

The Pastor

I am so blessed by all the support and encouragement that I have received in this church. You are all such a tremendous blessing to me. This morning I was hoping you would indulge me on a little side trek. I want to boldly go where few have gone before.

Spock – Torah split finger example...

Seriously though I do want to take a look at what a pastor is.

There is a lot of confusion in our churches about what the pastor does. What he should do and so on. This morning, I am going to give you a brief tour of the job description.

Although senior pastors are essentially the CEO and ex officio of all groups and so forth within the church.

God's intention is that the pastor primarily works with the congregation and the deaconry primarily worry about the day-to-day operation of the facility. Note that this does not mean that the pastor can't help, it means that his or her focus should be on the people not on the building or the finance.

The pastor helps with the spiritual direction the direction of funds and overall vision. Honestly people, I really don't want to know how much each person tithes etc. Every person in this place is equal in God's eyes and so I want that to be the same in mine. I will not allow myself to be biased in my decision-making based on a person's contribution to the church. What you give to the church is between you, God and Revenue Canada.

I believe that everyone matters and has a purpose in Gods church.

I have shaken up the way things have operated and made changes, in the spirit of full disclosure, I want you to understand why.

So what am I, and pastors in general responsible for?

The first thing that I want to share is the four "V's"

- Vision
- Values
- Victories
- Velocity

Vision – Pastors are ordained to oversee the spiritual direction and overall vision of the church. While Jesus has established the vision for the church, each pastor will

have his own unique vision on how to implement it. At the end of the day it is the pastor who is responsible to see that the vision of the church is attained.

Where there is no vision, the people perish: but he that keepeth the law, happy is he. (Proverbs 29:18)

Values – Pastors develop, protect and shape the culture of the church. His or her life must reflect this. “The man IS the message.”

Victories – Pastors set the metrics by which success is established in the church. Is the focus on the number in attendance, the amount of the tithe? This has been a historical focus for many churches.

How about how many saved this year? or how many baptisms? How many missionaries supported?

Are the metrics to be quantitative (Numbers) or qualitative (atmosphere)? Are more people smiling? Are more people exercising gifts of the Spirit? How is body ministry? Are people relating to each other and to Jesus in a more Godly fashion? Are people growing spiritually?

Here is the bottom line. It is the pastor’s job to set the priorities, objectives and initiatives in which the church will engage in during the year.

The pastor is responsible to work with the deacons to ensure that the costs for the projects and objectives fall within acceptable limits. He is responsible to ensure that the church leadership is behind these projects and that they are feasible with the available resources.

Deacons typically are responsible for the facility, maintenance and operating costs. These costs are approved in consultation with the pastor, as he is the chief executive officer.

Some pastors are hands-on some are hands-off. I prefer to trust and work with my team. In extraordinary circumstances or in relation to major capital expenditures, the board or the pastor may recommend that the congregation be consulted.

When properly administrated, deacons primarily deal with all the natural needs of the church and the Pastor primarily deals with the spiritual direction of the church. Yet it should be noted that any times the pastor does mentor leaders and deacons to take on pastoral challenges.

Deacons can be called upon to preach, teach or pastor people if needed. It is up to the pastor to utilize and develop these devoted church leaders for maximum growth and effectiveness.

Velocity – This is a hard one, but honestly, the pastor in consultation and prayer with the Lord determines the speed at which the organization moves forward.

There is a constant balancing of present needs and tasks with future opportunities. Change is not easy and how a church functions, changes, responds or adapts to that change directly corresponds to the velocity or speed at which that change is presented. The Pastor and leadership in general seek to find God's timing.

The pastor can delegate, create teams, seek counsel or advice from his team, but at the end of the day, the pastor is responsible before God. The pastor is God's steward of the resources both human and natural placed in his care. It is not a responsibility to take lightly as there will be an accounting before the father.

Next

I would like to talk about what a Pastor needs from those in leadership and the congregation... If you will indulge me yet again, I would like to present this in a personal format.

- We need to be committed to the same vision. If we are not on the same page then we need to find you a place where you can be effective in ministry. The kingdom of God is bigger than Crossroads.
- As a pastor I need a church that will forgive me and overlook my bad days and mistakes. For example, when we were planning the menu for a recent church party and were talking about chicken and I commented that I like big breasts. Totally not what I meant to say as I was talking about portion size of chicken not ladies assets. But can you see how that could go so wrong and be easily misunderstood. We all have bad days and misspeak. Let's exercise grace in a culture of honor.
- I want to place people into areas of the church where they will grow and thrive but sometimes we just need some help to pick up the garbage or do the dishes etc. Please be willing to roll up your sleeves with me.

But be doers of the word, and not hearers only, deceiving yourselves. For if anyone is a hearer of the word and not a doer, he is like a man who looks intently at his natural face in a mirror. For he looks at himself and goes away and at once forgets what he was like. But the one who looks into the perfect law, the law of liberty, and perseveres, being no hearer who forgets but a doer who acts, he will be blessed in his doing. (James 1: 22-25)

- When you say you are praying for the pastor, actually do it, please do this, I feel your prayers and hedging up and I covet your prayers immensely. Every day I am dealing with struggles and strife in various individuals lives and it

touches me deeply because I care... My prayers and yours bring strength and life to my ministry. They are important.

- If you are concerned about my actions or have a concern about something the church is doing, don't gossip about it, come and talk to me. If you need a reference for how to approach issues, check out Matthew 18. I've got your back and I need you to have mine.
- We need to realize that we can do nothing by ourselves, the church is a body for a reason, every joint supplies. Just as you need a pastor, I need you, we are the bride of Christ. Self-reliance is an illusion.

Jesus said that the world would know us by our love and if we love each other we need to pray for each other

Confess your faults one to another, and pray one for another, that ye may be healed. The effectual fervent prayer of a righteous man availeth much. (James 5:16)

Praying always with all prayer and supplication in the Spirit, and watching thereunto with all perseverance and supplication for all saints; (Ephesians 6:18)

We need to really care for each other... care being more than a feeling, but an action.

Take heed, brethren, lest there be in any of you an evil heart of unbelief, in departing from the living God. But exhort one another daily, while it is called To day; lest any of you be hardened through the deceitfulness of sin. (Hebrews 3:12-13)

Bear ye one another's burdens, and so fulfil the law of Christ. (Galatians 6:2)

- There is no spiritual gift of criticism. Be bold, be strong, have faith and believe in the potential of what could be. Nothing great was ever created without a vision of what could be achieved. We can talk about the risk elements and negative aspects of a project, but once we have decided to move forward with it, let's all get on board. Let's build our church in unity and a culture of honoring one another.
- I am a pastor... Surprise! I bleed red blood. I put my trousers on one leg at a time. I get hungry and have to work out my faith just like everyone else here. Yes as your pastor, I am a trained spiritual leader and have responsibility, but

I am on the journey with you. Let me encourage you to please keep your eyes on Jesus and a graceful heart for his servant.

- Whenever you can, come to church faithfully and absorb the Word that God has given for you.

The elders which are among you I exhort, who am also an elder, and a witness of the sufferings of Christ, and also a partaker of the glory that shall be revealed: Feed the flock of God which is among you, taking the oversight thereof, not by constraint, but willingly; not for filthy lucre, but of a ready mind; (1Peter 5:1-2)

...not forsaking our own assembling together, as the custom of some is, but exhorting one another; and so much the more, as ye see the day drawing nigh. (Hebrews 10:25)

As your pastor, I am commanded to feed the flock... I have read many scriptures in my life and I love visitation but unless you are shut it, I am not commanded to make home delivery.

Man does not live by bread alone and you can't be fed, if you are not here. That said; never forget that self-care and family ministry is important too. But if you are going to miss the gathering together of the saints, do it intentionally and with considered forethought.

I am not focused on finance, but there is a reality that doing things in ministry usually has a cost associated with it. While I am not firm on a legal aspect of tithing, I do believe that it is necessary and that God loves a cheerful giver.

But this I say, He which soweth sparingly shall reap also sparingly; and he which soweth bountifully shall reap also bountifully. Every man according as he purposeth in his heart, so let him give; not grudgingly, or of necessity: for God loveth a cheerful giver. (2 Corinthians 9:6-7)

We need to have a sense of urgency for those who are not saved. We need to give people the opportunity to hear about Jesus. Share your church and Jesus with others. People need relationships, they are lost and lonely.

And the lord said unto the servant, Go out into the highways and hedges, and compel them to come in, that my house may be filled. (Luke 14:23)

Here is a partial list of some of the roles that pastors are called upon to fulfill...

- Preacher
- Teacher

- Visionary
- Prophet
- Evangelizer
- Project Manager
- Community builder
- Building usage consultant
- Baptizer
- Discussion leader
- Encourager
- Emotional baggage handler
- Counselor
- Funeral companion
- Funeral Official
- Grace Giver
- Historian
- Interpreter
- Mediator
- Justice Seeker
- Gift Discoverer
- Nurturer
- Organizer
- Unifier
- Stewardship Coordinator
- Wedding official
- Prayer Companion
- Advocate
- Reviewer
- Protector
- Watchman

Best Job ever - Anyone want to sign up?

The harvest is great but the workers are few (Luke 10:2; Matt 9:37)

Ever wonder why pastors often get called “reverend”?

Well... Paul wrote: “let the elders who rule well be considered worthy of double honor, especially those who labor in preaching and teaching (1 Timothy 5:17)

It is from this basis that titles of honor were formed. In 1 Thessalonians 5:12-13 we read: “Respect those who labor among you in the Lord and admonish you, and esteem them very highly in love because of their work”

Pastors read, study and pray. They care for the people. When we consider primarily what a pastor does, much of it involves teaching the Word of God. Since this is a primary responsibility a pastor is obligated to spend much time in study of the Word. He must also pray diligently.

These are the keys to being able to effectively teach the bible. This is not just my idea but is exemplified by the apostles themselves. Peter said *"It is not right that we should give up preaching the Word of God to serve tables... we devote ourselves to prayer and the ministry of the Word."* There is nothing wrong with serving tables, but what the apostle is cautioning here is to keep the focus where it is needed. (Acts 6:2,4)

The apostle Paul told Timothy in 1 Tim. 4:13 *"Devote yourself to the public reading of scripture, to exhortation, to teaching."*

So you can see where the bible places the emphasis on the leaders and pastors in the church.

Let's look at 1 Timothy 3 which describes the qualifications for deacons and pastors:

PASTORS:

The saying is trustworthy: If anyone aspires to the office of overseer, he desires a noble task. Therefore an overseer must be above reproach, the husband of one wife, sober-minded, self-controlled, respectable, hospitable, able to teach, not a drunkard, not violent but gentle, not quarrelsome, not a lover of money. He must manage his own household well, with all dignity keeping his children submissive, for if someone does not know how to manage his own household, how will he care for God's church? He must not be a recent convert, or he may become puffed up with conceit and fall into the condemnation of the devil. Moreover, he must be well thought of by outsiders, so that he may not fall into disgrace, into a snare of the devil.

DEACONS:

Deacons likewise must be dignified, not double-tongued, not addicted to much wine, not greedy for dishonest gain. They must hold the mystery of the faith with a clear conscience. And let them also be tested first; then let them serve as deacons if they prove themselves blameless. Their wives likewise must be dignified, not slanderers, but sober-minded, faithful in all things. Let deacons each be the husband of one wife, managing their children and their own households well. For those who serve well as deacons gain a good standing for themselves and also great confidence in the faith that is in Christ Jesus

So to sum up in a nutshell, my job is to love and care for each of you and to help you grow spiritually. I hope this serves to clarify what a pastor is...

Anyone interested in learning to become a pastor send me a message and we can put a plan in place to help you achieve your call. If you do not feel the desire to be a pastor, now you know what we do... let's discover together what you do... I'll leave you with this last thought from scripture.

Ephesians 4:11-16

...And He (Jesus) personally gave some to be apostles, some prophets, some evangelists, some pastors and teachers, for the training of the saints in the work of ministry, to build up the body of Christ, until we all reach unity in the faith and in the knowledge of God's Son, growing into a mature man with a stature measured by Christ's fullness. Then we will no longer be little children, tossed by the waves and blown around by every wind of teaching, by human cunning with cleverness in the techniques of deceit. But speaking the truth in love, let us grow in every way into Him who is the head—Christ. From Him the whole body, fitted and knit together by every supporting ligament, promotes the growth of the body for building up itself in love by the proper working of each individual part.

Blessings,