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Train & Multiply™

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Let's Pastor God's Flock



Pastoral Leader Training Booklet

49

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PART 1

THE QUALITIES OF A PASTOR

NOTES

Ask the Lord to help you pastor well.

In the Bible, pastors are called “elders”, (presbyters) in 1 Peter 5:1-4, “pastors” in Ephesians 4:11, and “overseers” or “bishops” in Titus 1:5-7.

These terms refer to the same work. A well-organized church has several co-pastors or elders. (Titus 1:5)

To shepherd others, we also develop our own spiritual life. In the following list from 1 Timothy 3, mark the qualities required for a pastor that you plan to develop more:

☐ ABOVE REPROACH – Do you have a good reputation?
(verse 2)

☐ HUSBAND OF ONE WIFE – sexual purity (verse 2)

PRACTICAL WORK

- Read 1 Timothy. Write down the responsibilities of a pastor, taught by Paul in this letter.
- Teach the contents of this study to those who share pastoral responsibility in your church or group.
- Organize the elders and all the members of your church to fulfill their own responsibilities, according to their gifts.

(Explain spiritual gifts, if you have not yet done this, using Romans 12:4-8, 1 Corinthians 12 and Ephesians 4:11-12.)

- Store your documents, notes, and papers tidily in files, in alphabetical order. You can use a box, and make cardboard dividers. A study on prayer is filed under “P.” An outline about stewardship is kept under “S.”

- ☐ TEMPERATE – moderate in what you eat and drink, modest in your way of life (verse 2)
- ☐ SENSIBLE – lead an orderly, disciplined life (verse 2)
- ☐ DIGNIFIED – pure, respectful, honest in your dealings (verse 2)
- ☐ HOSPITABLE (verse 2)
- ☐ AN APT TEACHER – capable communicator (verse 2)
- ☐ NOT A DRUNKARD (verse 3)
- ☐ NOT VIOLENT BUT GENTLE – considerate (verse 3)
- ☐ NOT QUARRELSOME – forbearing and peaceable (verse 3)

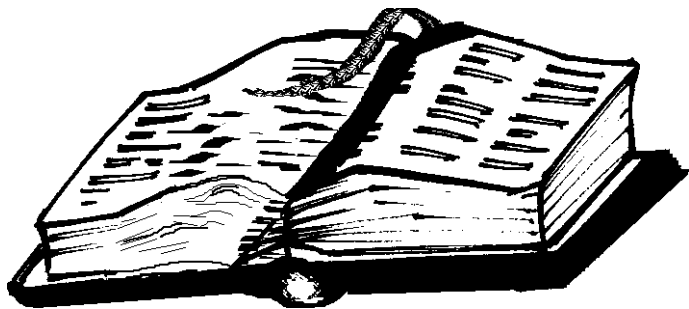
- ☐ NO LOVER OF MONEY – content with what you have
(verse 3)

- ☐ MUST MANAGE HIS OWN HOUSEHOLD WELL
– keeping his children submissive and respectful (verses 4-5)

- ☐ NOT TO BE A RECENT CONVERT (verse 6)

- ☐ NOT CONCEITED – humble (verse 6)

- ☐ HAVE A GOOD REPUTATION WITH OUTSIDERS
(verse 7)



- Counsel discouraged or straying members.
Person responsible: _____

- Counsel married and engaged couples.
Person responsible: _____

- Help leaders to agree with their spouses on their involvement, if any, in ministry.
Person responsible: _____

The Responsibilities of the Congregation Towards the Pastors:

- Imitate (1 Corinthians 11:1)

- Obey (Hebrews 13:17)

- Pray (Hebrews 13:18)

- Support (1 Timothy 5:17-18)

- Bible studies for older children.

Person responsible: _____

- Bible studies for youth.

Person responsible: _____

- Bible studies for adults.

Person responsible: _____

- Bible studies for entire families.

IMPORTANT: If we have only closely age-graded classes, we hinder students' loving relationships with other ages and family. Keep a balance between family and age-defined groups.

Person responsible: _____

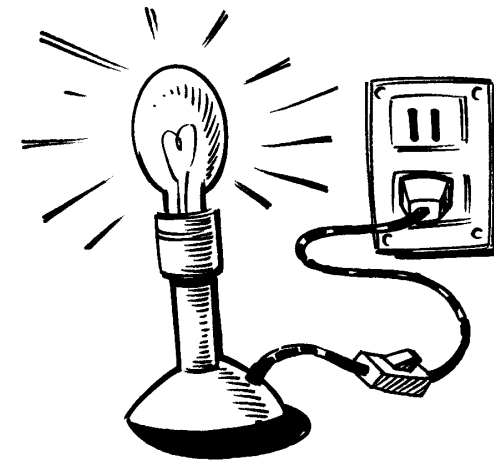
PASTORAL COUNSELING

- Counsel those with personal problems.

Person responsible: _____

ABOVE REPROACH (Unblemished conduct)

A pastor must be a model of Christ for all the community. To live above reproach, we first seek forgiveness and make restoration for wrongs done to anyone in the community. We must walk in the Spirit, praying and meditating on and applying the Word of God daily. If you pray little, you will lack spiritual power. Prayer unites us to God, just as an electric cord takes power from its source to where we turn on the light.



Neglecting prayer cuts our communication with God. Will people respect us if we do not practice what we preach?

HUSBAND OF ONE WIFE

A pastor maintains a good relationship with his own wife. He does not look for another woman. *“Flee the evil desires of youth.”* (2 Timothy 2:22) The doorway of an adulterous woman is a gateway to hell. (Proverbs 5:3-5)

If you feel attracted to another woman, what should you do?

TEMPERATE

**(Moderate in what he eats and drinks,
modest in his way of life)**

A pastor practices SELF-CONTROL. He does not do whatever he feels like doing, at any time.

Jesus Christ and the apostles suffered to spread the Gospel.

Whoever worries only about that they will eat and wear, does not have the same priorities as the Lord.

- Mobilize the new leaders, according to need (meet with them regularly to discuss their work).
Person responsible: _____
- Reinforce teaching, for new leaders, on church doctrine and methods.
Person responsible: _____
- Train leaders for House Groups.
Person responsible: _____
- Encourage loving attitudes among children, young people and relatives, and respect towards their elders.
Person responsible: _____
- Bible studies for smallest children.
Person responsible: _____
- Bible studies for young children.
Person responsible: _____

- Prepare programs for special occasions.

Person responsible: _____

- Orient the worship leaders to:

- Plan the order of the service (readings, special participations, etc.) according to theme and occasion.
- Choose hymns that match the theme and that all can sing easily (aim for total participation in singing).
- Inform those who will sing, play instruments or lead in any way well in advance.
- Prepare the table, etc., for the Lord's Supper.
- Prepare dramatic presentations of the Word of God, etc., (as well as the sermon).

Person responsible: _____

CHRISTIAN EDUCATION

- Coordinate the pastoral, missionary and leadership training programs.

Person responsible: _____

What use are sermons from someone who is bad-tempered or gets drunk?

SENSIBLE

(Leads an orderly, disciplined life)

The sensible pastor is careful in what he does, and organizes his time wisely. He arrives for meetings when expected. He thinks and prays before giving advice. He prevents disease, (for example, he is careful about hygiene in his home). He teaches his congregation so that they will not follow the false doctrine of sects. He does not go alone to counsel women; his wife or other women help in this ministry.

DIGNIFIED

(Pure, respectful, honest in his dealings)

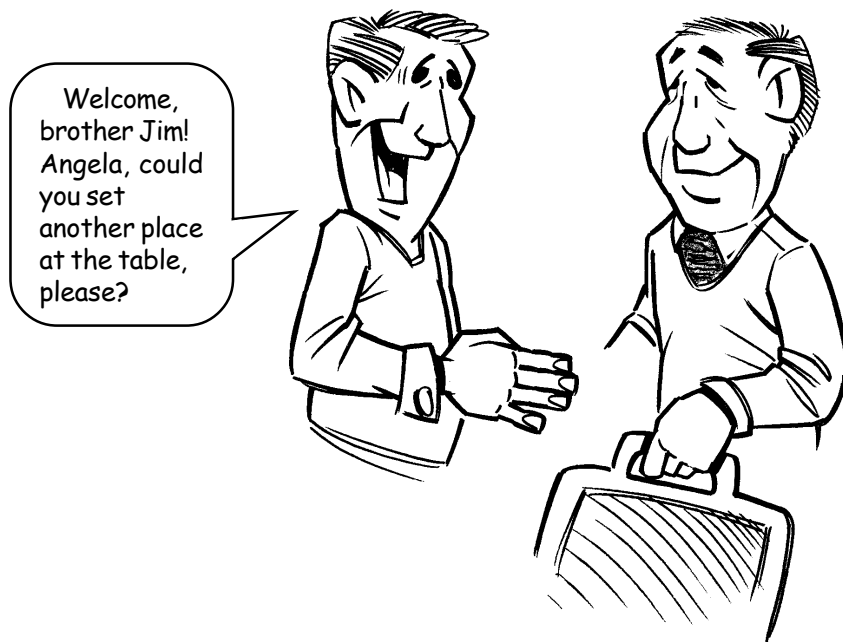
A pastor or elder is firm but not offensive. His speech is proper; his clothes clean and tidy. People feel bad to hear him argue in anger. He also does not 'steal sheep' from other churches, but evangelizes the lost.



HOSPITABLE

Many people come to a pastor's home. They seek prayer, advice, counsel, lodging, food and friendship. A good pastor and his wife help in everything they can.

However, do not waste time with those who do not make an effort to solve their own problems. They take up a pastor's time.



- Evaluate, initiate or modify methods of evangelism.
Person responsible: _____
- Encourage interest and commitment to foreign mission work.
Person responsible: _____
- Interview candidates for membership (who come from other churches).
Person responsible: _____

WORSHIP

- Define the themes of each service for the year, (different Biblical doctrines, whole books of the Bible, its members' present needs etc.)
Person responsible: _____
- Advise those who will take part, well ahead of time.
Person responsible: _____

- Baptize new believers.
Person responsible: _____
- Disciple all members.
Person responsible: _____
- Encourage all members to tithe joyfully.
Person responsible: _____
- Mobilize all members in a ministry.
Person responsible: _____
- Organize special ministry groups (visiting jails, hospitals, etc.)
Person responsible: _____
- Maintain discipline and correct the fallen.
Person responsible: _____
- Plant daughter churches.
Person responsible: _____

A pastor's wife should uphold his ministry and share in it as much as her domestic duties allow. What will happen if she is indifferent?

AN APT TEACHER

(Capable communicator)

The gift of teaching often develops as we start witnessing for Christ. As you gain experience, your teaching will be more edifying.

A pastor prepares himself. He studies the Bible, the history of the Church, and pastoral work.

Good teaching requires good preparation. You should learn and apply the Pastoral Studies in "Train & Multiply".

To teach well requires courage and humility. Satan tempts us to seek men's praise. *"Fear of man will prove to be a snare."*
(Proverbs 29:25)

We must teach the truth, whatever other people think. (Titus 1:9)

When someone stops studying, his preaching becomes boring. Why?

NOT A DRUNKARD

A good pastor is not a slave to wine or any other vice. If you or others have an addiction, use T&M pastoral study booklet 39 Counseling with Care.

What can we do, so that our people do not drink in excess at parties?
What alternative social activities, and fellowship meetings, could the church provide?

- Motivate mutual help and cooperation among the leaders.
Person responsible: _____

EVANGELISM, DISCIPLESHIP, AND MISSION

- Organize prayer chains, fasts, etc.
Person responsible: _____
- Evangelization in homes.
Person responsible: _____
- Organize public preaching and other evangelism.
Person responsible: _____
- Form new groups.
Person responsible: _____
- Help each member to obey Christ's commands.
Person responsible: _____

- Coordinate special men's work.
Person responsible: _____
- Coordinate special women's work.
Person responsible: _____
- Coordinate special youth work.
Person responsible: _____
- Coordinate social work (caring for the needy, etc.)
Person responsible: _____
- Oversee the maintenance of any property.
Person responsible: _____
- Organize fellowship activities.
Person responsible: _____
- Organize cooperation with pastors of other churches.
Person responsible: _____

NOT VIOLENT, BUT GENTLE (Considerate)

A good pastor is considerate with everyone. He encourages love among all the believers, so no one in the congregation feels lonely. The Lord Jesus Christ tells us that love is the most important quality. He commands us to love one another. If the pastor lacks fervent love for his people, the church suffers. Love is not seen only when everything goes well. Even unbelievers love each other when all goes well. Christ's love is seen when we overcome our own desires and put up with problems and criticism without anger or violence. If you have a problem with anger, use T&M pastoral study booklet 53 Love in Action.

The Pastor warmly welcomes visitors. How can he encourage the rest of the congregation to speak to visitors?

What will you do to encourage more love among the members of the church?

NOT QUARRELSOME (Peaceable)

Satan wants to bring strife and division into the church. A peaceable pastor will face strife with love. He speaks calmly and patiently with those who want to argue and fight. When necessary, objectively and in love, he admonishes a brother who is causing division or damaging God's work.

What steps will you take, if a member makes trouble?

NO LOVER OF MONEY

God's servant pays all his bills. (Romans 13:8) People trust his word and his preaching, when he shows he is responsible and fulfills his obligations.

GENERAL DIRECTION & ORGANIZATION

- Plan the work (define responsibilities and name the workers in charge of each ministry).
Person responsible to see that it's done: _____
- Evaluate the work (help leaders to give reports).
Person responsible: _____
- Plan the Secretary and Treasurer's work: plan the budget, administrate finances and correspondence.
Person responsible: _____
- Define general church policies.
Person responsible: _____
- Fix dates and prepare agendas for pastors' and other leaders' meetings.
Person responsible: _____

PART 3

ASSIGN PASTORAL RESPONSIBILITIES TO DIFFERENT ELDERS

In New Testament churches, several elders (co-pastors) shared the shepherding ministry. Their various responsibilities need to be defined. Assigning a ministry to a pastor or elder does not mean he alone carries it out; rather that he is responsible for it being done (by himself or by other persons to whom he delegates). A pastor or elder is a “bishop”, that is to say, supervisor or overseer, of the pastoral work, according to Ephesians 4:11-12, 1 Timothy 3:1-7, Titus 1:5-7.

In the following section, write the name of the person responsible for the supervision of each task. A shepherding elder (co-pastor) should be responsible to oversee these optional ministries, small groups or tasks. Add to the list whatever other tasks your church carries out. This list is divided into categories: General Direction/Organization; Evangelization; Discipleship and Mission; Worship; Christian Education; Pastoral Counseling.

Some preach only for gain. Some preachers demand more and more offerings from the congregation. What is your opinion?



An obedient pastor tithes. He is not miserly. He practices what he preaches. If the leader does not practice stewardship, the people will not, either. It is not proper for the pastor to handle church funds. Why do people not respect a materialistic pastor?

MUST MANAGE HIS OWN HOUSEHOLD WELL

(Keeping his Children Submissive and Respectful)

A pastor can care properly for his flock only when his own home is orderly. We love our wives and we correct our children in love. We always give a good example, in the family and in the church.

People do not respect a pastor who is negligent about his home and family.



Obedient pastors react to needs. They visit the discouraged and the sick (or ask their helpers to do so).



Welcome visitors to your church. Visit their homes to tell them about Jesus Christ.

The pastor is vigilant, in case "wolves" come. (Matthew 7:15-20) Satan does not come looking like a wolf, but disguised as an angel of light. (2 Corinthians 11:14) These wolves disguise themselves as sheep. They pretend holiness, and talk of religion. Warn your congregation of the danger, and teach them to identify and reject "wolves." Do not let an unknown preacher get among the members of your church.

What is Satan's motive in disguising himself as a teacher of truth?

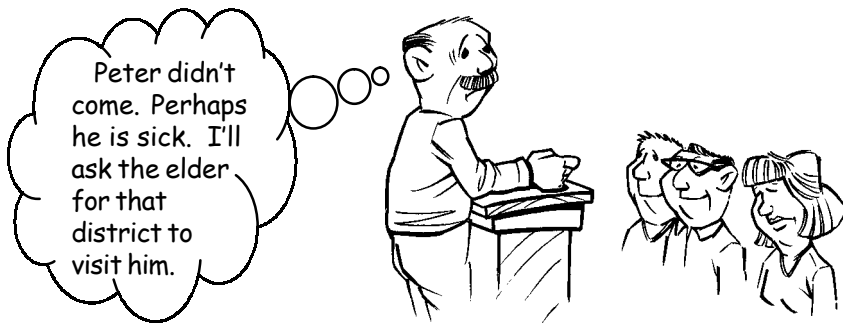
Lazy preachers always teach the same themes. They seldom vary their messages. Their congregations suffer from spiritual malnutrition.

What should pastors do to wisely select sermon themes?

WATCH OVER THE FLOCK, VISIT THE MEMBERS; GET TO KNOW THEM, HELP THEM IN THEIR NEEDS AND LEAD THEM INTO MINISTRY

“Guard yourselves and all the flock of which the Holy Spirit has made you overseers. Be shepherds of the church of God, which he bought with his own blood.”

(Acts 20:28)



How might you better shepherd your family?

NOT BE A RECENT CONVERT

A church lays hands on a new pastor when his gifts and love for God and men are evident:

- personal holiness
- people converted
- love in the congregation
- spiritual maturity, etc.



He must first show spiritual maturity and Christian character.

1 Timothy 5:22 advises: *“Do not be hasty in the laying on of hands.”*

The elders (presbyters) lay hands on a qualified man to consecrate him.

Why do we not ask a recent convert to preach?

NOT CONCEITED

(Proud)

A good pastor can become proud. If he does not humbly resist this, he starts nagging and acting like a dictator. God uses humble workers. The greatest enemy of the church is the proud pastor who gives orders as though he were her owner. Jesus was never proud; he received children; washed his disciples' feet; ate with, and talked to sinners and the humble; remained silent before his accusers.

The Bible is the preacher's tool and weapon; it is his sword. We need to learn to use it well. (2 Timothy 2:15) The apostle Paul told young Timothy in 2 Timothy 3:15-17: *“...and how from infancy you have known the Holy Scriptures, which are able to make you wise for salvation through faith in Christ Jesus. 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.”*

Do you study the Bible regularly? _____

(Mark the doctrines about which you should teach more.)

- ☐ The attributes of the one God.
- ☐ The Person and work of the Lord Jesus Christ.
- ☐ The Person and work of the Holy Spirit.
- ☐ The responsibilities of Christian discipleship.
- ☐ Sin and its consequences.
- ☐ Repentance, faith and the new birth.
- ☐ Holiness.
- ☐ The Lord's Second Coming.
- ☐ The importance of the Lord's Supper.
- ☐ The necessary activities of the church: to pray, evangelize, baptize; start new works; send missionaries; care for the elderly, sick, needy, oppressed and orphans, etc.
- ☐ The duties of the Christian as husband, wife, child, parent, citizen etc.

If a brother sins and refuses correction, what should we do?

TEACH

“And the Lord’s servant must be... able to teach...”
(2 Timothy 2:24)

An obedient pastor teaches the Bible publicly and in homes.
(Acts 5:42, Acts 20:20) He also trains his “Timothies” (students who observe and imitate their instructor – 2 Timothy 2:1-2).

A pastor does not teach the way some lazy schoolteachers do.
He does not rule dictatorially, or simply pass on knowledge to his students, but rather teaches them by his own example.
(Titus 2:7-8, 1 Peter 5:3)

When is Satan most likely to attack us through pride?

**HAVING A GOOD REPUTATION
WITH OUTSIDERS**

A good pastor has the respect of the community. He pays his bills on time. He cooperates with the better leaders of the community. He gives a good example in everything.

What can you do, so that the non-converted respect you more?

Before we lay hands on you to be a pastor, do you promise to care for the flock, visit members and unbelievers, baptize the new converts, serve the Lord's Supper, teach the Word of God and help all the members to carry out some ministry, according to their respective gifts?



With God's help I will, brother.

Why should a growing church share responsibilities among all the elders and members?

RESTORE THE FALLEN

"Brothers, if someone is caught in a sin, you who are spiritual should restore him gently. But watch yourself, or you also may be tempted."
(Galatians 6:1)

A good pastor leaves the 99 faithful sheep, to look for the lost one. To pastor means to lead, protect, care for and feed the sheep. Every flock has sheep that stray.



A weak or insecure pastor tries to control everything. He does not involve others in the organization and administration of the church.

In many churches a 'senior pastor' or elder helps all the other elders and leaders to carry out their different ministries. Each elder helps his own group exercise their ministry, according to their spiritual gifts.

Sometimes, a church falls under the control of one family or a few older members. This is wrong! They should share the responsibilities with everyone, including the newer members, or the work will gradually stagnate. To prevent this, teach about the gifts God gives.

(Romans 12:1-8, 1 Corinthians 12:13, Ephesians 4:7-16)

Help each member put his gifts to work in a suitable ministry.

To share responsibilities, write down the particular duties of each worker; each member has his own responsibilities. All should know what their ministry is. We suggest putting this list where everyone can see it.

No organization functions well unless everyone knows their own responsibilities.

PART 2

A PASTOR'S RESPONSIBILITY IS TO PREACH THE WORD OF GOD

"In the presence of God and of Christ Jesus, who will judge the living and the dead, and in view of his appearing and his kingdom, I give you this charge: Preach the Word; be prepared in season and out of season; correct, rebuke and encourage - with great patience and careful instruction."

(2 Timothy 4:1-2)

To preach well requires continuous study of the Bible. Seek themes that edify your church. Vary the subjects. Deal with needs without nagging. Speak privately with those who need counsel. If you stop studying, you should stop preaching. Keep your messages short. A short, well-prepared message has greater impact than a long message.



COUNSEL THE BELIEVERS

“Those who oppose him he must gently instruct, in the hope that God will grant them repentance leading them to a knowledge of the truth.”
(2 Timothy 2:25)

We counsel in private:

- those who are getting married,
- couples with matrimonial problems,
- those in mourning,
- the sick,
- those fallen away,
- faithful believers who still have no responsibilities in church,
- those who need inner healing for emotional wounds; broken relationships, or hidden sins,
- those who have emotional or sexual problems.

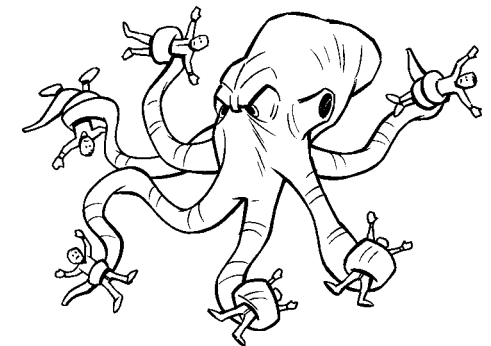
To what end do they train God’s people?

The works of service (ministry) are not only for pastors and teachers, but for all God’s people.

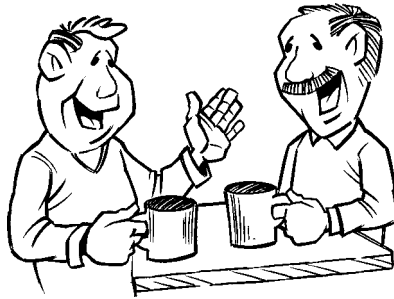
A pastor guides his church, and plans ahead. He looks to the future. He inspires his congregation to work with enthusiasm and joy. He helps the church to establish goals.

He cooperates with the other elders in the church, who share pastoral responsibilities. If one man tries to control everything, the work is weakened.

Many problems originate in the pastors themselves. Where there is no proper organization, a pastor may foolishly try to do everything himself.



To “preach” the Gospel does not only mean speaking in public. You can preach the Gospel sitting with a friend over coffee, you can also preach the Gospel through drama, and in many other ways.



When you visit to evangelize, take others with you, so they may also learn to witness.

MOBILIZE ALL THE MEMBERS TO FULFILL THEIR MINISTRIES

“It was he who gave some to be apostles, some to be prophets, some to be evangelists, and some to be pastors and teachers, to prepare God’s people for works of service, so that the body of Christ may be built up...”

(Ephesians 4:11-12)

According to the passage above, whom do the pastors and teachers train?

Help a believer to understand his own problems. Listen to him, before speaking. Often the person is greatly helped just by talking to a sympathetic listener about his problem, and starts looking at it more objectively.

Ask a mature woman with a servant’s heart to counsel younger women.



For more help in counseling, ask your instructor for more studies in the area of Pastoral Care and Counseling.

SERVE THE LORD'S SUPPER AND MAINTAIN DISCIPLINE

"...do this in remembrance of me." (1 Corinthians 11:24)

We share the Lord's Supper with baptized believers who have repented of their sins. Some churches have the Supper every week; others once a month. The practice of holding serious worship without sharing in the Lord's Supper is relatively recent in church history.

The Supper celebrates the New Covenant of the Lord Jesus Christ. It reminds us of His redemptive death and His Second Coming; it is an important and solemn occasion. In it, we are united in communion with our Lord, and with His people.

Before taking part, the believer examines himself and prays in silence, confessing his sins. (1 Corinthians 11:27-32) God forgives any sin, including murder, child molesting or any other crime. But He expects us to admit our wrong and change our behavior. (1 John 1:8-10) If a person is obviously indulging in serious wrongdoing and is not willing to confess and turn from it, the pastor or elders must correct him. If he pays no heed to them, or to the church, he is not allowed to share in the Lord's Supper. (Matthew 18:15-18, 1 Corinthians 5:11)

If he pays no heed to them, or to the congregation, and persists in behavior that is clearly condemned by Scripture and offends the church body, 1 Corinthians 5 requires that we discontinue fellowship with him until he repents. Paul in this passage corrected without condemning. We likewise correct offenders with meekness and caution for our own weakness (Galatians 6:1). We do not demand instant perfection from new believers, for example.

Write the steps we take to correct an erring brother, according to Matthew 18:15-18, Galatians 6:1 and 1 Timothy 5:19:

WITNESS FOR CHRIST

"...do the work of an evangelist, discharge all the duties of your ministry." (2 Timothy 4:5)

A pastor is an evangelist. He witnesses for the Lord Jesus Christ.