnia
- 10. Pain management
- 11. Stress management

### **MICHAEL TODD WILSON & BRAD HOFFMANN'S BOOK**

Preventing Ministry Failure: A Shepherd Care Guide for Pastors, Ministers and Other Caregivers, (*InterVarsity Press, 2007*).

### **MANAGE STRESS WISELY**

1. Acknowledge how stressful serving in ministry truly is, and do your best to manage the stress you face well.
2. Let go of an unhealthy need for accomplishment, an unhealthy desire for other people's approval, perfectionism, and hard-charging ambition.
3. Resolve anger that's causing you stress. Surrender your ministry situation to God and ask Him to give you the peace you need.
4. Rely on His power working through you instead of trying to do your ministry work through just your own efforts.
5. Connect with God through spiritual disciplines, such as: meditation, prayer, fasting, simplicity, solitude, submission, and worship.
6. Create margins in the pages of your life by eliminating activities that aren't truly important, so you'll be free to spend time and energy on what matters most.
7. Schedule enough downtime and rest for yourself. Make time regularly to get away from your ministry demands to spend time in quiet reflection.

8. Plug into nurturing relationships with other people who care about you. Build short breaks into various points of your workday to refresh yourself, and take longer breaks for retreats, days off, vacations, sabbaticals, etc.
9. If your thinking about the challenges you face is in a rut, confide in some people you trust and invite them to give you a fresh perspective on your situation.
10. Pray for the Holy Spirit to bring Scripture to your mind that applies to your situation.
11. Improve your work habits so you'll be more organized and efficient, which will decrease your stress level. Make sure you get enough sleep every night, eat a healthy diet, and exercise regularly.
12. Know that even simple practices like deep breathing, affectionate touch (like a hug or handshake), therapeutic massage, and giving yourself small rewards (like a walk or a nap) for jobs done well can reduce stress.
13. If you need help from a health care professional, don't hesitate to consult one, since stress can significantly damage your health when left unchecked.

## **SET BOUNDARIES**

1. Establish and maintain clear personal boundaries so you can focus on what matters most, both professionally and personally.
2. Whenever someone asks you to use your time, energy, and ministry resources to help them, ask: "Is this person typically responsible or irresponsible?", "Does this person own up to the problem, or is he or she blaming others for the lack of follow-through?", "What are my motives for and against helping this person?", and "How might God be glorified in this situation?".

3. Recognize that the mere presence of a need doesn't necessarily mean that you're the one God has called to meet it. But also be willing to help if God is calling you, despite the inconvenience.
4. Don't live from crisis to crisis; instead, try as much as possible to align your daily and weekly tasks with what's important (rather than just what's urgent).
5. Protect the time you need to invest regularly in your relationships with God, your spouse, and close friends.
6. Make time regularly to clarify your ministry vision through prayer, fasting, and reflection.
7. Set boundaries around who can access you and when. Take the phone off the hook during family meals, don't call into the office on vacations, check e-mail only at predetermined times, assign another minister or a lay leader to be on call for hospital visitation on your days off, etc.
8. When something urgent demands your attention during family time, don't be afraid to say that you have an appointment you can't break.
9. Decide carefully who you will and won't let in as friends. Set boundaries that will help you resist sexual temptation and maintain purity if you're single or a healthy marriage if you're married.
10. Place boundaries around the way you spend your time and money so you'll be a good steward of it.
11. Think before you speak and before reacting to what others say to you, setting appropriate boundaries so you don't regret your conversations.
12. Maintain strong boundaries around your inner life so you can resist attacks from evil spiritual forces and stay close to God through the Holy Spirit.

## **ENERGIZE YOUR MINISTRY THROUGH RECREATION**

1. Recognize that God has designed life to operate in a rhythm that includes regular time for recreation. Understand that disrupting that balance by working too much will actually make you less effective in your ministry.
2. Figure out how much time you really spend on ministry work – both onsite and off by charting the number of hours you do anything that relates to your ministry during a typical week.
3. Then figure out how to increase the number of hours you spend on recreation each week.
4. Counter your excuses: If you don't think you have enough time, work on better stewardship. If you think you have other more important things to do, work on prioritizing better.
5. If you think you have too many responsibilities to deal with, work on delegating. If you think that people expect you to be available, stop seeking approval through people and focus on pleasing God alone.
6. If you don't feel like you need a break, stop denying the reality that you do. Get enough rest so your body and mind can recuperate. Take an afternoon nap or do something refreshing during your time off work.
7. Make time to play through fun activities on a regular basis. Renew yourself spiritually through activities that help you grow closer to God.
8. Set some goals for how you'd like to use recreation to improve your life physically such as increasing your stamina.
9. Set goals for how to improve mentally like learning about a new ministry area.
10. Set goals for how to improve emotionally such as getting in touch with why you've been feeling sad or angry lately.

11. Set goals for how to improve spiritually, drawing closer to God in a way He's leading you to do so.
12. Make sure your goals are specific, achievable, and measurable. Be patient, making changes gradually so you can best incorporate them into your life. Evaluate your progress regularly and make whatever adjustments are necessary.

## **DEVELOP PEOPLE SKILLS**

1. Get to know your own personality well, and be aware that when you experience conflict with others, it may simply be because of how their personalities differ from yours.
2. Learn how to work with different types of people so you can tailor your ministry efforts most successfully toward the various people you encounter.
3. Resolve conflicts wisely, either by overlooking the offense or engaging those who have offended you in prayerful and loving dialogue aimed at solving the problem.
4. Be willing to forgive as God forgives you.
5. Listen to others well by eliminating distractions; giving your full attention to the people speaking; remembering your reason for listening (because the people to whom you minister are important); suspending judgment about the topic until you understand the other person's perspective on it.
6. Listen for themes in the person's story; reflecting the person's message back in your own words to clarify it; asking thoughtful questions; and responding to the content, feelings, and meaning of what the person tells you.
7. Be assertive when others make requests of you, or when you make requests of others: Identify who owns the problem, describe the problem, state the consequences, describe your feelings, pause, and make a direct assertion.

8. Negotiate “win-win” solutions to problems so both parties are satisfied. Respond to critics by either agreeing with the kernel of truth in their statements or by agreeing with their right to have an opinion, even though you disagree with it.
9. Stand by your convictions while still respecting the people who criticize you.

## **LEARN LEADERSHIP SKILLS**

1. Invite the Holy Spirit to transform you from the inside out so you can become the leader God wants you to be.
2. Practice integrity in every part of your life, relying on God’s strength to live out a walk that aligns with your internal desire for holiness.
3. Ask God to show you how you can maximize your strengths and overcome your weaknesses to be most effective in ministry.
4. Keep up with changes in your ministry work due to technology shifts, changing needs and desires of people in your community, ethnic and age diversity in your congregation, and other factors.
5. Get to know the people to whom you minister, learning their dreams, passions, and what makes them discontent.
6. Whenever you must go through a change together, communicate clearly and regularly with them during the process.
7. Lead as you are rather than trying to lead like someone else. Discover your unique leadership style and use it.
8. Don’t compare your ministry to other ministries; ask God to give you the confidence to do your work the way He has uniquely designed you to do it.
9. Pray for God to constantly renew your love for the people you serve and help you stay focused on His vision for your ministry.

10. Learn how to resolve conflict well.
11. View yourself as part of a team of people whose ministry efforts are just as valuable as yours; do all you can to encourage and support them as you work toward common goals together.



## **DEPRESSION MANAGEMENT**

### **What is depression?**

Depression is a state of low mood and aversion (hatred or dislike) to activity.

*Any seven of the points below in your life make you a probable candidate of depression*

1. Depressed persons may feel sad, anxious, empty, hopeless, helpless, worthless, guilty, irritable or restless.
2. They may lose interest in activities that once were gratifying, satisfying, congenial, pleasurable and delightful.
3. They may experience loss of appetite or overeating, or problems concentrating, remembering details or making decisions.
4. And may contemplate or attempt suicide.
5. Insomnia, waking early, excessive sleeping, fatigue, loss of energy, or aches, pains or digestive problems that are resistant to treatment may be present in the depressed.
6. A triad or chord of negative thoughts about oneself, one's world, and one's future.
7. Cognitive errors about oneself, one's world and one's future.
8. Recurrent patterns of depressive thinking.
9. Low self esteem
10. Poor self-image

### **SIGNS OR SYMPTOMS OF DEPRESSION**

1. A triad or chord of negative thoughts about oneself, one's world, and one's future
2. Cognitive or mental errors about oneself, one's world and one's future

3. Recurrent patterns of depressive thinking
4. Low self esteem

### **SIGNS OF A DEPRESSED PERSON**

1. Depressed persons may feel sad, anxious, empty, hopeless, helpless, worthless, guilty, irritable or restless.
2. They may lose interest in activities that once were pleasurable, experience loss of appetite or overeating, or problems concentrating, remembering details or making decisions; and may contemplate or attempt suicide.
3. Insomnia, waking early, excessive sleeping, fatigue, loss of energy, or aches, pains or digestive problems that are resistant to treatment may be present in a depressed person

### **SIGNS OR SYMPTOMS OF DEPRESSION**

1. A triad or chord of negative thoughts about oneself, one's world, and one's future
2. Cognitive errors about oneself, one's world and one's future
3. Recurrent patterns of depressive thinking
4. Low self esteem



## ANGER MANAGEMENT

- The term **anger management** commonly refers to a system of psychological therapeutic techniques and exercises by which someone with excessive or uncontrollable anger can control or reduce the triggers, degrees, and effects of an angered emotional state. In some countries, courses in anger management may be mandated by their legal system.

### Techniques of controlling anger

- ❖ One technique for controlling anger is finding agreement with another person rather than conflict.
- ❖ The use of deep breathing and meditation can be used as a means of relaxation.
- ❖ Other interventions include learning empathy, stress management skills, forgiveness, changing how you speak about yourself or others and improving optimism.
- ❖ As the issue of anger varies from person to person, the treatments are designed to be personal to the individual.

## METHODS OF ANGER MANAGEMENT

Psychologists recommend a balanced approach to anger, which both controls the emotion and allows the emotion to express itself in a healthy way. Some descriptions of actions of anger management are:

1. **Direct**, such as not beating around the bush, making behavior visible and conspicuous, using body language to indicate feelings clearly and honestly, anger directed at persons concerned.

2. **Honorable**, such as making it apparent that there is some clear moral basis for the anger, being prepared to argue your case, never using manipulation or emotional blackmail, never abusing another person's basic human rights, never unfairly hurting the weak or defenseless, taking responsibility for actions.
3. **Focused**, such as sticking to the issue of concern, not bringing up irrelevant material.
4. **Persistent**, such as repeating the expression of feeling in the argument over and over again, standing your ground, self-defense.
5. **Courageous**, such as taking calculated risks, enduring short-term discomfort for long term gain, risking displeasure of some people some of the time, taking the lead, not showing fear of other's anger, standing outside the crowd and owning up to differences, using self-protective skills.
6. **Passionate**, such as using full power of the body to show intensity of feeling, being excited and motivated, acting dynamically and energetically, initiating change, showing fervent caring, being fiercely protective, enthusing others.
7. **Creative**, such as thinking quickly, using more wit, spontaneously coming up with new ideas and new views on subject.
8. **Forgiveness** such as demonstrating a willingness to hear other people's anger and grievances, showing an ability to wipe the slate clean once anger has been expressed.
9. **Listen** to what is being said to you. Anger creates a hostility filter, and often all you can hear is negatively toned.

A common skill used in most anger management programs is learning assertive communication techniques. Assertive communication is the appropriate use of expressing feelings and needs without offending or taking away the rights of others.

It is typically started with the use of "I" statements followed by a need statement. For example, "I feel upset when you don't take my feelings into consideration when you talk about your past relationships. I hope you can be more thoughtful and know what you should and should not say the next time."

## **21 WAYS TO PREPARE FOR THE MINISTRY**

Dr. Ray Pritchard, Keep Believing Ministries

“What advice would I give to a young person preparing for the ministry?”

### **1. READ WIDELY.**

- In the years ahead we will need well-educated young men and women. So read widely, read from the bestseller list, read people you don't agree with. It's not a good sign if you've read 700 books and all of them support what you already believe.

### **2. LEARN TO SPEAK WELL AND WRITE WELL.**

- All things being equal, the people who can speak with confidence and who can write clearly will rise to the top in any field. Take a few speech classes, take every speaking opportunity you can get until you feel at home on your feet.
- As for writing, technology gives this generation a huge advantage. The advent of the personal computer means that no one has an excuse for not writing well. Keep a blog. Write out your sermons in full.

### **3. FIND OUT WHAT YOU CAN DO WELL.**

- This takes about ten years—or maybe a little longer. In the beginning, you naturally think you can do everything. You can't. You'll learn that

the hard way. Find out what you do that God blesses—and keep on doing it.

#### **4. DECIDE NOW TO BE FLEXIBLE LATER.**

- Don't get stuck in the trap of thinking that you have to be a pastor or a teacher or a missionary forever. We're past the day when people stay in the same position for a lifetime.
- Your only call is to serve the Lord in whatever way he chooses to use you and wherever he wants to put you. Flexibility is a great blessing and inflexibility tends to be a career-ender. So stay loose.

#### **5. ASK THE LORD TO PUT YOU IN OVER YOUR HEAD.**

- He'll probably do it anyway, but it's more fun if you ask in advance. If you are so cool and so well-prepared and so competent that you can do it all, why do you need God?
- It's a good thing to be thrown in the deep end where you don't know what you're doing and if God doesn't help you, you're sunk. That's when you learn how to pray.

#### **6. BEWARE OF ENVY.**

- It's a big time-waster. In the great game of life, we're all constantly being compared to everyone else around us. We're all being measured,



quantified, and examined to see how well we're doing versus those around us. And there is nothing we can do about it.

- Envy tends to be the sin of moderately successful people. Pray to be delivered from it because it destroys your joy and makes you a miserable person to be around.

## **7. LEARN TO DO A FEW THINGS WELL AND THE REST JUST OKAY.**

- In the beginning you won't be able to specialize so learn how to do it all. In my first church I folded the bulletins, printed them, opened the church, led the singing and preached.
- But I started my writing by doing a weekly column on the back of the bulletin and continued for 27 years. Do whatever needs to be done—and then learn to do a few things well.

## **8. TRAVEL.**

- In earlier generations travel was expensive and difficult. Today it's no big deal to go online, book a ticket, and fly to Spain or China or Kenya or Chile. Tom Friedman is right. The world is flat, and the future belongs to those who have multicultural experience. So take a semester and study abroad.
- Build an orphanage in Ecuador. Go to Russia and see the Hermitage. Ride a train through Europe. Spend a few months on a Mercy Ship. Put down the remote, stop playing video games, hop on a plane, and go see the world. It will give you new vision for the global cause of Christ.

## **9. SERVE THE LORD NOW.**

- We used to say, “If you aren’t winning souls now, what makes you think you’ll win souls when you go to Thailand?” It’s a good point. One way to get ready for the ministry is to serve in small ways now.
- Teach Sunday School, sing in the choir, visit the sick, help in the kitchen, play the piano, be an usher, clean the altar, mow the grass, take Evangelism Explosion, type the bulletin, clean the church offices, speak at the nursing home, do whatever needs to be done. A record of faithfulness in small things matters more than great potential never used.

## **10. GET A GOOD EDUCATION.**

- This probably matters more than it did 100 years ago. One year isn’t enough. Two years probably isn’t enough. Get a college degree if you can. Go to seminary if you have the desire.
- Billy Graham has said that he regrets not having done more ministry preparation. You’ll never regret the time spent getting the tools necessary to be effective. Can’t wait? Take online courses while you serve the Lord somewhere.

## **11. STAY INVOLVED IN YOUR LOCAL CHURCH.**

- What I mean is, don’t think that you can ditch the church and be successful in the ministry. You can’t. We’re all in this together. So have

a church, be part of a church, stay close to your church. And don't criticize your own church while preparing for the ministry.

- You need the accountability of other believers to help you grow spiritually. And they need your contributions.
- If no one else around you supports your desire to go into the ministry, maybe you should think about a career in auto repair. Generally speaking, God's call comes through the church, not apart from the church.

## **12. GET SOME REAL-WORLD EXPERIENCE IF YOU CAN.**

- You'll have more credibility with people if you've had a "real job" somewhere along the line. Work at a bank, be an assistant coach, serve in the military, teach for a few years, work in an office, run a restaurant, start a business, learn how to handle money and people and all the problems that people routinely face in the business world.
- There is nothing like hiring and firing and balancing a budget (and maybe being laid off yourself) to give you empathy and believability in your ministry.

## **13. DON'T BE TOO PICKY EARLY ON.**

- Sometimes young people try to "game plan" their ministry career (an oxymoron, by the way) too carefully. Few of us spend our lifetime in the same place doing the same thing.

- There really isn't any rule for what the first step should be. Small church? Large church? Rural? Suburban? Big city? Staff or senior pastor? Internship? I just shrugged my shoulders because who knows what you should do. I'm not saying, "Go through the first open door," only that you shouldn't try to figure out where you'll be in 20 years.
- Only God knows that—and he's not telling in advance. But don't say no because it doesn't advance your career. Take the opportunity that seems right at the time and leave the future in God's hands.

#### **14. IF YOU EVER STOP LEARNING, YOU'RE FINISHED.**

- Keep growing, keep reading, keep your eyes open, keep stretching, keep learning. Very few twenty-year-olds know what they're doing.
- Come to think of it, very few fifty-six-year-olds do either. Your seminary degree probably opens a few doors, but it doesn't guarantee anything. Keep growing!

#### **15. GET OUT OF DEBT IF YOU CAN.**

- These days it's possible to accumulate \$30,000-\$60,000 in debt by the time you graduate from college. You could double that when you add in three or four years of seminary. You owe it to yourself and to the ministries you serve not to start with a heavy load of debt hanging over your head.

- That may mean taking fewer classes each semester and spending a couple of extra years in school so you can pay as you go, or it may mean working somewhere for a year or two after your training to get your debt down to manageable levels.
- Given the current economic climate, this will become a more important issue.

## **16. LOOK FOR MENTORS ALONG THE WAY.**

1. Note the plural. If you are fortunate enough to have Tim Keller or Howard Hendricks personally disciple you, you are greatly blessed.
2. For the rest of us, we will need to find a variety of people along the way who can help us with parenting, spiritual disciplines, leadership, marriage, decision-making, prayer, conflict resolution, and skill development, and the all-important but very general Wisdom Department of life.
3. Most effective mentoring tends to happen in informal settings. You don't need to have someone say, "I'll be your mentor" in order to learn from them. But it is worthwhile to pray that God will send those people across your path and pray to see them and learn from them while you can because a true heart for God is better caught than taught.

## **17. SEEK TRAINING THROUGH THE LOCAL CHURCH.**

1. I mention this because more and more churches offer internships, weeknight classes, training institutes, online courses, and other methods of ministerial training.
2. In earlier generations training tended to happen on-the-job in real-world settings.
3. Spurgeon trained hundreds of young men for the ministry in London in the 1800s through his college associated with the Metropolitan Tabernacle.
4. Look around and see if your church, or a church near you, offers some sort of formal leadership training.

## **18. EXPECT SOME DETOURS ALONG THE WAY.**

1. This touches more the attitude you should have than any particular step you need to take.
2. But since a big part of preparing for the ministry involves developing godly character, and since godly character is formed largely through the trials of life, set your heart to serve the Lord, knowing that the course of your life will not go exactly as you envision now, that you will face times of trial, and that those hard times are necessary for you to become a useful servant of the Lord.
3. You may face sickness, you will certainly encounter opposition, you may see your dreams crumble more than once. Don't be surprised when

it happens. God's leaders must go through the fire to produce the gold of tested character.

### **19. BE A STUDENT, NOT A VICTIM.**

1. This follows from what I just said. Victims complain, students learn. Victims blame others, students look in the mirror. Victims make excuses, students learn from their mistakes.
2. Victims are stuck in the past, students keep growing. Victims accuse God of unfairness, students seek God's face. Victims focus on themselves, students share what they have learned.
3. Students make great leaders because their hard times develop wisdom, humility, compassion and courage.

### **20. SEE YOUR MARRIAGE AS PART OF YOUR MINISTRY.**

1. I think many people put marriage in one category and ministry in another. It's easy to act as if marriage is over here and the ministry is that stuff you do for God over there. But that's not right.
2. The Puritans hit the mark when they talked about "every home a little church." As the list of qualifications in 1 Timothy 3 and Titus 1 indicates, there is a strong connection between leadership in the home and in the church. The one prepares you for the other.
3. No one knows you better than your wife. You can't fool a good wife and you shouldn't try. Ditto for the kids. Marriage is one of God's best tools in our sanctification.

4. You certainly don't have to be married to go into the ministry, but if you are married, you should view your marriage as a vital part of your ministry and not something separate from it.

## **21. LISTEN MORE THAN YOU TALK.**

1. I could have said this differently—something like “Be a follower first.” Remember that the essence of ministry is serving others.
2. You don't need to be in charge of anything at first. Prove your faithfulness and promotion will come in due time. Remember that “everyone is my teacher because everyone knows something I don't know.”
3. So pay attention. Ask questions. Don't be a big shot know-it-all. Be swift to hear and slow to speak. And that “slow to anger” part is important too.
4. These suggestions are not in any particular order so you can rearrange them any way you like. As I think about these 21 things, it occurs to me that you could do all of them and still be a washout in the ministry.
5. In the final analysis only God can make true ministers of the gospel. He must call us, he must qualify us, he alone can “establish the work of our hands.” There are no guarantees, but these 21 things can help you become the kind of person God uses to bless others in Jesus' name.

**Assignment:** What's your advice for a young person preparing for the ministry?

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## **THE FOCUS OF MINISTRY IS FOCUS**

Ron Walters, Vice President of Church Relations, Salem Communications  
Focus is to concentrate. A center of interest of activity. To sharpen or clearly define. The point at which an object is clearly seen.

- To the casual observer it might appear that Jesus was nomadic, wandering the dusty roads from village to village, dispensing his humanitarian miracles and pithy sayings.
- A first century Johnny Appleseed who scattered goodness seeds and golden rules like confetti. A kind of half-Houdini, half-Gandhi. A utilitarian genie who attracted disciples like stray cats.

## **JESUS KEPT HIS FOCUS**

1. But nothing could be further from the truth. Jesus was the most focused leader and strategic planner of all time. He was a genius in organizational development and human resources.
2. He specialized in visionary management. The world has never known a better synergist, the church being exhibit A. His methods, though ministerial, have been the model for industry and commerce for hundreds of years.
3. His focus was constantly challenged, but he never wavered. He was harassed by the religious: "The Pharisees came out and began to argue with Him." His disciples volunteered new ideas: "...Command fire to come down from heaven to consume them."

4. Even His family questioned his actions: "Why have you treated us this way?" His hometown friends, the ones who had watched Him grow up, "took offense at Him."
5. Satan, too, took his best shot. "All the kingdoms of the world, and their glory, will I give you if you fall down and worship me." But Jesus was resolute with focus.
6. Though simple, Jesus' ministerial focus was profound and permanent. It has served as the template for every true disciple since. First, Jesus focused His mission in doing God's will. Nothing was more important to Him. "My priority is to do the will of Him who sent me, and to accomplish His work."
7. John Stott, in *The Preacher's Portrait* wrote, "I can't help wondering if this is why there are so few preachers God is using today. There are plenty of popular preachers but not many who preach in the power of the Holy Spirit." Stott wonders if preaching God's will is too costly for the preacher. It was costly for Jesus, too. But He remained focused.
8. Second, Jesus focused His topics of conversations. Every dialogue was deliberate. No words were wasted or lost; they were customized for each audience. "The words which you gave to me, I have given to them." His material was fresh and applicable. To the hurting, He spoke of hope. At a funeral, He spoke of life. To the blind, he spoke of light. To the leper, He offered His touch. To the theologians, He spoke theology. To normal people, He sounded normal. For everyone he put the cookies on the bottom shelf. And they loved Him for it.
9. Third, Jesus focused His message to a target audience. "I have not come to call the righteous but sinners to repentance." He gravitated to the needy and the growing. He did not seek out the comfortable or stagnant.

His ministry was one of depth, not breadth. He would hideaway with His students for in-depth training. He commanded others to "tell no one." He was unshaken when thousands walked out during His message claiming "this is too difficult." On the night before the crucifixion, Jesus had an audience with numerous Jewish and Roman power brokers "yet He opened not His mouth."

10. Finally, Jesus focused His energies toward His replacements. "As you have sent me into the world, I also have sent them into the world." He chose an even-dozen from hundreds of candidates. For three years they stopped, looked, and listened. They heard it all, saw it all, and were involved in dozens of miraculous works. Jesus held nothing back from them. He schooled them in every phase of ministry. They saw him laugh, weep, teach, pray, challenge, rest, serve, heal, answer, and lead. When it was their turn they never asked "How?" They were focused.

**NB: Our work is demanding but the model of our Teacher is simple: Focus.**

## SETBACKS IN MINISTRY

Several factors contribute to detours and failures in ministry. Seeking cheaper human alternatives instead of paying for the price of your calling contributes to deviation in ministry, lost of focus and misdirection in calling. Christians must not forget that dreams and destinies planned by God for you remain the target of the enemy. It is his strategy to obstruct any move to release your hidden potentials and turn dreams into realities. Many dreams and destinies are left unfulfilled due to some of the factors identified below.

1. Laziness
2. Discouragement
3. Wrong spiritual environment
4. Procrastination
5. Disobedience
6. Fear
7. Doubt
8. Past failures
9. Past success
10. Comparison
11. Wrong external opinions
12. Distractions
13. Low self esteem
14. Poverty
15. Pride and unconfessed sins

### *Laziness*

Many kill their calling, ministry and potentials when they allow laziness to take the place of hard work and diligence. Failure to rise up to your responsibility kills

potentials and creates detours in ministry. King Saul started well because he turned into another man and did as the occasion demands for God was with him (1 Sam. 10.6-7). Laziness potentially causes failures to do what the occasion demands. Christians who think of being effective ought to learn from the manner locusts advance in ranks without a king; and how the skill of the spider's hands finds it in the king's palace (Prov. 30. 27-28). The Scripture admonishes the sluggard to go to the ant and consider her ways concerning her skill of gathering in summer for future consumption (Prov. 6.6-11).

- Many kill their calling, ministry and potentials when they allow sluggishness to take the place of hard work and diligence. They shall be beaten with many stripes (Luke 12.47-48).
- Failure to rise up to your responsibility kills potentials and creates detours in ministry. King Saul started well because he turned into another man and did as the occasion demands for God was with him. However, he ended up badly due to lack of diligence. He started a prophet but ended up seeking direction from a witch (1 Sam. 10.6-7; 28.7-8).
- Christians who think of being effective ought to learn from the manner locusts advance in ranks without a king; and how the skill of the spider's hands finds it in the king's palace (Prov. 30. 27-28).
- Finally, the sluggard is admonished to go to the ant and consider her ways concerning her skill of gathering in summer for future consumption (Prov. 6.6-11).

### *Discouragement*

Discouragement prevented the Israelites from entering the Promised Land at the first stroke (Duet. 1.28; Num. 21.4, 32.7, 9). Their hearts were discouraged by the evil report given by the spies. Discouragement has proven to be a major hindrance to success in ministries of several people called by God. Wrong words used by parents can potentially have adverse effects and discourage the hearts of their children (Col. 3.21).

- What you see can potentially discourage your heart and will keep you from taking the right decision for your life and destiny (Num. 32.9).
- Their hearts were discouraged by the evil report given by the spies. Discouragement has proven to be a major hindrance to success in ministries of several people called by God (Num. 32.7).
- Wrong words used by parents can potentially have adverse effects and discourage their children (Col. 3.21).

### *Wrong spiritual environment*

The apostle Paul indicated that bad company influences good character (1 Cor. 15.33). Sharing vision with the wrong people wrecks destiny. Wrong company had adverse influence on Joseph which nearly destroyed his destiny. Joseph was hated, put in a pit and eventually sold as a helpless slave to Egypt but God used his situation as a spring board to his success (Gen. 37.5–36). In another scenario, the devil created an environment of mistrust and deceit before Eve was able to buy into his suggestion to break the sacred law of God (Gen. 3.1, 4–5).

- The apostle Paul indicated that bad company influences good character (1 Cor. 15.33). Sharing vision with the wrong people wrecks ministry and destiny.

- Contrary, right spiritual atmosphere changed the destinies of people like Moses, Timothy and the disciples (Heb. 11.23–29; 2.Tim.1.5; Mark 3.13–18).
- The devil created an environment of mistrust and deceit which changed the destiny of the human race until the intervention of Christ (Gen. 3.1, 4–5, 15).
- The bigger picture of man staying in the state of innocence was lost after that unwanted visitor polluted the sacred environment with his lies

### **Procrastination**

This is the delaying of an activity until a later date and had remained a killer of many ministries. The Israelites thought they could not possess the land as commanded by God. The opportunity to obey God slipped away and they later paid for the consequences when they decided to possess they land at the wrong time (Num. 13.26-33, 14.1-5, 24). If you wait for the wind, you will never sow (Eccl. 11.4).

- This is the delaying of an activity until a later date kills destiny. Somebody thought he could follow Jesus anytime he chooses and that was the last time he met the Saviour (Luke 9.57–62).
- The Israelites thought they could not possess the land at a later date but time certainly does not wait for no one (Num. 14.20–23).
- The opportunity to obey God slipped away and they later paid for the consequences when they decided to possess they land at the wrong time (Num. 13.26-33, 14.1–5, 24).
- If you wait for the wind, you will never sow (Eccl. 11.4).

## **Disobedience**

Wilful disobedience by King Saul cost him the kingdom of Israel forever (1 Sam. 15.23, 27–28). Disobedience has wrecked many lives including the destiny of the first Adam and the entire world. Disobedience attracts untold consequences capable to derail any ministry on the verge of success. Whoever chooses to live in disobedience will never achieve the purposes of God and will never taste the joy and other good plans purposed by God for their benefits.

- Wilful disobedience by King Saul cost him the kingdom of Israel forever (1 Sam. 15.23, 27–28).
- Disobedience is a blocker of blessings and shall continue to wreck many lives without Christ.
- Disobedience attracts untold consequences capable of derailing any ministry on the verge of success.
- Evil Christians who choose to live in wilful disobedience will never see the joy in Christianity and will live to blame themselves.

## **Fear**

It was the fear of people which constrained Saul to disobey the commands of the LORD and suffered consequences as a result (1Sam. 15.24). The fear of man is a hidden trap and impedes the progress of any ministry with potentials to succeed but the fear of God brings safety (Prov. 29.25). Fear caused the man who received that one talent to bury it. Fear is still a menace which keeps preventing people from fulfilling their dreams and forcing them to bury their gifts and potentials (Mt. 25.24–25). You would never have known what you can accomplish by failing to take a step of faith.

- The LORD rejected Saul as king because he rejected the word of the LORD (1 Sam. 15.26).



- The fear of man is a hidden trap and impedes the progress is dangerous than the fear of God which brings safety (Prov. 29.25).
- Fear kept the third person who received the talent from being productive (Mt. 25.24–25).
- It is better to take a step of faith than being gripped by fear which has destroyed the progress of countless millions.

## **Doubt**

Doubt hinders works of miracles. The presence of doubt hinders progress in ministry and makes it almost impossible for God to work. Doubt and little faith are placed on the same pedigree. Peter nearly sunk due to doubt (Mt. 14.31). It takes the absence of doubt for Christians to move mountains (Mt. 21.21).

- Doubt includes wavering and double mindedness (James 1.6-8)
- Doubt is part of unbelief and hinders works of miracles and ministry (Mt 13.58)
- The presence of doubt hinders progress in ministry and makes it almost impossible for God to work (Mt. 21.21).
- Doubt and little faith are placed on the same pedigree (Mk. 9.24)
- Peter nearly sunk due to doubt (Mt. 14.31)
- Doubt prevents Christians from moving mountains and pleasing the Lord (Mk. 11.23).

## **Past failures**

Remembering past failures potentially serve as a major drawback in ministry. Past failures kept Mephibosheth from the palace in Jerusalem and stationed him permanently in Lo Debar (2 Sam. 9.113).

- Mephibosheth considered himself to be a dead dog when he was invited by the king to dine with him continually. Past failures blinded Mephibosheth and made him feel unqualified for the opportunity (2 Sam. 9.1–13).
- Past failures including sins committed by believers can impede progress, calling, and fulfilling their ministry.

### **Past success**

The conquest of Jericho and Ai by Joshua instigated him to sign peaceful treaty with the Gibeonites without seeking the counsel of the LORD (Josh. 9.14–15). Joshua and the elders of Israel later discovered that the whole move by the Gibeonites was a scam (Josh. 9.22–23).

- The things that were gainful to Paul he counted as loss for the sake of Christ. He was determined to know Christ and the power of his resurrection (Phil. 3.7, 10).
- One thing Paul does was forgetting the things which are behind, and stretching forward for the things which are before, he presses toward the goal, unto the prize of the high calling of God in Christ (Phil. 3.13–14).
- Depending on past success can potentially hinder the success of tomorrow's ministry. Like Paul, you have forget the past and press toward the goal.

## Comparison

The parable of the talents is a clear case of comparison which retards the success of ministry. The last person who received one talent might probably not have buried it if he was given the five talents (Mt. 25.24-25).

- He attributed no significance to the one talent received.
- In the light of those who received three and five talents, he felt cheated.
- He was ungrateful and considered his master to be wicked
- We seemingly look at what we don't have instead of developing and concentrating on what God has given us
- Comparing your spiritual gift and calling with others might endanger your ministry and make you lose focus.

## Wrong external opinions

The crafty counsel of Jonadab influenced Amnon to rape his sister Tamar. It led to the premature death of Amnon by Absalom (2 Sam. 13.1-33). The Bible cautions how evil company is capable to corrupt good manners (1 Cor. 15.33).

- Wrong external opinions can abort your ministry.
- Amnon could have been king in Israel but taking and acting upon the wrong advice by his friend led to his death by Absalom (2 Sam. 13.1-33).
- Many people today especially the youth have had their noble intentions destroyed by evil association (1 Cor. 15.33).

## Distractions

Distraction and lack of focus is capable of ditching your ministry. Some disciples had the opportunity to follow Jesus and preach the kingdom of God but

they were pre-occupied with family affairs. That was the last time they were heard of in the Scriptures (Luke 9.59–62).

- Distraction and lack of focus is capable of ditching ministry. King Saul failed to succeed as leader of Israel because he lost focus midway in his ministry and did what he wasn't called to do by pursuing innocent David. He ended up losing his kingdom.
- King Saul acted out of anger to destroy entire priesthood in Nob the city of priests in pursuance of David (1 Sam. 22.9–23)
- King Saul went round griped by insecurity to chase David instead of concentrating on his reign as king (1 Sam. 23.7–14)
- The person called by God has to concentrate on his calling and ministry instead of being side-tracked by outside issues. Peter and 7 others went back to fishing shortly after the resurrection instead of sticking to their initial calling as disciples of the Lord (John 21.2–3).
- Distraction has the capacity to cause serious consequences in ministry. Peter and company caught nothing after going out to fishing instead of concentrating on their calling as apostles of Jesus Christ (John 21.3).

### **Low self esteem**

The state of being mediocre affects performance, value and sense of judgement. Even when David was determined to favour Mephibosheth; and to restore to him all the royal lands for the sake of Jonathan; and that he will eat continually from the king's table; low self esteem still blinded Mephibosheth for he considered himself as an unqualified dead dog (2 Sam. 9.7–8).

- Low self-esteem makes a pastor an under performer, and a mediocre who achieves little results in ministry.
- Low self-esteem imprisons the master mind, hinders vision and turns potential winners to potential losers.
- You will never discover your potential when you are blinded by low self esteem.

## **Poverty**

The Bible supports the cause of the poor. It wants the poor to be well protected and not be cheated by the wealthy in society (Deut. 15.11; 24.12–14).

- The poor in OT times couldn't offer much in worship (Lev. 14.21)
- The poor had no substantial investment to enhance his life (Lev. 19.10)
- The poor are not given the opportunity to manifest their gifts (James 2.2–6)

## **Pride and unconfessed sin**

*Pride goes before destruction and a haughty spirit before a fall (Prov. 16.18)*

Samson woke up from his sleep and thought he could go out as before and shook himself free. But the Scripture concludes that he did not know that the LORD had departed from him (Judg. 16.20). He paid a high price for pride and loose living. He never regained his vision and ended up in premature death and unfulfilled career.

- Pride comes with shame (Prov. 11.2)
- A novice can be swollen up in pride which destroys ministry (1 Tim.3.6)
- The proud has the capacity to take the glory of God (Mt.4.8–10)

- Do you have instances of situations where “men of God” of today take God’s glory?
- The first offenders (Adam and Eve) never confessed their sins rather they started the normal blame shifting game of today (Gen. 3.8–13).
- The blessings of God can turn into a curse when sin is either unconfessed or entertained by the people of God (Josh. 7.2–6, 11).
- The sins of the sons Eli caused the downfall of the whole nation (1 Sam. 2.17, 25).
- It is through righteousness that a nation is exalted, while sin is a reproach (Prov. 14.34).
- Judas was one of the apostles, but unconfessed sin wrecked his ministry and another took his ministry (Luke 22.2–6).

## COMEBACKS IN MINISTRY

Calling into full-time ministry can be quite challenging yet fulfilling. It takes determination and several other factors enumerated below to accomplish a ministry. Archippus was admonished by the apostle Paul to fulfil his ministry (Col. 4.17).

1. Courage
2. Faith
3. Integrity
4. Holiness
5. Contentment
6. Humility
7. Walking with God
8. Waiting upon the LORD
9. Obedience
10. Right spiritual environment
11. Keeping focused
12. Self confidence
13. Filled by the Spirit
14. Anointed by the Spirit
15. Preaching and teaching
16. Teamwork
17. Love in action

### *Courage*

God commanded Joshua to be strong and very courageous on three occasions and by this attribute he will overcome (Josh. 1.6–9). Contrary, fear is a

dacey weapon used by the enemy to frustrate leaders, yet pastors have to remain closer to God in order to avert this onslaught (Deut. 31.6–7).

- God commanded Joshua to be very courageous to possess the land (Deut. 31.7)
- Joshua was commanded more than three times to be very strong and courageous as an attribute to be successful in ministry (Josh. 1.6-9)
- The spies were asked to be courageous so they can bring fruits from the Promised Land (Num. 13.20)
- Courage enhanced the ministry of Paul (Acts 28.15)

### *Faith*

Faith is the substance of things hoped for, the evidence of things not seen. Faith causes healing and establishes the power and presence of God in the life and ministry of the receiver (Acts 3.16). It is only the just who knows the details of living by faith in a faithless and perverse world (Heb. 10.38).

- Stephen was a man full of faith and did great wonders among the people (Acts 6.8).
- Faith forms part of the basis of healing. Without faith it is impossible to please God and to fulfil ministry (Acts 3.16)
- Faith is a key to forgiveness of sins and healing. Faith paves way for the presence of God and enhances ministry (Mark 2.5).
- Without faith it is impossible to please God (Heb. 11.6)
- Noah was moved by faith to accomplish his ministry (Heb. 11.7)
- The just are required to live by faith (Heb. 10.38)



### *Integrity*

- It took faithfulness for Moses to fulfil his ministry and overcome all the major hurdles in his calling (Num. 12.7).
- Remember we are serving a faithful God and believers have to be faithful in order to succeed in ministry. Great is the faithfulness of the LORD. (Duet. 7.9; Lamentations.3.23).
- Faithfulness is an indispensable benchmark for success in ministry (Mt. 25.21, 23)

### *Holiness*

God uses sanctified vessels for noble and honourable purposes (2 Tim. 2.20–21). Leading a holy life enhances the leader’s capacity to be prepared and used by the Master for good works. Holiness is a command by the LORD (Lev. 19.2).

- Holiness is not an option, it is a command (1 Pet. 1.16)
- The blood of Christ is capable of cleansing from all unrighteousness (1 Jn. 1.7–9)
- We are called to walk as Christ walked (1 Jn. 2.6)
- Holiness enables us to be like Christ on earth (1 Jn. 4.17)
- Holiness will enable us to be like Christ when he appears (1 Jn. 3.2)
- Our purity matches that of Christ (1 Jn. 3.3)
- Without holiness no one shall see the Lord (Heb. 12.14)
- It takes purity in heart to see the Lord (Mt. 5.8)
- It is impossible to succeed in ministry without holiness which attracts the presence and the hand of God.

### *Contentment*

One of the hallmarks in ministry is the secret of learning both to abound and suffer need. God controls the supply base of every devoted pastor and has the power to refill any depleted source in His own time. Contentment is the motivating factor which helps to sustain the leader when he is going through difficult times. Paul knew the secret of doing all things through Christ Jesus who provides the strength (Phil. 4.11–13). Moreover, the Scripture concludes that godliness with contentment which can influence any leader to fulfil his ministry is a great gain (1 Tim. 6.6, 8).

- Contentment is being satisfied with what you have be it talent, position in society, education, spiritual gift, ministry or calling.
- Contentment was one of the benchmarks of the ministry of Moses. He was content with his humble new home somewhere in the Midian desert after departing from the comforts of Egypt (Ex. 2.1).
- Godliness with contentment is a great gain (1 Tim.6.6)
- Contentment helps to avoid being rich over night (1 Tim.6.8)
- Contentment helps to avoid envy, comparison of gifts and ministry (Num. 11.29)

### *Humility*

- Humility comes before honour (Prov. 18.12; 22.4)
- The apostles served the Lord with humility (Acts 20.19)
- God gives grace to the humble (1 Pet. 5.5)

### *Walking with God*

- Men of old who succeeded in ministry developed a consistent walk with God (Gen. 5.22, 24).
- The presence of God was one of the determinants of the success of Joseph's ministry (Gen. 39.2–3).

- The presence of God is what keeps us in deeper levels in ministry

### *Waiting upon the LORD*

- Waiting upon the LORD reloads new energy for the believer. Waiting upon the LORD precedes anointing for ministry. Waiting renews strength (Isaiah 40.31).
- Jesus told the apostles to wait until they are endued with power from on high (Luke 24.49)
- The Spirit comes in power for ministry after satisfying the conditions of waiting (Acts 1.8).

### *Obedience*

- Obedience is the key to a successful ministry.
- The disciples' response to the full-time call of Jesus yielded the outcome of what we all witness today (Mt. 4.18-22).
- ***Paul didn't confer with flesh and blood when he heard the divine call (Gal. 1.16)***
- Obedience to God opens doors of opportunities, divine and unlimited material blessings (Deut. 28.1-14)

## **Right spiritual environment**

### *The case of Timothy*

Timothy thrived and succeeded under the right spiritual environment. The faith of his mother Eunice and grandmother Lois had a positive impact on him (2

Tim. 1.5). Paul testifies that he knew the Scriptures from infancy which brought him up in the LORD (2 Tim. 3.15). Timothy went together with Paul and Silas during their second missionary journey (Acts 16.1–3). Mentored under the right environment, he was encouraged by Paul to preach the word at all times (2 Tim. 4.2).

### *The case of Moses*

The wise choice by Moses when he became of age is a clear indication that he obtained the right tutelage under the influence of his parents. He determined to suffer affliction with the people of God than to enjoy the passing pleasures of Egypt (Heb. 11.23–29). The life of Moses recorded a huge impact on the life of Joshua and the whole nation since there has not arisen in Israel a prophet like him whom the LORD has known face to face (Deut. 34.9–10).

### *The case of Jesus*

The people saw the boldness of Peter and John; perceiving that they were uneducated and untrained men; they marvelled at the message and the miracle, and realised that they had been with Jesus (Acts 4.13). Jesus appointed twelve ordinary disciples to be with him. The teachings and life of Jesus recorded a positive influence on them who later became apostles and writers of the gospels of Christ as well as the epistles (Mark 3.13–15).

### *Keeping focused*

- Jesus set his face towards Jerusalem and was not affected by distractions from his closest lieutenant (Mt. 16.20-23).
- Jesus teaches self-denial as a means to successful ministry (Mt. 16.24-26)

- Keeping our future reward in mind maintains focus in ministry (Mt. 16.27)

### *Self confidence*

You may have reasons why you can't lead effectively just as Moses did. Moses had causes of his inability to lead. You will never know until you make the first move.

- Moses was confronted with the question of self-confidence. Who am I? Moses was thinking of a competent leader to fill the gap. He felt unqualified and struggled with his identity (Ex. 3.11).
- Unnecessary worry raised confidence issues about Moses – what if they don't listen? As any normal leader will feel, Moses was trying to think for God. He was assuming the position of God which is not possible. Whether the people will listen or not depends on God and not Moses. The leader's duty is to obey (Ex. 4.1).
- Moses was faced with the question of inadequacy. I am not eloquent. I'm slow of speech and slow of tongue. God's answer – He created all things including the mute, the deaf and Moses' mouth (Ex. 4.10–12).
- Moses finally suggested that God should find someone else. God nearly aborted the plan but brought in Aaron as Moses' aid (Ex. 4.13–17).

### *Filled by the Spirit*

- It was only after the disciples had been filled by the Spirit that they spoke with new tongues (Acts 2.4).
- Peter's preaching with boldness was the result of being filled with the Holy Spirit (Acts 4.8)

- Consistent infilling is needed for an ongoing and empowering ministry (Acts 4.31)
- Paul was filled with the Holy Spirit before embarking upon his ministry (Acts 9.17; 13.9)
- The disciples were also filled with the Holy Spirit (Acts 2.4; 4.8, 31; 13.52)

### *Anointed by the Spirit*

- The Spirit anoints believers to perform a special task in ministry.
- Both Saul and David were anointed to become kings in Israel (1 Sam. 10.1; 16.13).
- Priests were equally anointed into the ministerial office (Ex. 28.41)
- The prophet Elisha was anointed by Elijah before commencing his prophetic ministry (1 Kings 19.15-16).
- Anointing is a key to divine healing (Mark 6.13)
- Jesus Christ was anointed by the Spirit to heal the sick, the oppressed, and liberate the captives before commencing his ministry (Luke 4.18; Acts 10.38)
- Christians have equally been anointed by the Spirit to do exploits (2 Cor. 1.21; 1 Jn.2.27).

### *Preaching and teaching*

- Preaching and teaching remains important ingredients in ministry (2 Tim. 4.2)
- The prophet Jonah was asked by God to preach in Nineveh (Jonah 3.2)
- Both John the Baptist and Jesus preached (Mt. 3.1; 4.23)

- Christians are supposed to preach the gospel and teach (Mark 16.15; Mt. 28.20)

### *Teamwork*

- Teamwork reduces tension and spreads the burden in ministry. It helps others to prove their ministry (Num. 11.24-30).
- Even Jesus needed twelve disciples to work as a team in ministry (Luke 9.1–2)
- Jesus needed a larger team of seventy and another group of one hundred and twenty believers to move the ministry forward (Luke 10.1–3)
- Team work is inevitable in today's ministry.

### *Love in action*

- Love is the golden key to a fulfilling ministry.
- Jesus was constrained by love to die for our sins which set the tone for ministry (Rom. 5.8)
- Loving the LORD and neighbour is crucial in accomplishing ministry (Deut. 6.5)
- Among all the attributes of ministries, love stands tall (1 Cor. 13.1-13)

## Major Challenges in ministry

1. Financial management and the pastor
2. Leadership management and the pastor
3. Character first and the pastor
4. Identity management and the pastor
5. Educational management and the pastor
6. Competition management and the pastor
7. Ministry management and the pastor
8. Criticism management and the pastor
9. Managing enemies and the pastor
10. Managing fear and the pastor
11. Depression management and the pastor
12. Burnout management and the pastor
13. Stress management and the pastor
14. Anger management and the pastor
15. Financial management and the pastor



## **21 MAJOR CHALLENGES and SOLUTIONS IN THE MINISTRY**

1. Financial Challenges and Ethics
2. Leadership Challenges and the Pastor
3. Character Challenges and the Pastor
4. Identity Challenges and the Pastor
5. The Challenge to Increase Knowledge
6. The Challenge of Commercializing the Gospel
7. The Challenge of Competition in Ministry
8. The Challenge of Fulfilling the Great Commission
9. The Challenge of Handling Criticism
10. Demonic and Spiritual Warfare Challenges
11. The Challenge of Biblical interpretation principles
12. Preaching the Core Message of the Bible
13. The Challenge of Walking in the Anointing
14. The Challenge and Burden of Ministry
15. The Challenge to Move from Shittim in Ministry
16. Handling Enemies in Ministry
17. Handling Fear as a challenge in Ministry
18. Depression management in Ministry
19. Burnout management in Ministry
20. Stress management in Ministry
21. Anger Management in Ministry

### **Financial Challenges and Ethics**

Ethics for handling money

1. Anytime ministers are criticized, it is either about the girls, the glory or the gold (the 3Gs).

2. We can minimize the level of criticism by adopting high ethical code of handling money.
3. Do not handle money belonging to the church.
4. Appoint a treasurer and finance committee to be in charge of financial matters.
5. Do not let your spouse, son, daughter or siblings handle church money.
6. Do not put the church money in your bank accounts in case the church hasn't got any.
7. Do not be the purchasing officer for the church.
8. Pay your tithes always and give generously. That makes you a responsible steward. Others will follow when they see you leading by example.
9. Do not be the middle man between the church and outsiders regarding any financial transaction whatsoever.
10. Do not count the offerings and take any financial records of the church.
11. Do not let offerings and other incomes of the church be counted in full view of church members.
12. If you receive a large donation or any gift in kind such house, or expensive car, question the source of the donation.
13. Do not borrow money from church members. Be wise and manage with your income. Don't borrow from the church either.
14. Don't ask church members to pay your kid's school fees for you. Don't sell yourself and tell them how you are suffering.
15. Do not lend money to church members.
16. Do not receive money on behalf of church members.
17. Do not let money and other gifts influence your relationships with others.
18. Do not be involved in the sale of anointing oil, holy water to church members and outsiders.

19. Do not charge fees for prayers offered and for prophetic directions given (1 Tim. 6:6-10).
20. Do not charge fees for consultations or counseling.
21. Remember the Gospel is not for sale (Matt. 10:8).
22. Do not be curious about the incomes of church members, their business turnover and net profits.
23. Do not make a personal appeal for funds for your wife, children or for a project you anticipate to undertake.
24. Do not declare your personal plans, salary or properties openly.
25. Your financial challenges shouldn't affect your lifestyle.

## **Identity Challenges and the Pastor**

### **Challenges confronting Counselees**

- Pastors face challenges including identity crisis from counselees which he needs the capacity to unravel. Even some pastors are overwhelmed by the extent of challenges which await their clients. A pastor might have to deal with issues such as unbelief, mate beating, father daughter incest, fear, confusion, threats of suicide, homosexuality, alcoholism, drug abuse, depression, anxiety, guilt, family problems, divorce, bitterness, eating disorders, chronic stress, outbursts of anger, frustrations, insomnia, sexual sins, gambling, cheating, controlling, criticizing, lusting, jealousy, lying, envying, persistent complaining, purpose of life, seeking satisfaction & fulfilment in life, and depression in counselees.

### **The Pastor as Nouthetic Counsellor**

1. What makes the pastor a nouthetic counsellor is that he is emotionally and nouthetically involved in the life of the counselee. He must show both sympathy and empathy. Thus:
2. He ceases not to warn his counselees night and day with tears (Acts 20:31).
3. He must rejoice with those who rejoice and mourn with those who mourn (Rom. 12:15).
4. He must identify with the weak and the offended (2 Cor. 11:29).
5. He must show greater joy when counselees walk in truth (3 John verse 4)
6. He must show gentleness as a nurse cherishes her children (1 Thess. 2:7).
7. He must travail in birth for his counselees until Christ be formed in them (Gal. 4:19).
8. He longed for his counselees with the bowels of Jesus Christ (Phil. 1:8).

## **Solutions for Leaders with Identity Issues**

1. Leaders with identity issues are pastors who don't know why they are here. They don't believe in themselves and therefore lack confidence in ministry.
2. The pastor's mediocrity can become an impediment to his vision and block his progress.
3. There is something in you more precious than what others have said about you.
4. Stop believing what others say about you.
5. All things have the same identity and significance as their source.
6. When God created human beings, He spoke to Himself.
7. You only know who you are relating to the One who created you.
8. Relating to any other person apart from your Creator brings you to the level of that person.
9. Relating to God brings you to God's level.
10. Your potential and what you can become is limited only by God.
11. God sees what others don't see. He sees Christ in you.
12. Your potential is much greater than what you are right now.
13. You came out from God, and therefore, you are a god (Psalm 82:6; John 10:35).
14. What God looked at you, He saw what others don't see.
15. God looked at Adam and saw a world.
16. God looked at Abraham and saw nations.
17. God looked at Jacob and saw the Messiah.
18. God saw a king in the shepherd boy – David.
19. Don't forget that "Many look, but few see".

20. Jesus Christ came to convince us about who we are.
21. The pastor must learn to come out from self-pity by learning to rise beyond the opinions of others.
22. If Satan puts men in your life to tell you that you are stupid, don't take it.
23. What is in you needed to be exercised in order to be fulfilled.
24. Don't be afraid to try!
25. Success is never final, and failure is never fatal. Learn to fail forward.
26. Rise above your past to unearth the hidden man within you. With this you can reach beyond the expectations of others.
27. Go beyond your challenge. Don't wait for others to dictate the pace for you.
28. Unless you take a bold step of faith, you will never realize how much ability deposited inside you.
29. Believe there is a hidden treasure in you to accomplish something the world needs.
30. Never underestimate your capabilities.
31. Don't let the odds that are against you stop you from achieving your destiny.
32. Don't forget the destiny of millions have been hooked to the success of your destiny.
33. A successful pastor tells a successful church.
34. The church is the pastor and the pastor is the church.
35. David, the giant killer equally produced giant killers (2 Sam. 21:15-22).
36. Jesus produced "Christ-like" disciples (Acts 11:26).
37. The fruit is not different from the vine (John 15:2).
38. Leadership is Jesus Christ multiplying His life through you (John 14:12)

## **The Challenge for leaders to Increase in Knowledge**

1. Knowledge is adding value to your life.
2. But grow in the grace and knowledge of our Lord and Savior Jesus Christ (2 Pet. 3:18).
3. Leaders have to increase in knowledge and grace not either (2 Peter 3:18).
4. Increasing knowledge without grace produces unfruitful and frustrated ministry. It is having zeal without knowledge (Prov. 19:2).
5. Contrary, growing in grace without knowledge makes the leader ineffective. It enhances the development of self-pity.
6. Knowledge increases knowhow and brings awareness
7. My people are destroyed for lack of knowledge (Hosea 4:6).
8. Jesus chose unlikely followers – not brilliant scholars from the shores of Galilee (Matt.
9. Jesus imparted knowledge to these fishermen and after three years, they started turning their world upside down (Acts 17:6).
10. The sceptics of the day, when they saw the transformation in the apostles asserted, these had been with Jesus (Acts 4:13).
11. It takes a leader to raise a leader.
12. Through knowledge others are empowered.
13. Only secure leaders give power to others.
14. People think knowledge is power. To receive knowledge is to be empowered.
15. Knowledge enlarges others. Enlarging others makes you larger.
16. Leaders have the same time, but will not have the same results with knowledge.
17. Knowledge gives you insight into who you are, and whose you are.
18. Knowledge teaches you to dig a well, when the rains stop.

19. Knowledge puts you at the right place at the right time.
20. Knowledge brings placement from misplacement.
21. Knowledge teaches you where the Savior will be born. It is nowhere in the world apart from Bethlehem.
22. Without knowledge, you will expect the birth of the Savior at the wrong place.
23. Knowledge overcomes negative conditions which keeps leaders at the wrong place.
24. You need to come to your rightful place before you can give birth to your vision and destiny.
25. **The Apostle Paul** studied under the feet of Gamaliel as lawyer before his conversion. After his conversion, he spent some time in Arabia (Acts 22:3; Gal. 1:17). The Holy Spirit used his intelligence to write most of the NT books.
26. **There was no doubt that Stephen** was a learned man considering how he expounded the Scriptures from the Old Testament to date. He spoke with irresistible spirit and wisdom (Acts 6:3-6, 8-15; 7:1-60).
27. **Moses** was learned in all the wisdom of Egypt. A man mighty in words and deeds. God Himself made His ways known unto him. Moses wrote the Torah (Acts 7:20-22; Psalm 103:6; Deut. 31:9, 22; Luke 20:28; John 1:45)
28. **Prophets Samuel, Nathan and Gad** were all great writers and learned men (1 Chron. 29:29).



## The Challenge of Commercializing the Gospel

1. The Gospel is not for sale.
2. God freely gave us His one and only Son.
3. Salvation itself is free but not cheap. To us it is free but it cost God His only Son.
4. The twelve after being empowered by Jesus were instructed to give freely because they received freely (Matt. 10:8).
5. When Simon attempted to offer money for the Holy Spirit, Peter cursed him (Acts 8:18-23).
6. God gave us all that we have (1 Cor. 4:7).
7. The spiritual gifts were meant for the profit of all rather than the benefit of the receiver (1 Cor. 12:7).
8. After Naaman received his healing miracle, he persuaded Elisha to take a blessing from him but the prophet refused (2 Kings 5:15-16).
9. When Gehazi denied receiving gifts from Naaman, he was cursed by Elisha. Instantly, he went away from the presence of the prophet a leper (2 Kings 5:26-27).
10. Peter and the other disciples left all to follow Jesus Christ. Jesus promised them rewards both here and the hereafter (Matt. 19:27-30).
11. It is recommended to seek first the Kingdom of God and its righteousness, then the other things shall be added (Matt. 6:33).
12. Now some pastors and certain men of God are involved in commercializing the Gospel. It runs from sale of anointing oil to consultation fees.

13. Some consult shrines for fame, to have larger churches, and to become rich overnight. Not all who say Lord, Lord, shall enter into the Kingdom (Matt. 7:21-23).

### The Challenge of Competition in Ministry

1. Abram separates from Lot (Gen 13:5-13)
2. 5 Now Lot, who was moving about with Abram, also had flocks and herds and tents. 6 But the land could not support them while they stayed together, for their possessions were so great that they were not able to stay together. 7 And quarreling arose between Abram's herdsmen and the herdsmen of Lot. The Canaanites and Perizzites were also living in the land at that time.
3. 8 So Abram said to Lot, "Let's not have any quarreling between you and me, or between your herdsmen and mine, for we are brothers. 9 Is not the whole land before you? Let's part company. If you go to the left, I'll go to the right; if you go to the right, I'll go to the left."
4. Gen 13:14-18
5. 14 The Lord said to Abram after Lot had parted from him, "Lift up your eyes from where you are and look north and south, east and west. 15 All the land that you see I will give to you and your offspring forever. 16 I will make your offspring like the dust of the earth, so that if anyone could count the dust, then your offspring could be counted. 17 Go, walk through the length and breadth of the land, for I am giving it to you."
6. 18 So Abram moved his tents and went to live near the great trees of Mamre at Hebron, where he built an altar to the Lord.
7. 10 Lot looked up and saw that the whole plain of the Jordan was well watered, like the garden of the Lord, like the land of Egypt, toward Zoar. (This was

before the Lord destroyed Sodom and Gomorrah.) 11 So Lot chose for himself the whole plain of the Jordan and set out toward the east. The two men parted company:

8. 12 Abram lived in the land of Canaan, while Lot lived among the cities of the plain and pitched his tents near Sodom. 13 Now the men of Sodom were wicked and were sinning greatly against the Lord.
9. Miriam and Aaron began to talk against Moses because of his Cushite wife, for he had married a Cushite. 2 "Has the Lord spoken only through Moses?" they asked. "Hasn't he also spoken through us?" And the Lord heard this Num. 12:1-9.
10. Now Moses was a very humble man, more humble than anyone else on the face of the earth Num. 12:3.
11. At once the Lord said to Moses, Aaron and Miriam, "Come out to the Tent of Meeting, all three of you." So the three of them came out Num. 12:4.
12. Then the Lord came down in a pillar of cloud; he stood at the entrance to the Tent and summoned Aaron and Miriam. When both of them stepped forward Num. 12:5,
13. He said, "Listen to my words: "When a prophet of the Lord is among you, I reveal myself to him in visions, I speak to him in dreams Num. 12:6.
14. But this is not true of my servant Moses; he is faithful in all my house Num. 12:7
15. With him I speak face to face, clearly and not in riddles; he sees the form of the Lord. Why then were you not afraid to speak against my servant Moses?" Num. 12:8.
16. The anger of the Lord burned against them, and he left them. When the cloud lifted from above the Tent, there stood Miriam — leprous, like snow. Aaron turned toward her and saw that she had leprosy; and he said to Moses, "Please,

my lord, do not hold against us the sin we have so foolishly committed. Do not let her be like a stillborn infant coming from its mother's womb with its flesh half eaten away." So Moses cried out to the Lord, "O God, please heal her!" The Lord replied to Moses, "If her father had spit in her face, would she not have been in disgrace for seven days? Confine her outside the camp for seven days; after that she can be brought back." 15 So Miriam was confined outside the camp for seven days, and the people did not move on till she was brought back Num. 12:9-15.

### **The Challenge of Fulfilling the Great Commission**

Both the Father and the Son had worldwide vision

1. Missions is the very heartbeat of God.
2. God was the first to start missions in Gen. 3:15
3. God commissioned Noah to embark upon universal mission of redemption.
4. God intended to bless the families of the earth through Abraham: universal salvation (Gen. 12:3).
5. God's harvest field is the world. He sent His Son to world not to only ISRAEL (John 3:16).
6. Our harvest field the world (Mark 16:15-16)
7. The entire world being our parish means we have the capacity to build mega churches (Matt. 28:18-20).
8. We have the ability to achieve a greater end (Job 8:7)
9. People came all over Judea AND the Jordan region, confessing their sins to John (Matt. 4:4-6).
10. The first message of Jesus Christ was "Repent, for the Kingdom of Heaven is at hand" (Mark 1:15).

11. The has to finish the unfinished task. Soul winning must not be left undone (Titus 1:5).
12. If we don't preach the word, it means nobody can be saved (2 Thess. 2:13-14; Rom 10:13-15).
13. Jesus sent the 12 and the 70, all in the name of soul winning (Luke 9:1-6; 10:1-20).
14. The great commission is documented in all the four Gospels in addition to the Gospel of the Holy Spirit – Acts (Matt. 28:18-20; Mark 16:15-20; Luke 24:46-49; John 20:21; Acts 1:8).
15. Many now dwell at ease in Zion (Amos 6:1).
16. Pride, fullness of bread and abundance of idleness was the iniquity of your sister Sodom (Ezekiel 16:49).
17. The 21<sup>st</sup> century church cannot do otherwise, either paddle together as a team or sink together as fools.

### **The Challenge of Handling Criticism – Conflict Management**

Turning your road blocks into building blocks

1. Handling criticisms well can change your mistakes.
2. Handling criticism can make you concentrate on your mission.
3. An honorable man avoids strife, but a fool is quick to quarrel (Prov. 20:3).
4. A man's wisdom gives him patience, and his glory is to overlook a transgression (Prov. 19:11).
5. As iron sharpens iron, so a man sharpens the countenance of his friend (Prov. 27:17).
6. Know that once you are a leader, you will be criticized by friends, enemies and those close to you.

7. Understand the difference between constructive criticism and destructive criticism.

### **How to understand the difference between destructive and constructive criticisms**

Know it by:

- a) In what spirit is the criticism given?
- b) When is the criticism given? Public criticisms have bad intentions while closed or indoor criticisms have good intentions.
- c) Watch your attitude when criticized:
  1. Jesus was called a glutton (Matt. 11:19).
  2. Jesus was called friend of questionable characters (Matt. 11:19).
  3. Jesus was called drinker (Luke 7:34).
  4. What to do when criticized
  5. Stay physically and psychologically in shape.
  6. Consider what Nathaniel said about Jesus, “Can anything good come from Nazareth?”
  7. Jesus did not take Nathaniel on when he met him face to face. Rather, Jesus said, “The holy one of Israel, in whom there is no guile (John 1:46-47).”
  8. If it were you, what will be your response to Nathaniel?
  9. Failure to handle criticisms well means: your road blocks can lead to further depression
  10. Remember Elijah, “It is enough, now LORD, take my life (1 Kings 19:4).”
  11. Never allow criticism lead you into exiting ministry. That is the devil’s desire.

### The example of Jesus Christ (1 Pet. 2:22-23)

1. No deceit was found in his mouth.
2. He did not commit sin.
3. He did not revile in return.
4. He did not utter any threats when suffered.
5. Jesus wants us to go the second mile (Matt. 5:38-42).
6. Jesus wants us to love our enemies and do good to those who hate us (Matt. 5:43-48)
7. NB: Note that good people get criticized.

### Adopt the Eight steps for Conflict Resolution by Harry Webne-Behrman

1. Know thyself and take care of self
2. Clarify personal needs threatened by the dispute
3. Identify a safe place of negotiation
4. Take a listening stance into the interaction
5. Assert your needs clearly and specifically
6. Approach problem solving with flexibility
7. Manage impasse with calm, patience and respect
8. Build an agreement that works

### **Three methods of Conflict Resolution:**

1. Avoid
2. Attack
3. Approach

### **Avoid**

- A conflict style in which disagreements and concerns go unexpressed, often making the circumvent (avoidable) conflict worse.
- Leaders fear personal confrontation: they try to avoid the situation.
- Leaders talk about the issue behind those they are in conflict with.
- leaders bury feelings alive and will rise again after some time.

### **Attack**

- Attacking style is when leaders adopt behavioral response such as yelling or shouting at each other. It is actions in reaction to a conflict.
- This happens when the leader wants to gain advantage over the ministry. It is get them before they get you.

### **Approach**

1. The pastor is willing to pay any price to save the ministry.
2. The pastor sensitive to the feelings of executive.
3. The pastor identifies ready to apologize for his shortcomings, limitations and mistakes.
4. The pastor avoids the blame game. He is not judgmental.
5. The pastor insists on dealing directly with the problem and not attacking individuals.
6. The pastor does not speak behind those he is in conflict with. Not telling others about his predicament.
7. The pastor does not blame people, in-laws for his problem.
8. The pastor tries to protect those who disagrees with him.
9. The pastor does not focus on past actions which can't change.
10. The pastor focuses on how to do things differently next time.



## **The Core Message of the Bible is “SALVATION”**

### **NB: Salvation:**

- The writer’s view (Nii Nai Mensah): Believe in Jesus Christ and live the rest of your life in righteousness.
- As a Bible College, there is the need to state the most important views of theologians throughout history.
- 1<sup>st</sup> school of thought: Salvation cannot be lost.
- 2<sup>nd</sup> School of thought: Salvation can be lost.

### **NB: THE POSITION OF THE AUTHOR**

#### **Why is Salvation a mystery?**

1. Before we continue, note first and foremost that salvation is a mystery, and therefore, no one person or CHURCH has every perfect information about salvation.
2. All that the author has done is researching into the various views and concluded as stated herein: “Believe in Jesus Christ and live the rest of your life in righteousness.”
3. Salvation is a Mystery – Angels desired to look into but could not (1Pet.1:12).
4. 1Pet. 1:10 Concerning this salvation, the prophets who prophesied about the grace meant for you sought and made careful inquiry,
5. 1Pet. 1:11 investigating for what person or which time the Spirit of Christ in them was indicating when he testified beforehand to the sufferings with reference to Christ and the glories after these things,
6. 1Pet. 1:12 to whom it was revealed that they were serving not themselves but you with reference to the same things which now have been announced to you

through those who proclaimed the gospel to you by the Holy Spirit sent from heaven, things into which angels desire to look.

### **Unfolding the 7 mysteries of Salvation**

1. SALVATION was planned by God before the foundation of the universe (Rev. 13:8).
2. SALVATION IS part of God (Psalm 90:2).
3. SALVATION IS living without death (John 3:36).
4. SALVATION IS man created after the image and likeness of God (Gen. 1:26-27).
5. SALVATION IS man becoming like God (Psalm 82:6).
6. SALVATION IS man having the very breath of God (Gen. 2:7); man was to live without spiritual & physical death.
7. SALVATION is a complete package (John 1:29).

### **Salvation is the core message of both OT and NT**

1. The day that Adam sinned, something he did not feel happened to him: HE DIED (Gen. 2:15-17)
2. Similarly, many walking in our streets today are dead yet living
3. It is therefore, possible for one to live, but still dead without feeling it
4. This is spiritual death. It is everlasting death removed only through salvation
5. The secret is many don't think about spiritual death, but are occupied by physical death
6. Consequently, God's major plan was to redeem man from spiritual death (Gen. 3:15)

### God initiated the Process of Salvation

1. He made tunics of animal skin to cover the nakedness of man (Gen. 3:21) – **It implies blood of an animal was poured by God to cover the fall which brought both physical and eternal death**
2. Remember that it was God who made the tunics and poured out the blood not man
3. It means God is the sole initiator and engineer of our salvation not man
4. Furthermore, the offering by the two brothers (Cain and Abel) to the LORD clearly shows what man lacks inside his soul (Gen. 4:3-5)

Men began to call on the name of the LORD when Seth gave birth to Enosh. Man was feeling the gap between himself and his Creator (Gen. 4:25)

### God's Plan of Salvation in the OT

1. He started with Noah who found favor in the sight of the LORD (Gen. 6:8)
2. Favor in the OT is Grace in the NT
3. God sent Noah with a message of judgment and righteousness (Heb. 11:7; 2 Pet. 2:5; Gen. 6:22)
4. Abraham was saved before the Law and started the Hebrew Nation (Gen. 15:6)
5. Before God gave the Law, His first message to the Israelites was to make them (Exodus 19:5-6):
  - I. A Special Treasure above all People
  - II. A Kingdom Priests
  - III. And a Holy Nation

- Israel had a type of Old Testament salvation not different from the New Testament type the Church has (Exodus 19:5-6; 1 Pet. 2:9-10)
- **The Law** was given to an already redeemed people; all went under the cloud; all baptized etc.. (1 Cor. 10:1-5)
- But they were saved from Egypt once and final; those who attempted to go back perished in the wilderness
- The Torah pointed to the Messiah (Deut. 18:15, 18)
- The CORE MESSAGE of the Books of Poetry is redemption (Prov. 11:30; Eccl. 12:1, 13-14)
- The CORE MESSAGE of the Major Prophets pointed to the Messiah (Isaiah 53:1-12; Jer. 31:31-34)
- The CORE MESSAGE of the Exilic Major Prophets is redemption (Ezek. 18; Dan. 12:3)
- The CORE MESSAGE of the 12 Minor Prophets is redemption (Zeph. 1:14-18; Micah 5:2; Zech. 9:9)

### **Now, why Salvation? Because of the Meaning (12 in All)**

#### **1. Salvation is God in you (John 14:24)**

- A. At creation, Man received two types of life: physical and spiritual life; God told man that he will surely die if he eats the forbidden fruit (Gen. 1:26-27; 2:7, 17)
- B. The Physical life enables man to live on earth
- C. The Spiritual life enables man to live with God
- D. Salvation restores the part of God in man which died at the fall
- E. Eternity which is associated with God is only restored at salvation (John 3:16)
- F. It is the reason why the devil hates you

## **2. Salvation is a Total Package which includes:**

- A. Liberation from poverty
- B. 2 Corinthians 8:9 refers to all types of poverty (intellectual, generational, emotional, mental, spiritual and physical poverty)
- C. Due to our various levels of faith, there are Christians who are very rich and Christians who are very poor; successful and failures etc.
- D. Attaining the riches of Christ which is the totality of Christ – what Christ is all about
- E. The riches of Christ are without number – it is up to the believer to step into it by faith (Example: success, mental healing, purity, wholeness, power and authority over demons & situations)
- F. Being poor or rich, successful or not depends upon how you handle the package. It is not automatic.

## **3. Salvation Implies Healing**

- A. The Hebrew root meaning of Salvation implies healing. It connotes medical and biological healing (James 5:14-15)
- B. It means healing of a particular ailment
- C. Jesus' self-description as "Physician" connotes healing (Luke 4:23; 5:31)
- D. Jesus was anointed by God to heal (Acts 10:38)

## **4. Salvation Implies Wholeness**

- A. It includes physical healing and forgiveness of sins (Mark 2:5, 8-12; 5:32-34)
- B. The believer is, and was made whole over 2,000 years ago (Isaiah 53:5)
- C. Wholeness is the total Gospel to the total man

- D. Wholeness is preaching the full Gospel to the full person
- E. Wholeness is being healed or restored in body, soul and spirit – Jesus paid for our total redemption (Isaiah 53:4-6)
- F. Wholeness is total healing in three stages as stated in Isaiah 61:1 and Luke 4:18
- G. Emotional healing: healing the broken hearted
- H. Physical healing: liberty to the captives
- I. Spiritual healing: preaching the Gospel to the poor
- J. Ministering wholeness is the very mission and office of Christ
  
- K. Being poor or rich, successful or not depends upon how you handle the package. It is not automatic.

## **5. Salvation Implies Healing**

- A. The Hebrew root meaning of Salvation implies healing. It connotes medical and biological healing (James 5:14-15).
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- C. Jesus' self-description as "Physician" connotes healing (Luke 4:23; 5:31).
- D. Jesus was anointed by God to heal (Acts 10:38).
- E. Salvation Implies Wholeness
- F. It includes physical healing and forgiveness of sins (Mark 2:5, 8-12; 5:32-34).
- G. The believer is, and was made whole over 2,000 years ago (Isaiah 53:5).

## **6. Salvation Implies Total Restoration**

- A. Restoration also includes forgiveness and healing (Psalm 103:3)

- B. The believer rediscovers his lost identity in Christ (John 10:10)
- C. Rediscovery of identity goes with peace and satisfaction
- D. Satisfaction is what the world is looking for, and it's only found in Christ (Matt. 11:28-29)
- E. Just like the prodigal son: Luke 15:11-30
- F. He regained son-ship in his father's house
- G. He regained his original position and honor
- H. He was redecorated, restored and recognized.
  
- I. Salvation means you no more a slave. It brings favor (Exodus 11:3).
- J. Salvation makes you distinct. It separates you and the world (Exodus 11:7).
- K. Salvation means a new beginning. The old life is gone, the new has come (Exodus 12:1-2; 2 Cor. 5:17).
- L. Salvation means regaining authority and power over sin and the enemy (Exodus 11:1-2).
- M. Salvation is God fighting against the enemy (Exodus 14:19-20).
- N. Salvation happens but once. Once born cannot be unborn. Israel was delivered once from Egypt not twice or more (still debatable)
- O. Again, it was one plague which set them free. The blood of the Passover Lamb (Ex. 11:1, 12:5-13) – still debatable.
  
- P. It is impossible to undo your salvation – still debatable
- Q. The Red Sea served as a boundary between the Israelites and the land of Egypt.
- R. After crossing the Red Sea, it was simply impossible to go back alone with the Sea behind
- S. Those who attempted to go back died in the wilderness (Num. 14:1-4, 26-35).

- T. The Egyptian army which pursued Israel was destroyed in the sea.
- U. It was God who opened the Red Sea for Israel to crossover and sealed it after them.
- V. God made everything possible to make Israel safe which is not different from what He is doing now.

**Your salvation cannot be lost because – 1<sup>st</sup> School of thought**

- A. Both the Son and the Father are doing the holding (John 10:28-29).
- B. Jesus has given the believer eternal life which is indestructible (John 10:10, 28).
- C. Christ's death destroyed the power of sin and death (1 Cor. 15:56).
- D. Salvation is a passage from death to life. It is the life of Christ which destroys death.
- E. It is therefore impossible to die again because the life received at salvation cannot die. It is everlasting life.
- F. Salvation plants the seed of God in the believer which cannot sin unless he chooses to (1 Jn. 3:9)
- G. Christ died for our salvation, it will take a sacrifice more than Christ's death to undo it.

**7. Salvation implies total and eternal forgiveness – This is still debatable.**

- Forgiveness covers our past, present and future sins. It's total forgiveness! All sins forgiven!
- It means always forgiven: committed and uncommitted sins have all been forgiven
- God will remember our sins no more (Heb. 8:12)



- It means if the Adamic sin which occurred 1000s of years ago has been forgiven; present and future sins have all been forgiven – **Justification**

### **B. Justification means:**

- I. It means in the court of Law, all charges levelled against the defendant had been dropped. Both previous and current charges. It is to be acquitted and discharged by human court of justice.
- II. The same way God declares us not guilty or without sin under justification.
- III. The sin not imputed on you FOREVER by God.
- IV. The case of Onesimus (Phil. 1:10-11, 15-16)
- V. Your sins have been buried in the depths of the sea (Micah 7:18-19)
- VI. As far as the east is from the west, so far has He removed our transgressions from us (Psalm 103:12)
- VII. To be justified means God will never ever hold you accountable for the very sins committed

To be justified means nothing can condemn you forever and ever (Rom. 8:1a). This is still debatable.

### **C. Salvation implies Mercy**

- Mercy is God compassionately overlooking your sin which deserved to be punished
- The mercy of God is indescribable – just as the heavens are high above the earth (Psalm 103:11)
- Mercy enables God to forgive and forget the gravity and magnitude of sins committed

- Mercy enables God to have pity on the sinner who deserved no forgiveness – it is just the same manner a father treats his wayward son (Psalm 103:13-14)
- God’s mercy is according to His unfailing love (Psalm 51:1)

### **8. Salvation implies Righteousness**

- The believer receives the righteousness of God by faith (Rom. 1:16-17; Luke 15:22; Rev. 7:9, 13-14)
- Righteousness is the rightness of God
- Righteousness is right standing with God
- Righteousness is right relationship with God
- Righteousness is imputed in us by God
- We have become the righteousness of God in Christ (2 Cor. 5:21)

### **9. Salvation is God’s unfailing love**

- God’s unfailing love is love which cannot fail
- God loved us while we were still sinners (Rom. 5:8; John 3:16, 36)
- God’s unfailing love redeems us (Psalm 44:26)
- God’s unfailing love cannot be separated from salvation (Psalm 119:41)
- Love covers multitude of sins (1 Pet. 4:8)

### **10. Salvation comes by God’s Grace**

- Grace is undeserved or unmerited favor
- We are saved by grace alone, through faith alone, in Christ Jesus alone (Eph. 2:8-9)

### **Seven keys making our salvation non-negotiable:**

1. God's love
2. God's forgiveness
3. God's justification
4. God's mercy
5. God' righteousness
6. God's grace
7. Repentance and believe from everybody

NB: God demands repentance and faith from everybody in order to be saved (2 Chron. 33:10-13; Acts 16:31; John 6:37)

- God's love is eternal: it does not end (1 Kings 10:19)
- God does not take back His forgiveness, mercy etc.

### **11.Salvation implies walking where Jesus walked**

- a. It makes us joint heirs with Christ
- b. It makes us sit together in the heavens with Christ
- c. It means God's plan for you is to do what Jesus did and even more (John 14:12, 20:21)
- d. It mandates us to destroy the devil's works (1 John 3:8-9)
- e. It gives us faith to overcome the world (1 John 5:4-5)
- f. It makes us more than conquerors (Rom. 8:32)
- g. It makes us regain the authority Adam lost in Eden (Luke 10:18-19)
- h. It means God has blessed us with every spiritual blessing (Eph. 1:3)
- i. It means God chose us before the foundation of the world (Eph. 1:4)

## 12. Salvation destroys the curse

- a. Christ redeemed us from the curse (Gal. 3:13)
- b. The curse is removed by accepting Christ as Savior by faith
- c. The believer has the right to claim the blessings given to Abraham by faith after the curse is removed (Gal. 3:14)
- d. In the Gospels, preaching salvation is paramount before any curse is removed:
- e. In Matthew, first Make all nations my disciples, then teach them (Matt. 28:18-20)
- f. In Mark, preach the Gospel to every creature, then the signs will follow (Mark 16:15-20)
- g. In Luke, he emphasized on repentance and forgiveness before waiting for power (Luke 24:45-49)
- h. In John, he first gave them the commission of the Father before power to forgive (John 20:21, 23)
- i. In Acts, after receiving the power when upon descent of the Spirit, the first mission is to be his witnesses (Acts 1:8)
- j. Christ was anointed to preach the Gospel to the poor first, before healing the broken hearted etc. (Isaiah 61:1-2; Luke 4:18)
- k. If the curse of sin is not removed through salvation, the others will not follow
- l. It is still seeking first the kingdom (Matt. 6:33)

## Salvation and God's Eternal Plan

- Rev. 13:8
- Eph. 1:4+

- Those who go to church late are turned away at the gate of Heaven because they failed in coming to church early
- A case study:
  - Consider this woman with four children, husband is an unbeliever, has to attend to all household activities that Sunday morning, struggle to get taxi, was in the traffic for long minutes and came to church at 7.15AM. The Angel left church at 7.00. this had been this woman's plight ever since she married and started giving birth to children which she prayed for God to give.
  - This woman took a stick of match from her neighbor's kitchen without informing the owner. She died and went to hell for that offence. Her relationship with the Jesus Christ as Savior and Lord, all that she had done for the Lord ever since she became a Christian were not considered. Is this not a typical example of salvation by works
  - Are sinners in the lake of fire now or the Antichrist and his false prophet will be the first to be thrown into the lake of fire. Testimonies coming indicate that sinners are in the lake of fire. Does it not contradict SCRIPTURE (Rev. 19:20)?
- Those who could not witness to their neighbors but did other things for the Lord did not have their names written in the book of life.

### **Can Salvation Be Lost? Yes!**

- Biblical Basis
  1. God is not a respecter of persons (Acts 10:34)
  2. 10 classes in eternal lake of Fire (Rev. 21:8)
  3. There is no peace unto the wicked (Isaiah 48:22)

4. God was not pleased with most of the Israelites (1Cor. 10:1-11)
5. He who stands must take care lest he falls (1Cor. 10:12)
6. Not enter into the rest of God (Heb. 3:7-14)
7. Fallen away (Heb. 6:4-6)
8. Some may fail to reach the rest of God (Heb. 4:1-3)
9. Hold fast what you have, lest one takes your crown (Rev. 3:11)
10. Christ will pay according to works (Rev. 22:12)
11. Degrees of punishment (Luke 12:47-48)
12. Teachers have high standard of judgment (James 3:1)
13. Stand to the end (Matt. 24:13)
14. You can lose what you have worked for (2John v.8)

### **Exceptions to Eternal Security**

- Called but Not Chosen (Matt. 22:14)
- The chosen will never lose their salvation
- Biblical Basis
  1. The 5 Wise & 5 Foolish virgins (Matt. 25:1-13)
    - 10 Virgins not the Church
    - Oil not Holy Spirit – can't be bought and sold (Matt. 25:10)
    - Central Truth here is Watchfulness (Matt. 25:13)
  2. Irresponsible & Wicked Ministers:
    - Watchman who refused to sound the alarm (Ezek. 13:1-7)
    - The Unprofitable Servant (Matt. 25:24-30)
  3. People we think are Christians but are not
    - Church Goers (Matt. 22:8-14)
    - Miracle Workers (Matt. 7:21-23)
  4. God will spew lukewarm church members from His mouth (Rev. 3:18)

5. Names blotted from the Book of Life (Rev. 3:5)
6. Sin of Apostasy (Heb. 10:26-31)
7. Sin of Blasphemy – Sin against the Holy Spirit (Matt. 12:29-32)
8. Prayer of David: Take not your Holy Spirit from me (Psalm 51:11)
9. Prayer and Moses: Or blot my name from the book of life (Exodus 32:32)

God can blot names out of His Book (Exodus 32:33)

**QUESTIONS (P.52)**

1. State in one sentence the pastor's role as counselor.
2. List several specific truths from Psalm 139:1-24 which can be helpful in the counseling process.
3. The Pastor as Nouthetic or biblical counselor – what is his significance in the counseling process?

**QUESTION (P. 69)**

1. How does this biblical portrait of a pastor compare to the world's view? How do most see themselves? As leaders or servants? Why?
2. Of the qualifications for pastor which two are the most important? Which ones surprised you the most, Why?
3. Do you agree or disagree with this order of priorities for pastor? What do we normally put first? Last? Why?
4. Why should so many pastors fail to heed the warnings of Scripture?

**QUESTIONS (P. 70)**

1. Has this teaching changed your view of preaching? If so, in what specific way?
2. Why do so many churches have strong preaching ministry but weak in teaching? How can this best be corrected?
3. Why is it not possible to minister to the needs of people just by preaching on Sunday morning?
4. Do you really believe the Word of God is sufficient for every need? If not, where do you go for answers?



## Burnout explained (P. 88)

One individual can experience few stressors, but be unable to process the stress well and thus experience burnout. Another person, however, can experience a significant amount of stressors, but process each well, and avoid burnout. How close a person is to a state of burnout can be determined through various tests.

# Burnout Test

Reflect on the past 12 months.

Indicate how strongly you agree

Or

disagree with the following.

		Strongly Disagree		Strongly Agree		
		1	2	3	4	5
<i>Your score is private.</i>						
1	I often have a desire to escape.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2	I have a sense of inner emptiness.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3	I am indecisive.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4	I have erratic or incongruent emotions.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5	I often have a "don't care" attitude.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

- 6 I don't feel like I have any control over my life.
- 7 I don't have much motivation to be with people.
- 8 My interest in friendship, food, entertainment is low.
- 9 I feel emotionally exhausted.
- 10 I feel depressed.
- 11 I rarely have a good day.
- 12 I am chronically tired and may even wake up exhausted.
- 13 I have symptoms such as heart palpitations, recurrent or lingering sickness, chest pains, or aching.
- 14 I feel "wiped out" a lot.
- 15 I feel "run down".
- 16 I feel trapped.
- 17 I feel hopeless.
- 18 I feel worthless.

19 I feel anxious  
most of the time.

20 What used to be  
a little thing sets  
me off and I  
tend to  
overreact.

**Total = 0**

Note: The test above is designed to give you an indication of how you may be experiencing burnout. Different people react to stress and burnout differently. It is not intended to be a scientific analysis or assessment. Different people react to stress and burnout differently. This information is not designed to diagnose or treat your stress or symptoms of burnout. Consult your medical doctor, counselor or mental health professional if you feel that you need help regarding the handling of stress or dealing with burnout.

### **Interpretation of Your Score**

#### **Score: 20 - 30**

You are experiencing a normal response to life and handling stress well. You are not subject to burnout. Continue your approach to life and how you are managing your stress. Consider helping or supporting others around you who exhibit signs of stress.

#### **Score: 31 - 40**

You are beginning to experience a mild amount of burnout and may be feeling a slight bit of concern. Don't let your stress level sneak up on you. Use stress management techniques to proactively manage your stress and prevent additional steps toward burnout.

#### **Score: 41 - 60**

You probably have a moderate amount of burnout. You may have been more of a possibility thinker but now are experiencing a sense of some limitations in thinking about solutions or options. This indicates that your perspective may be narrowing which will cause you to see issues as worse than they are. Be proactive in using stress management techniques

#### **Score: 61 - 80**

You may have a significant amount of burnout. Your perspective about positivity and possibility may be limited. Your energy, stamina, physical well-being and ability to function may be limited as well. Seek help from a friend or professional to gain possibility perspective and to assist you in practicing stress management and stress reduction techniques.

#### **Score: 81 - 100**

You probably have such a significant amount of burnout that you feel limited about the possibility of anything ever changing. Though there is hope and help, it may be difficult for you to see it. Reach out to get assistance from a medical professional or counselor. Be aggressive with stress reduction and stress management techniques.