

# ZIMBABWE 2009 – WORKSHOP ON PASTORAL CARE

## Notes for Leaders

### INTRODUCTION

There is a specific picture in the New Testament that will form the background of what we will discuss today – Sheep & Shepherd. See Acts 20:28-29.

### THE CHURCH

The word “church” – the ekklesia – is used more than one hundred times in the New Testament. As we look at these references, two particular truths are highlighted –

1. **There is the world-wide Body of Christ.** Jesus said “I will build my church” (Matt 16:18)
2. **BUT the most instances where the word “church” is used in the New Testament** (82 times to be exact), it refers to believers who lived in specific geographical areas.

**This brings us to our first clear statement – PASTORAL CARE TAKES PLACE WITHIN A LOCAL CHURCH – the local congregation are the flock.**

3. **Leadership within a Local Church** – We know that within local churches in the New Testament were teachers (Acts 13:1), prophets (Acts 13:1), elders (Acts 20:17), overseers/bishops (Titus 1:7), deacons (1 Tim 3:8) – the New Testament places the responsibility in regard to Pastoral Care in a local church upon the local leadership. see 1 Peter 5:1-4 .

**This brings us to our second clear statement – PASTORAL CARE IS THE RESPONSIBILITY OF THE LOCAL CHURCH LEADERSHIP.**

4. **Ministry in the Local Church** – here I just want to emphasis that the word ministry challenges us with service & being servants. We are not stars but servants. When we hear the word servant we think of obedience, faithfulness, humility – qualities that every leader/elder should be growing in.

**This brings us to our third clear statement – PASTORAL CARE IS SERVICE WITHIN THE LOCAL CHURCH.**

5. **The Purposes of the Local Church -**
  - (a) a worshipping community
  - (b) a witnessing community
  - (c) a working community

**This brings us to our fourth clear statement – PASTORAL CARE IS NOT AN AIMLESS RESPONSIBILITY BUT IS IMPORTANT FOR THE FURTHERING OF THE PURPOSES OF THE LOCAL CHURCH.**

### THE EXAMPLE OF JESUS

We are all familiar with John chp 10 – in this ministry of PASTORAL CARE, the local leaders have an example to follow as they care, instruct, lead, feed, correct and discipline the flock that God has given to them.

1. **The Good Shepherd**      **John 10:11**
2. **The Great Shepherd**      **Hebrews 13:20**
3. **The Chief Shepherd**      **1 Peter 5:4**

We are not going to go through the above scriptures but let me give you two starting points.

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FIRSTLY - go through John 10 & identify lessons for ourselves from Jesus –

The sheep know his voice – Do you pray publicly in the church? Do you preach regularly in the church?

The shepherd knows the names of the sheep – Do you know your people? Do you know their family?

SECONDLY, take a look at Ps 23 – this Psalm is a testimony of a sheep about the Shepherd.

“He is my shepherd” – Are you a people person? Are you involved with your people?

“Your rod, your staff” – Have you let God equip you for the job?

Jesus is our example.

### THE CHARACTERISTICS OF SHEEP

Haddon W. Robinson writes in “The Good Shepherd” – “Sheep are rather stupid animals. In fact, some commentators insist that the only reason God ever bothered to create sheep at all was to have an illustration of what Christians are like. Often sheep, like people, do not know when to rest. At times when a flock should be resting in preparation for a difficult trek before them, something will excite them. Perhaps it will be the growl of a mountain lion or the bark of a dog...yet this can bother the sheep and drive them to running back and forth across the pasture. The wise shepherd knows that the sheep had need of a rest; therefore, he will move into the midst of the flock, and, catching a sheep, he will gently force it to lie down in green pastures.”

### OPEN DISCUSSION – WHAT ARE PEOPLE LIKE? WHAT ARE YOU LIKE?

### THE FOUNDATIONAL PRINCIPLES OF PASTORAL LEADERSHIP

There are many passages of Scripture in the NT explaining who a pastor is to be (CHARACTER) and what a pastor is to do (GOALS, PRIORITIES, RESPONSIBILITIES).

See 1 Thess 1:2-10; 2:1-13; 3:1-13; 4:1-18; 5:1-24; 2 Thess 1:3-12; 3:6,14-15; Tim 3:1-7; Titus 1:6-9; 1 Peter 5:1-5.

### EXERCISE – WHAT ARE THE PRIMARY ACTIVITIES OF A PASTOR?

Handout for this exercise.

We are now going to take a specific look at 1 Peter 5:1-4 –

“The elders who are among you I exhort, I who am a fellow elder and a witness of the sufferings of Christ, and also a partaker of the glory that will be revealed: Shepherd the flock of God which is among you, serving as overseers, not by compulsion but willingly, not for dishonest gain but eagerly; nor as being lords over those entrusted to you, but being examples to the flock; and when the Chief Shepherd appears, you will receive the crown of glory that does not fade away.”

a) **A Pastor should be Humble**

Examples of humility

Keys to humility

Confident in God's power

Committed to God's truth

Commissioned by God's will

Compelled by God's knowledge

Consumed with God's glory

b) **A Pastor has to Shepherd The Flock of God**

The primary objective of Shepherding

How to Shepherd

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### c) A Pastor is an Obedient Shepherd

#### THE CALL TO PASTORAL LEADERSHIP

James George, in the book “Pastoral Ministry” writes – “The call to vocational ministry is different from God’s call to salvation and His call to service issued to all Christians. It is a call to selected men **(I would rather he had said individuals)** to serve as leaders in the church. To serve in such leadership capacities, recipients of this call must have assurance that God has so selected them. A realization of this assurance rests on four criteria –

- Confirmation of the call by others and by God through the circumstances of providing a place of ministry.
- Possession of abilities necessary to serve in leadership capacities.
- A deep longing to serve in the ministry.
- A lifestyle characterized by moral integrity.

A man **(I would rather he had said individuals)** who fulfils these four qualifications can rest in the assurance that God has called him **(or her)** to vocational Christian leadership.”

#### THE CHARACTER OF A PASTOR

There are a number of scriptures that we could focus on for this section – I have decided to look at 1 Timothy 3:1-7, where Paul identifies fifteen qualities of a local church elder/pastor/shepherd. We have already mentioned some qualities in SECTION E when we looked at 1 Peter 5:1-3. I want to develop this aspect of character further because it will show us the type of person God wants to make us. I don’t want us to be overwhelmed with these fifteen qualities but

- excited with the thought of the work God is seeking to do continually in our lives
- challenged by the seriousness of who God wants us to be – it will require our commitment

**Pastor & author Kent Hughes said “Christian ministry is all about character. Lose your character and you lose your ministry.”**

Quality 1 – “above reproach” (see also Titus 1:6)

Quality 2 – “the husband of but one wife”

Quality 3 – “temperate”

Quality 4 – “self-controlled”

Quality 5 – “respectable” (see also Titus 2:10)

Quality 6 – “hospitable”

Quality 7 – “able to teach” (see also 2 Tim 2:23-25)

Quality 8 – “not given to drunkenness” (see also Titus 2:3)

Quality 9 – “not violent”

Quality 10 – “gentle” (see 2 Timothy 2:24-25)

Quality 11 – “not quarrelsome”

Quality 12 – “not a lover of money”

Quality 13 – “manage his own family well”

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Quality 14 – “not a recent convert”

Quality 15 – “a good reputation”

### **EXERCISE – TIME ON YOUR OWN TO REFLECT**

## **THE GOALS AND PRIORITIES OF A PASTOR**

We have thought about the character side of a pastor/elder/overseer. Now we want to think about some of the goals & priorities of such a leader.

- Feed the flock
- Proclaim the whole will of God
- Present everyone perfect in Christ
- Prepare God’s people for works of service
- Equip God’s people to be fishers of men and women
- Keep watch over yourself and the flock until the task is complete

## **THE PERSONAL LIFE OF A PASTOR**

- a. The Study of God’s Word
- b. The Practice of Prayer
- c. The Home of the Pastor
- d. The Pastors Wife
- e. What about time-off?
- f. Training
- g. Accountability

## **PARTICULAR TOPICS WITHIN THE LOCAL CHURCH**

- a. Discipline - of the Pastor and of the Congregation
- b. A Pastoral Team
- c. Resolving Conflict between leaders and church members
- d. Mentoring – having a mentor & being a mentor
- e. Women
- f. Counselling
- g. Being an Example/Model
- h. Care of the Flock

## **IS THERE A FUTURE FOR THE PASTOR?**

Is the future about pastors who are Bible based, Spirit-led, Christ-centred and God focused?

OR

Is the future about leaders who are demographically defined, market-driven, man-directed and consumer-oriented?

### **EXERCISE – TAKE A CARD: WRITE YOUR NAME ON THE TOP: ANSWER THE FOLLOWING QUESTIONS – please give a little explanation with each question.**

- What did you think the workshop was going to be about today?**  
**Has the workshop today been helpful and informative?**  
**What subjects/topics would you have liked to have heard about today?**  
**What areas of your ministry have you been challenged about?**  
**What encouragement have you received today from the workshop?**  
**How did you feel about a women being involved in the training?**

## **MY SPEAKING NOTES**

Presented by Pastor Marcus & Pat Thomas

Ruilawa 26th August 2009

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### INTRODUCTION

There is a specific picture in the New Testament which we can draw a lot of truth from as we look at the Biblical Topic of PASTORAL CARE. It is the picture of – Sheep & Shepherd. Paul said to the elders in Ephesus “...therefore take heed to yourselves and to all the flock, among which the Holy Spirit has made you overseers, to shepherd the church of God which He purchased with His own blood. For I know this that after my departure savage wolves will come in among you, not sparing the flock.” (Acts 20:28-29)

**\*check out this incident in Acts**

This is a picture that is also used in the Old Testament. There is an example in Ezekiel chp 34. The opening lines of the word that God gave Ezekiel was “Son of man, prophesy against the shepherds of Israel, prophesy and say to them, “Thus says the Lord God to the shepherds: Woe to the shepherds of Israel who feed themselves! Should not the shepherds feed the flocks?” If you read on in the chapter you will see that God describes himself as the True Shepherd who searches, seeks & feeds his people.

**\*check out who the shepherds were**

But before we take a specific look at PASTORAL CARE, we will remind ourselves about GOD’S GREAT IDEA – THE CHURCH.

### THE CHURCH

The word “church” – the ekklesia – is used more than one hundred times in the New Testament. As we look at these references, two particular truths to highlight –

1. **There is the world-wide Body of Christ.** Jesus said “I will build my church” (Matt 16:18) When Jesus said that he was thinking beyond establishing a local church in Caesarea Philippi where these words were said. Jesus was referring to the church in its broader sense. A truth that is particularly taught in Ephesians (see 1:22-23; 3:10-11, 20-21; 5:23-25, 27, 29, 32.)
2. **BUT the most instances where the word “church” is used in the New Testament (82 times to be exact), it refers to believers who lived in specific geographical areas.** In other words, approximately 80% of the time when the word “church” or “churches” appear, we are being told about local churches.

**This brings us to our first clear statement – PASTORAL CARE TAKES PLACE WITHIN A LOCAL CHURCH – the local congregation are the flock. But who are the shepherds?**

There are three further things I want to remind you of regarding a local church.

3. **Leadership within a Local Church** – We know that within local churches in the New Testament were teachers (Acts 13:1), prophets (Acts 13:1), elders (Acts 20:17), overseers/bishops (Titus 1:7), deacons (1 Tim 3:8). We are not going to look in any depth into these particular roles etc in the local church but I just want to mention this – the New Testament places the responsibility in regard to Pastoral Care in a local church upon the local leadership. (please note – elder/bishop/overseer/pastor & shepherd all refer to the same role in a local church.) Peter writes in 1 Peter 5:1-4 – **“The elders who are among you I exhort, I who am also a fellow elder...shepherd the flock of God which is among you, serving as overseers, not by compulsion but willingly....”**

**This brings us to our second clear statement – PASTORAL CARE IS THE RESPONSIBILITY OF THE LOCAL CHURCH LEADERSHIP.**

**\*check out the general call to care for each other etc**

4. **Ministry in the Local Church** – here I just want to emphasize that the word ministry challenges us with service & being servants. We are not stars but servants. Paul called himself a bondservant (Titus 1:1). Timothy was called a bondservant (Philippians 1:1). James called himself a bondservant (James 1:1). When we hear the word servant we think of obedience, faithfulness, humility – qualities that every leader/elder should be growing in.

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This brings us to our third clear statement – PASTORAL CARE IS SERVICE WITHIN THE LOCAL CHURCH.

\*check out the general call to serve each etc Hayford on ministry “in reality all believers are ministers – Eph 4:11-12 are given to “equip the saints” so they can minister to one another and to the world....all believers are bondservants (doulos) of God see Rom 1:1, Gal 1:10, Col 4:12... we are to perform “good deeds” to all people, with a responsibility especially to fellow Christians see Gal 6:10, Heb 10:24.

### 5. The Purposes of the Local Church -

(a) **A WORSHIPPING COMMUNITY** – “The church is a redeemed community of sinners set apart to worship God in Christ. The Minister is himself a worshipper of God. He must worship and then assist the community in the worship.” J.M pg 51

(b) **A WITNESSING COMMUNITY** – “Evangelism is not an option to be accepted or rejected by the church. Outreach is a command. Evangelism is not limited to the gifted or to the church leadership. It is the mission of the entire church.” J.M pg 53

(c) **A WORKING COMMUNITY** – “The third purpose of the church is to build itself up through the interworking of various members of the body of Christ. The function of the Christian is to edify or spiritually build fellow members in the body of Christ.” JM pg 54

This brings us to our fourth clear statement – PASTORAL CARE IS NOT AN AIMLESS RESPONSIBILITY BUT IS IMPORTANT FOR THE FURTHERING OF THE PURPOSES OF THE LOCAL CHURCH.

## THE EXAMPLE OF JESUS

We are all familiar with John chp 10 – in this ministry of PASTORAL CARE, the local leaders have an example to follow as they care, instruct, lead, feed, correct and discipline the flock that God has given to them. The example is Jesus.

1. **The Good Shepherd**      **John 10:11**
2. **The Great Shepherd**      **Hebrews 13:20**
3. **The Chief Shepherd**      **1 Peter 5:4**

We are not going to go through the above scriptures but let me give you two starting points.

FIRSTLY - go through John 10 & identify lessons for ourselves from Jesus –

The sheep know his voice – Do you pray publicly in the church? Do you preach regularly in the church?

The shepherd knows the names of the sheep – Do you know your people? Do you know their family?

The shepherd gives his life for the sheep – Where are you with emergencies? Does your time come before time for the flock?

The shepherd is known to the flock – Do your people know you? Do they know what likes & dislikes?

And so, you can read John 10 & learn about the Shepherd who is our example.

SECONDLY, take a look at Ps 23 – this Psalm is a testimony of a sheep about the Shepherd.

“He is my shepherd” – Are you a people person? Are you involved with your people?

“Your rod, your staff” – Have you let God equip you for the job? Do you know the weapons that God has placed in your hands for the protection of His flock?

“He makes me lie down in green pastures” – How fresh & new is your preaching & teaching?

Jesus is our example.

## THE CHARACTERISTICS OF SHEEP

Haddon W. Robinson writes in “The Good Shepherd” – “Sheep are rather stupid animals. In fact, some commentators insist that the only reason God ever bothered to create sheep at all was to have an illustration of what Christians are like. Often sheep, like people, do not know when to rest. At times when a flock should be resting in preparation for a difficult trek before them, something will excite them. Perhaps it will be the growl of a mountain lion or the bark of a dog...yet this can bother the

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sheep and drive them to running back and forth across the pasture. The wise shepherd knows that the sheep had need of a rest; therefore, he will move into the midst of the flock, and, catching a sheep, he will gently force it to lie down in green pastures.”

### **OPEN DISCUSSION – WHAT ARE PEOPLE LIKE? WHAT ARE YOU LIKE?**

#### **Just a few extra thoughts –**

1. Sheep have a habit of wandering off – they become interested in one clump of grass & then another & in no time they are separated from the flock. With a sheep who has this habit, a shepherd would break a leg & then put a splint on the leg. During the day the shepherd would then carry the sheep, close to his heart. As the leg begins to heal, the shepherd would let the sheep down but carry it across streams etc. All the time the sheep is learning to stay close to the Shepherd. WHAT A TRUTH FOR THE SPIRITUAL & HOW WE CAN SEE GOD WORK IN PEOPLE’S LIVES.

2. Within a flock of sheep there can be a bully sheep – a sheep that wants to be the boss & will create antagonism within the flock. THIS DOESN’T HAPPEN IN CHURCH DOES IT? Bully people who create unrest & sow mistrust because they want to be no 1. I understand that such sheep within a flock can be fierce & quite threatening. Sad to say such “bully” people can be in our churches.

3. What is a “hirling” – in my Bible a “hirling” is described as a hired man. A hirling was a casual labourer who came and went – here today & gone tomorrow. He had no special interest in the job & had no sense of responsibility. Once he had some money, he was off. Such people were employed to tend the sheep when the owner was away but it was not a good arrangement. The hirling had no love for the sheep. He had no stake in the flock. They were not his. Jesus used this picture to challenge the leaders of his day – they will take the money, as demonstrated in the revenues from the Temple, but had no love or care for God’s people. They were hirlings. They were there to grab what they could get for themselves.

## **THE FOUNDATIONAL PRINCIPLES OF PASTORAL LEADERSHIP**

There are many passages of Scripture in the NT explaining who a pastor is to be (CHARACTER) and what a pastor is to do (RESPONSIBILITIES).

See 1 Thess 1:2-10; 2:1-13; 3:1-13; 4:1-18; 5:1-24; 2 Thess 1:3-12; 3:6,14-15; Tim 3:1-7; Titus 1:6-9; 1 Peter 5:1-5.

### **EXERCISE/DISCUSSION**

**Give out an exercise sheet to each pastor etc. Ask them to read each scripture & identify a primary activity of the local pastor/elder. Give a brief comment about each activity BUT also ask for their ideas as each activity is mentioned.**

1. 1 Thess 1:2-3; 3:9-10 praying
2. 1 Thess 1:4-5, 9-10 evangelising
3. 1 Thess 1:6-8 equipping
4. Thess 2:1-6 defending
5. 1 Thess 2:7-8 loving
6. 1 Thess 2:9 labouring
7. 1 Thess 2:10 modeling
8. 1 Thess 2:10-12 leading
9. 1 Thess 2:13 feeding
10. 1 Thess 3:1-8 watching
11. 1 Thess 4:1-8 warning
12. 1 Thess 4:9-5:11 teaching
13. 1 Thess 5:12-24 exhorting
14. 2 Thess 1:3-12 encouraging
15. 2 Thess 2:1-12 correcting
16. 2 Thess 3:6, 14 confronting

We are now going to take a specific look at 1 Peter 5:1-4 –

“The elders who are among you I exhort, I who am a fellow elder and a witness of the sufferings of Christ, and also a partaker of the glory that will be revealed: Shepherd the flock of God which is among you, serving as overseers, not by compulsion but willingly, not for dishonest gain but eagerly; nor as being lords over those entrusted to you, but being examples to the flock; and when the Chief Shepherd appears, you will receive the crown of glory that does not fade away.”

Elders v Pastors – we are talking here an interlink of words (see 1 Pet 5:1-3 equates elder with overseer i.e. bishop and shepherd i.e. pastor

Pastors v Apostles – remind you that Jesus is identified as an apostle but saw himself as a shepherd.

Think about the example of Paul – an apostle but the care etc that he shows for the churches is immense.

a) **A Pastor should be Humble**

The world that we live in does not value humility – the aim is to achieve fame. **Humility is the opposite to arrogance & pride – it speaks of an attitude of the mind where someone is lowliness, modesty, a humble attitude of unselfish concern for the welfare of others. It is making yourself low & our example is Jesus.** Sad to say the same desire is within the church – popularity and fame are what many are looking for. The true man or woman of God only seeks the approval of God. Humility is a key attitude within the leadership of a church – remember Paul writing to Philippi – “Have this mind..”.

**Peter, in the above verses is an example of humility** – a leader among the apostles, he describes himself as “a fellow elder.” “What honour had been his says Charles S. (pg 222 “Hope Again”) .... what privileges, and yet he never hints at his own position of authority. Any sense of pride of position is absent from Peter’s opening remarks. He simply calls himself “a fellow elder”. He refused to lord his position over the other elders. The pride of position is absent from Peter. We could look at Paul in 1Corinthians 4 – he is a servant, first & foremost (Word here is not diakonos but a word that speaks of being subordinate- “We are ...Christ’s subordinates” There are verses which speak highly of the pastorate – 1 Tim 3:1; 1 Thess 5:12 – but Paul begins his description of his ministry with the word servant.

**True humility flows from a correct view of God.** How a pastor lives his life & seeks to minister relates directly to his view of God. A humble man, with a proper view of God will be -

Confident in God’s power – the things that God asks us to do e.g. expose sin, confront the lost will lead to confrontation & opposition. We see this in the Book of Acts. What did the leaders do – in one example they asked for more boldness.

Committed to God’s truth – the pulpit is not the place for your ideas & opinions but the place for God’s word to be preached. Then is raising yourself above God. The pulpit etc is the place for God’s word alone. Such a pastor only desire is to present the word accurately for the people. This commitment to God’s truth is also demonstrated in word, walk & life.

Commissioned by God’s will – this is not undervaluing the call of God upon the life of every Christian. But, when it comes to pastors there is a specific call. This should humble us – it was nothing to do with our abilities etc but all to do with God. We are not self-appointed but God appointed & He has entrusted us with a message that is “out of this world.”

Compelled by God’s knowledge – God is all-knowing & that brings accountability into our lives. God knows our motives, our desires & the thinking in our hearts. Paul was very aware of this truth – he wrote to the Thessalonian church (1 Thess 2:4-5) about the God “who examines our hearts” This awareness kept Paul from seeking to be a man pleaser.

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Consumed with God's glory – it is not about seeking self-glory & self-prominence but God's glory. It is also not about seeking glory or praise from men. It is God's Name that we live to see raised & confessed by people.

This is where it all starts – a correct view of God will lead us to “humble ourselves under the mighty hand of God”

### b) A Pastor has to Shepherd The Flock of God

Peter chooses to use the shepherd/sheep picture to speak of leadership. He tells us what the primary objective of shepherding is – feed the sheep. Your sermons etc should not be a work of art but a piece of bread, a piece of meat. If the sheep are not feed they will either die or wander off. McArthur writes “The shepherd's goal is not to please the sheep but to feed them, not tickle their ears but nourish their souls.”

Peter gives us an insight into How to Shepherd but also, How not to Shepherd.

How to shepherd –you lead from the front; you are in there with the sheep; you have a God given responsibility to lead; God has given you the authority to lead; you are to lead by example. Remember – sheep are accountable how they follow (Heb 13:17); you are accountable for how you lead. Remember, you are a servant not a sovereign. Charles S. pg 228 advise pastors “...learn to hold our congregations loosely. We must watch our tendency to try and gain dominion over them, thinking of them as underlings.”

How not to shepherd – don't just go through the motions; don't just do it when the eye of the boss is around; don't do it unwillingly but do it voluntarily, with an eagerness and an enthusiasm. Sheep can be exasperating in the natural – how much more with people but be an example in love, sacrifice – serving from the heart; Paul tells us “to be ready in season & out of season” 2 Tim 4:2 – whether we feel like it or not, whether the church is growing or not. One further thing – it is not wrong for pastors to be paid (1 Tim 5:17) but don't make money your motivation. Our motives must continually be examined.

Charles S. pg 229 “Hope Again” – “What God's people need most in their minister is a model of the life of Jesus Christ.”

### c) A Pastor is an Obedient Shepherd

Whereas Peter does not specify the tasks of a shepherd in the church, we can find guidance in other parts of the New Testament – the two letters to Timothy are a good starting point. Paul had personally trained/mentored Timothy but he had encountered some difficulties in leading the church in Ephesus. It also seems that that he was struggling with fear within himself & was even tempted to soften his preaching in the face of opposition.

Paul wrote two letters to him – without going through them, we can give a summary of what Paul instructed him about the work of a pastor –

- To be faithful in his preaching of Biblical truth
- To be bold in exposing & refuting error
- To be an example of godliness to the flock
- To be diligent & work hard in the ministry
- To be willing to suffer hardship & persecution in his service for the Lord

**What about “undershepherds” – I think it is dood to remember – it is not “my flock” but His flock. Peter calls the church “the flock of God”. The flock is not owned or controlled by the undershepherd – they are God's people. They live their lives before Him & will ultimately answer to Him.**

## THE CALL TO PASTORAL LEADERSHIP

Story – Pastor Howells telling Andrew Jenkins – “At times you will only have the call of God to hold on to.”

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A minister has received a (1) a call to salvation (2) a call to service as a born again Christian but above all that there has been a call from God to specific leadership within His Church. This call will be there even before anyone recognises it or the call has revealed itself. The call on the inward will come before the call on the outward.

Criswell “ The first and foremost of all the inward strengths of the pastor is the conviction, deep as life itself, that God has called him to the ministry. If this persuasion is unshakeable, all other elements of the pastor’s life will fall into beautiful order and place.”

Answering the question “How important is the assurance of a special call?” Sudgen & Wiersbe said “The work of the ministry is too demanding and difficult for a man to enter it without a sense of divine calling. Men enter and then leave the ministry usually because they lack a sense of divine urgency. Nothing less than a definite call from God could ever give a man success in the ministry.”

**Having established the inward call, I am going to use the following quote to mention a few other things that we must consider.**

James George, in the book “Pastoral Ministry” writes – “The call to vocational ministry is different from God’s call to salvation and His call to service issued to all Christians. It is a call to selected men **(I would rather he had said individuals)** to serve as leaders in the church. To serve in such leadership capacities, recipients of this call must have assurance that God has so selected them. A realization of this assurance rests on four criteria –

- Confirmation of the call by others and by God through the circumstances of providing a place of ministry – **an example of this is in Acts 16:1-3 where the result was that Timothy was taken by Paul for his team. Both Paul & the leadership in the local community had seen how God had blessed and used Timothy in local service, so they recognised and commissioned him to serve God in the ministry on a broad scale. The lesson here for everyone – there must be involvement in a local church for recognition from God & those in the local church.**
- Possession of abilities necessary to serve in leadership capacities – **abilities that George identifies include -**

**INSTRUCTIONAL** – the word for equipping in Eph 4:11-12 means mending (see Matt 4:21 where the disciples were mending their nets). This speaks to us of mending the saints, getting them ready for service. Here we are thinking of **PREACHING & TEACHING** (elders seem to have been involved in teaching in the early church). See 1 Tim 3:2, Titus 1:9 & Heb 13:7

**SHEPHERDING** – beside the aspect of feeding that George emphasises here, I would mention the aspect of heart – **Does someone love people? Does someone demonstrate a willingness to be involved with people? Does someone demonstrate a sacrificial heart?**

**ADMINISTRATIVE** – leaders are asked to “oversee” the work of God – involves leading, watching, taking the initiative, not “lording it”, - Jesus is our example. Scriptures to read – Acts 20:28; 1 Peter 5:2-3; 1 Timothy 5:17; Hebrews 13:7, 13, 17, 24.

**CAN I GIVE YOU A HEALTH WARNING WITH ALL THIS – DON’T EXPECT SOMEONE TO BE FULLY DEVELOPED IN THE ABOVE. ALSO, DO NOT FORGET THE IMPARTATION THAT CAN TAKE PLACE IN SOMEONE’S LIFE – TIMOTHY IS OUR EXAMPLE. ALSO REMEMBER WHAT YOU WERE LIKE WHEN YOU STARTED!!!**

- A deep longing to serve in the ministry – **let me mention two words from 1 Tim 3:1 (in my Bible desire is used twice). The first “desire” speaks of aspiring -“to stretch oneself out in order to touch or to grasp something, to reach after or desire something.”** (also used in

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1 Tim 6:10 & Heb 11:16). The second “desire” speaks of inner compulsion – “to set one’s heart upon, desire, lust after, covet.” There is a strong inward desire. One writer says this – it is a desire for office but the work. It must be a desire for service, not for position, fame, or fortune. This desire is good if it is for the right reasons.

- A lifestyle characterized by moral integrity – **the Bible says more about what a leader is to be that it does about what he is to do. This is a good clue to see how high God thinks about the importance of character. It is important then to talk about character to young people who have a call from God**

Let me finish the quote from George -

A man (**I would rather he had said individuals**) who fulfils these four qualifications can rest in the assurance that God has called him (**or her**) to vocational Christian leadership.”

### THE CHARACTER OF A PASTOR

There are a number of scriptures that we could focus on for this section – I have decided to look at 1 Timothy 3:1-7, where Paul identifies fifteen qualities of a local church elder/pastor/shepherd. We have already mentioned some qualities in SECTION E when we looked at 1 Peter 5:1-3. I want to develop this aspect of character further because it will show us the type of person God wants to make us. I don’t want us to be overwhelmed with these fifteen qualities but

- excited with the thought of the work God is seeking to do continually in our lives
- challenged by the seriousness of who God wants us to be – it will require our commitment

**\*check which translation**

**Pastor & author Kent Hughes (pg 58 1 Tim comm.) said “Christian ministry is all about character. Lose your character and you lose your ministry.”**

#### **Quality 1 – “above reproach” (see also Titus 1:6)**

This means that an elder etc should have a “good reputation” among both believers and unbelievers (see 1 Tim 3:7) No one should be able to point the finger of accusation at a leader justly because of serious inconsistencies in his life.

#### **Quality 2 – “the husband of but one wife”**

This quality is primarily dealing with moral purity – being faithful to one woman. There is nothing that destroys trust more rapidly than immorality. Paul was saying that if you couldn’t trust a man to be loyal to his wife, you couldn’t trust him in other areas of his life, particularly in the area of honesty and integrity.

#### **Quality 3 – “temperate”**

This describes someone who had a clear focus on life – they were stable, steadfast. This is someone who was clear in their thinking.

#### **Quality 4 – “self-controlled”**

Another word which describes this quality is “sober-minded”. It speaks of self-discipline. This is someone who is “sound in mind” – sensible, discrete. A man who cannot control his own drives will not be able to lead other people because his desires may get the better of him and undermine his work.

#### **Quality 5 – “respectable” (see also Titus 2:10)**

The best way to describe this quality is by highlighting an English word that comes from the Greek word used – the word is cosmetics. The challenge here is that our lives are to be like “cosmetics to the Gospel” – to make the Gospel attractive by the way we live our lives.

#### **Quality 6 – “hospitable”**

Paul is writing to Timothy, the pastor at Ephesus, and refers to the way that leaders should use their material possessions – they are to be hospitable. One writer adds that the hospitality of a leader should

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also extend to “a love for strangers.” The specific challenge here is how do we relate to people, especially those we meet for the first time.

### **Quality 7 – “able to teach” (see also 2 Tim 2:23-25)**

Paul also uses the word for “able to teach” in the above reference. There Paul uses the word there to describe how a leader should relate to someone who disagrees with him. This character quality is about not being argumentative or threatening in your manner.

### **Quality 8 – “not given to drunkenness” (see also Titus 2:3)**

Paul says that a spiritual leader should not be addicted to alcohol. We can expand this by saying that leaders should not be addicted to things (see also Proverbs 23:20-21, 29-30; Romans 14:21). A leader who is addicted to drink can bring shame both to the Gospel and the local church.

### **Quality 9 – “not violent”**

The word that Paul uses here describes a bully. Sadly, we have all known leaders who have acted in this way. They throw their weight around instead of shepherding God’s people. Paul is saying that local church leaders are not to be overcome with anger (anger out of control) – physically or verbally.

### **Quality 10 – “gentle”**

This is the complete opposite of being “violent”. Paul is describing a person here who is fair, reasonable, forbearing, & equitable. This doesn’t mean that such a person will not correct people but will do it in the right way (see 2 Timothy 2:24-25)

### **Quality 11 – “not quarrelsome”**

Again there is a contrast here with the violent person who is always ready for a fight & is always contentious. Someone who is “not quarrelsome” is someone who avoids debates & arguments – they are peaceable – this very basic character quality describes a leader who is “able to teach”.

**\*check this “able to teach” – is it only about attitude & manner – see 1 Timothy comm. Pg 60**

### **Quality 12 – “not a lover of money”**

The scriptures do not teach that “money” per se is evil. Nor do they teach that it is wrong to have money in abundance. This is why Paul stated that those who are chosen for leadership positions should be “free” from the “love of money”. They must model generosity and non-materialistic attitudes & actions to those they shepherd. If someone is working every available hour to finance an extravagant lifestyle, his sights are set on this world and they will not be qualified to lead people who belong to the kingdom of heaven.

### **Quality 13 – “manage his own family well”**

The emphasis in verses 4-5 is on a man’s leadership skills in his own home & his ability to keep his children under control. “Manage” is all about leading & giving a sense of direction. If this cannot be exercised at home, how can the man be expected to lead the local church? The word that Paul uses here for children describes “minors”. Many good church pastors & leaders have led their families well but have found that one of their children has grown up & rejected the faith that they were brought up in. However, that does not disqualify these men from leadership because these verses describe a man who cannot keep his children under control while they are growing up.

**\*there is a different opinion with McArthur & Getz**

### **Quality 14 – “not a recent convert”**

Paul is warning against appointing leaders who were new Christians. If this is done, we are setting that person up for a direct attack from Satan – and that point of attack will be pridefulness.

### **Quality 15 – “a good reputation”**

We did mention this the first quality but Paul here mentions an aspect that we cannot forget – our reputation with the local community must be good.

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### EXERCISE – TIME ON OWN TO REFLECT

- \*ANYONE FEEL A FAILURE
- \*WE ARE ON A JOURNEY
- \*WE LIVE BEFORE GOD FIRST

## THE GOALS AND PRIORITIES OF A PASTOR

We have thought about the character side of a pastor/elder/overseer. Now we want to think about some of the goals & priorities of such a leader.

- We are servants – our goal is not empire building (see 2 Cor 1:24; 1 Peter 5:3). We have been called by God not for ourselves but for others. (see Diotrephes 3 John 9 – loved to be first). We have been called for the good of others.
- We are stewards – we do not own the people or the church; they belong to Jesus Christ. Wrong to say “my church” – it is the Church of Jesus Christ. Christians are followers of Jesus Christ – He bought them with His Blood.

Realising that we are servants & stewards will help us to understand what our goals and priorities are. These are goals and priorities that are set by God, not ourselves or America or UK or tradition.

### 1) Feed the flock – Read John 21:15-17

Our priority is to feed the flock. Peter’s love for Jesus, His LORD, was to be displayed above all in his care of His Lord’s lambs and sheep. This is an all-inclusive feeding – young in age & faith; older in age & faith – there is no one to be missed out.

Prime “A shepherd’s priority is to lead his flock into green pastures; and that is his principal task in handling the Scriptures. He is to enlarge the flock’s understanding of the faith so that they may render a better obedience to Christ (Rom 1:5). As they are properly feed, so they will be strong in the Lord and in the grace that is in Christ Jesus (Eph 6:10; 2 Tim 2:1).”

Every time you prepare something, always ask yourself the question – Is this good pasture? At times you may have to correct but it is always for the good of the people.

### 2) Proclaim the whole will of God – Read Acts 20:27

There must be a balanced diet. We know how important this is in the natural. We must teach the whole will of God – sin, repentance, salvation, sanctification, community, obedience, spiritual warfare, the Holy Spirit, service, the future etc Also, there must be a balance between Old Testament & New Testament; between doctrine & practical application; between encouraging & correcting, between confessing & receiving.

2 Timothy 3:16 – “All Scripture is given by inspiration of God and is profitable for:

Doctrine – what is right

Reproof – what is not right

Correction – how to get right

Instruction in righteousness – how to keep right

(The Lord’s Prayer – Prime pg 83 – acknowledged to W.W.)

### 3) Present everyone perfect in Christ – Read Col 1:28-29

Feeding God’s people & proclaiming the whole counsel of God are not ends in themselves. They serve a greater end – the goal of presenting everyone perfect in Christ. We must motivate Christian to grow – grow on the inside & on the outside. Our example & enthusiasm as we present this thrilling priority will encourage those around you to follow.

Romans 12:1 – Prime writes “When our eyes are upon God’s mercy we can but feel tremendous gratitude, the gratitude which leads to obedience & growth. Rather than for ever rebuking believers about their failures, we must joyfully set before them the objectives of Christlikeness & spiritual maturity, as much as a privilege as a duty.”

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Our goal is the holiness & the unreserved obedience to Christ of every believer.

How is this goal achieved? This will involve preaching, teaching (various possible situations), counselling (admonishing speaks of correcting – a special responsibility of undershepherds see 1 Thess 5:12), specific training for skills, impartation of gifts.

This is hard work – it requires wisdom; you will shed tears; you have an enemy to face (the word struggle in Col 1:28 speaks of a contest) but we are “in Christ” & have an anointing from the Holy Spirit.

### 4) Prepare God’s people for works of service – Read Eph 4:12

Every Christian has been called & gifted by God for service both within the Body of Christ & in the community around. THAT IS A STRONG STATEMENT. We have a task to help people find their place within the Body of Christ. It is a big task & a task that many, many leaders & churches fail to achieve.

There is belief that the pastor/leader does it all but that is not Biblical. The vision that Jesus has for His Church is a Body of gifted people serving Him for the encouragement & maturing of other believers in the Body of Christ. There are a number of challenges here for you & I as shepherds –

- Give people opportunities to serve – create opportunities for people to try.
- Be there when some may fail – to pick them up & share the unconditional love of Jesus.
- Expand your church programme beyond a Sunday & mid-week service.
- Teach on the gifts that God has given to His Church – there are more than nine & there are many within a gift (plural of 1 Cor 12).
- Be alert & watch & be ready to recognise

### 5) Equip God’s people to be fishers of men and women – Read John 10:16

The is to go into “the nations” with the Gospel of Jesus Christ. The church is to grow in numbers. Our goal is both to motivate & equip people to be fishers of men & women. Evangelism may not be a popular word but it is a call upon our lives to go into the harvest field (John 4:35) There are many practical things we can do –

- Literature for people to use as they are out & about
- Regular preaching of the Gospel
- Special Gospel events e.g. instead of preaching have someone to testify
- Specific prayer for unsaved people
- Times of fasting & prayer
- Holding regular healing clinics etc
- Have a regular visiting programme

### 6) Keep watch over yourself and the flock until the task is complete – Read Acts 20:24-28

There are two aspects to this goal –

Keep a watch over yourself – we see in the life of Jesus how he was attacked & the disciples scattered. It is a ploy of Satan to attack the shepherds. If he can do harm to shepherds, he will bring damage to the flock.

Keep watch over the flock – watch for divisive people; watch for people who bring a wrong spirit; watch for people who are “nice” to your face. A true pastor aims not only at providing pasture for the flock but also its security & deliverance (John 10:9). Don’t be afraid of listening to advice from others about concerns they may have about someone. Be alert to want your people may be listening too & reading.

IT IS TOO BIG A TASK FOR ME! THE CHALLENGE TO BEYOND ME!

Yes it is big & beyond us in the natural but God has called you & given you His resources to be a faithful shepherd of His flock.

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This brings us to a very important section – a place where our natural limitations can be overcome with God's resources – OUR DEVOTIONAL LIFE.

### **THE PERSONAL LIFE OF A PASTOR**

1. The Study of God's Word
2. The Practice of Prayer
3. The Home of the Pastor
4. The Pastors Wife
5. What about time-off?
6. Training
7. Accountability.

### **PARTICULAR TOPICS WITHIN THE LOCAL CHURCH**

Discipline - of the Pastor and of the Congregation  
A Pastoral Team  
Resolving Conflict between leaders and church members  
Mentoring – having a mentor & being a mentor  
Women  
Counselling  
Being an Example/Model  
Care of the Flock

### **IS THERE A FUTURE FOR THE PASTOR?**

Is the future about pastors who are Bible based, Spirit-led, Christ-centred and God focused?

OR

Is the future about leaders who are demographically defined, market-driven, man-directed and consumer-oriented?

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### First Exercise –

read each scripture reference and identify a primary activity of the pastor

1 Thess 1:2-3; 3:9-10 \_\_\_\_\_

1 Thess 1:4-5, 9-10 \_\_\_\_\_

1 Thess 1:6-8 \_\_\_\_\_

1 Thess 2:1-6 \_\_\_\_\_

1 Thess 2:7-8 \_\_\_\_\_

1 Thess 2:9 \_\_\_\_\_

1 Thess 2:10 \_\_\_\_\_

1 Thess 2:10-12 \_\_\_\_\_

1 Thess 2:13 \_\_\_\_\_

1 Thess 3:1-8 \_\_\_\_\_

1 Thess 4:1-8 \_\_\_\_\_

1 Thess 4:9-5:11 \_\_\_\_\_

1 Thess 5:12-24 \_\_\_\_\_

2 Thess 1:3-12 \_\_\_\_\_

2 Thess 2:1-12 \_\_\_\_\_

2 Thess 3:6, 14 \_\_\_\_\_

2 Thess 3:15 \_\_\_\_\_