

[Joshua Leadership Missions' College Tanzania – April 2004 – EKB]

**Introduction**

1. The structure of the local New Testament Church, *Mat 18:17-20, Ac 20:17,28, 1Pet 5:1-5*, followed on from the local synagogue pattern, *Jam 2:2*. (“Assembly” is synagogue in the Greek.) *Mk 5:22, Ac 18:8,17*.
2. In the local New Testament Church there is a plurality of elders, *Ac 14:23, Ac 15:2,6, Ac 20:17, Heb 13:17, 1Thes 5:12*.
3. By considering *Ac 20:17,28, 1Pet 5:1,2, Tit 1:5,7*, the three words:
  - “elder” – Gk presbuteros;
  - “bishop” means overseer – Gk episkopos, *Phil 1:1, 1Tim 3:1,2, 1Pet 2:25*;
  - “shepherd” - Gk poimen, or poimaino to feed or shepherd,
 we can see that they refer to the one person who is elder or bishop/overseer and shepherd/pastor.
  - “elder” refers to maturity in spiritual things,
  - “bishop/overseer” refers to office or position,
  - “shepherd/pastor refers to their work and labour for the flock.

**Order of priorities is very important**

1. Maintain close relationship with the Lord, the Chief Shepherd and Bishop of our souls, *1Pet 2:25, Heb 13:20, 1Pet 5:4* “Take heed to yourselves.....”, *Ac 20:28, 1Tim 5:17, Eph 5:18,19, 1Tim 6:11-14*.
2. To care for your own wife and children in leading them in God’s ways, God’s truth and God’s will. To provide for all their needs, spiritual, mental, social, physical and material, *1Tim 5:8, Eph 5:25-27, 6:4, 1Tim 3:1-5, Deut 6:7*. Get a job if you have to, to provide your needs, *2Thes 3:10-12*.
3. Pastor the flock over which the Holy Spirit has made you overseers, to feed the church of God which He has purchased with His own blood, *Ac 20:28*.

**Christ’s gifts to the Church, Eph 4:8-13**

When Christ arose He defeated all our enemies and gave gifts of ministry, men and women, to His Church. These five gifts of people, *v11*, are in the local church, *1Pet 5:1, Ac 14:28, 15:35*, and travelling out from the local church, *Ac 13:1- 14:28*. They equip the saints for the work of ministry, build up the Body of Christ so that it comes to maturity. They are elders in the local church, *1Pet 5:1*. These ministries are major feeders of the flock of God.

**Responsibilities of Elders, Pastors, Leaders. Ezk 34**

1. **Feed the flock of God by ministering the Word and the Spirit of God at every opportunity**, *1Tim 5:17, Ezk 34:2,3,8, 2Tim 4:1-5, Mat 24:45, Ac 20:28, 1Pet 5:2, Jn 21:15-17*. **Have fresh “manna” every day**, *Ex 16:15-21*. Teach the Word of God, by the Holy Spirit in a systematic way, **covering the whole counsel of God**, *Ac 20:27*. Minister whole books of the Bible, e.g. Ephesians, Galatians, Philippians, etc. *Rom 15:19*.
2. **Strengthen the weak, discouraged and hurting**. Bring to them understanding, compassion and encouragement, by ministering the Word in the Spirit and by **practical help**. *Dan 10:19, Ezk 34:4, Lk 22:32*, in NIV – *1Thes 2:11, 3:2, 4:18, 5:11*. Call them up on the altar call and let the Holy Spirit flow through you to bring them the Word of God.
3. **Heal the sick**, *Ezk 34:4, Jam 5:14,15, Mat 25:26, Mk 16:18*. The healing anointing is upon the Head and flows down on the Body, as it moves in faith, love and oneness, *Ps 133*. [Visit the sick in their homes or in the hospital. Go with several others to anoint with oil and pray the prayer of faith. Do so boldly and openly for many other patients in the hospital ward will also request prayer. Take plenty of tracts to give out.]
4. **Comfort and counsel those in distress** with the comfort and counsel that we have received from God, *2Cor 1:4, Ezk 34:4, Is 61:1, Lk 4:18*. You may not be a professionally trained counsellor, but you can help people through their difficulties by sharing with them how the Lord has helped you. Encourage, exhort and explain the truth of God’s Word.
5. **Restore those who have been overcome by failure and pressure of the enemy**. *Ezk 34:4, Gal 6:1*. Have compassion on the fallen, *Jn 21:15-17*. Go to the prison and minister boldly to the fallen ones or those imprisoned for the Gospel, *2Tim 4:11,16*.
6. **Seek after the lost sheep**. *Ezk 34:4,6, 8:11, Mat 18:12-14, Lk 15:1-10*. Keep watch over the people, with the elders and note those who are away. Visit and share the vision, of revival and the glory of God. *Pro 29:18*. Without a vision the people perish, and are lost. Lack of vision brings lack of purpose and meaning and folk drift away. False teaching can take people away. Teach the truth and exhort. Desire for instant inheritance can cause believers to depart and drift away. *Pro 20:21*. Rejection, rebellion/bitterness/insecurity robs a lot of people. Fear problems also rob people of their place in Christ.
7. **Exercise godly discipline**. *1Tim 3:5, 1Cor 5:1-13, 2Tim 4:1-5, 2Tim 2:24-26*. The Corinthian passage instructs us on the importance of exercising godly discipline in the church. If gross sin (such as in the Corinthian church) is not dealt with in the church by the leadership it will spread like leaven through the whole body, *v6*. When a believer falls into gross sin, the pastor and an elder(s) need to visit, urge repentance and seek to restore, *Gal 6:1*. If the person concerned refuses to repent, after being given time to consider, *Rev 2:21*, then they must be made no longer welcome in the church. In due course they must be asked or told to leave. This is what is meant by *1Cor 5:5*. They are put out from the covering of Christ and the Church. The leaders need to inform the leaders of other “churches” in the town and get their support. It is important that the church continues to intercede for full restoration. Read *2Cor 2:1-11*. This passage may refer to *1Cor 5:1-13*.
8. **Keep the flock together and in unity**. *Ezk 34:5,6*. Share the vision of the church to win the lost, *Pro 28:19*. Without a vision the church will perish and fall apart. Keep momentum going forward as an army on the move, Reach out to win

souls, disciple new believers and minister to the needy outside the church. Be a missions sending church. Be a Joshua type leader. Invade the land. Overcome. Conquer and extend your borders. A static church will fall apart. Watch out for signs of division and talk to those who have concerns, especially if they are the spiritually mature. Plan regular outreach events to which believers can bring their unsaved friends – Easter, Christmas etc.

9. **Protect the Church of God**, *Ezk 34:5,8, Ac 20:28-31, Jn 10:12,28, 2Pet 2:1-3,10-13*. Watch out for those who seek to come into leadership who have a hidden agenda for personal advancement. There will be some who will seek to come into the church leadership, desiring to fulfil their own personal vision, at the expense of the vision of the senior leader and the church as a whole. Where there are two visions there will be division. Watch out for those who have a different doctrine to that held by the leadership team. Watch for false teachers.
10. **Know the believers**, *Jn 10:14*, and your leadership team. Keep close to them. Visit them in their homes. Spend time together to build relationship and understanding. Be a caring church, encouraging one another and building one another up. Does it mean anything to you when a mentor tries to learn your name and develop relationship with you? Many people get offended when the pastor will not shake hands with them at the door and greet them by name.
11. **Be an example to the believers and lead them in God's ways**. *Jn 10:4,27, 1Pet 5:3, 1Tim 4:12, Eph 5:18-21*. Be an example in speech, life, love, spirit, faith, purity and joy.

**Training Leaders and delegating responsibility to grow your church.** *2Tim 2:2, Eph 4:12*. Equip and prepare God's people for works of service. As a pastor you can only do so much. For the church to grow you need to train leaders to take responsibility for various areas of church life. If you try and do everything you will become a limiting factor to the growth of the church. Grow your own leaders and beware of bringing in a leader from outside. Your focus needs to be on training young men and women to take various roles of leadership. Do not give authority to someone before they are ready and mature. Make sure they are faithful. Meet weekly to train leaders. There are many excellent books on leadership training.

#### **How are we going to train them?**

*2Tim 2:2*. You can make a faithful person able, but you cannot make an able person faithful.

What are the areas you need to delegate? – infants, children, (5-10), youth (11-14), (15-18), young adults, (19-23), (25-30), singles, women, evangelism, deacons, elders, cells, training leaders, overseeing cells, pastoral care and visitation, prayer leading in the church, prayer co-ordinating, worship leading, musicians, music practice, administration, accounts, care of the facility, welcoming, ushering, communion, collecting tithes and offerings, accounting, banking, new convert classes, mentoring new converts, set up and break down for those renting premises.

**Recognise the place of women in leadership responsibility in the church and encourage them.** This is the greatest untapped source of ministry in some churches. Some of the most spiritually mature people in your church will be women. *2K 22:11-20*. Huldah was God's prophetess to His people. Women can do anything a man can do in church life, so long as men provide a covering of protection. It is a man's place to stand in the gap and fight the invading enemies. *Ezk 22:30*.

*Judges 4:4,5,6-10,14*, - Deborah "sat in Moses' seat" as judge of Israel.

*1Tim 2:11,12* – Make sure you recognise the context that these words are part of. The context of verses 9-15 is on the context of modesty, v9, and acceptable, submissive behaviour by women. The word translated "silence", v11,12, in the KJV and NKJV, is *hesuchia* in the Greek, and means "tranquillity arising from within", "quietness" and also "causing no disturbance to others." See Vines "Expository Dictionary of N.T. words." Young's Literal translation translates "nor to usurp authority over the man," v12, as "nor to rule a husband." Vines explains that the Greek word *authenteo*, translated "usurp", v12, KJV, means "to domineer over." So we conclude that this is not a ban on women speaking in the church. *1Cor 11:5*, indicates women praying and prophesying in the church. It is a caution for women not to act in such a way as to reverse the order God has established in *1Cor 11:3, Eph 5:22-24*. Women are not to teach, or act in any way as to seek to domineer over man. God has established the order for family and church. *1Cor 14:34,35*. Study the context of *1Cor 14* and you will see that Paul is addressing issues of avoiding confusion and disorder in the church. The issue is not a ban on women speaking in the church but is a caution against women speaking and causing confusion and disorder in the meetings.

In the New Testament, Aquila and Priscilla are mentioned six times. Three times Aquila is mentioned first, *1Cor 16:19, Ac 18:2,26*, and three times Priscilla is mentioned first, *Rom 16:3, Ac 18:18, 2Tim 4:19*. In the passage *Rom 16:3-5*, Paul says they have been his helpers, have laid down their own necks for his life, and he sends greetings to the church in their house. They were both church leaders. Priscilla is mentioned first. Priscilla and Aquila were both pastors of this church.

Men should fight in the front lines not women. We need women elders, women in pastoral care, visitation, prayer. Half of our congregations are women. We need spiritual "fathers: in the church and spiritual "mothers". We need strong women's work. *Ju 5:7, 2Sam 20:19*, Women can preach on Sunday.

**Arrange times of in-depth repentance, inward cleansing and release**, (sometimes called encounters, cleansing streams), for those in leadership training. This may be a full day or a Friday night and Saturday. Arrange for 10-20 men only or women only. After worship, fellowship at the Lord's Table, have someone share how they have found freedom from inward problems, hurts and bondages, through Christ. Rejection, insecurity, inferiority, fear, anger, rebellion, bitterness, resentment, hate, pride, criticism, judging attitudes of despising others, fears, self consciousness, self pity, self centredness, lust, pornography, immorality, unbelief, unforgiveness, holding others in judgment, doubt, lying, stealing, and so on. Deal with the demonic. In some cases there will be demonic spirits that have to be removed. These are focused times of putting off the old man and putting on the new man in Christ. *Col3:5-14*.

**If possible use the Alpha Programme.**

This is a preconversion evangelism course of a series of videos introducing Christianity. Welcome, meal, video, discussion. There is a weekend, Friday – Sunday to provide opportunity to accept Christ and be baptised with the Holy Spirit. 8 week course, one night/week plus a weekend.

**Disciple new believers to maturity**

Arrange a new believers class. (maybe for one hour before Sunday meeting). Give out the study the week before to complete. Go through this and share. Many churches match one mature believer to a new convert as a mentor to work through the new believer's studies. Two courses available in [www.pastornotes.com](http://www.pastornotes.com) Both have been tried and used over many years. Also No 29 in Pastor's Notes covers the six basic foundations for believers. In Greenlane Christian Centre we have a seven step disciple track that takes new believers right through to maturity.

**Assist the believers in your church to find their identity in Christ! This is their calling, gifts and ministry.** They need to find their significance, self worth and security in Christ.

*1Pet 4:10 (NASB)* – As each one has received a special gift, use it in serving one another.....

*Rom 12:3-8* – Help believers to find their functional gifting in the church. Also the gifts of *1Cor 12:7-11,14,18,28*, *Eph 4:11*, *1Tim 4:11*. Use diagnostic response sheets to identify gifts. Teach on the various gifts and ministries. Gather the elders to wait on the Holy Spirit and pray for revelation of the gifts in each one. *1Tim 4:11*.

**Equip believers by teaching on these:**

The armour of God, *Eph 6:10-18*, *Rom 13:12-14*.

The believer's authority in Christ, *1Cor 15:58*, *2Cor 2:14*, *Mk 16:17,18*, *Jn 14:12*, *Lk 10:19*, *Rev 12:11*, *Col 2:15*, *1Jn 3:8*, *Heb 2:14*.

The fulness of the Holy Spirit, *Eph 5:18,19*, *Lk 11:13*, *Ac 2:38,39*.

The fulness of God's Word, *Col 3:16*.

The gifts and power of the Holy Spirit, *1Cor 12:7-11,28*, *Jn 14:12,Ac 3:12,16*, *Rom 15:18,19*, *Jn 10:37,38*, *1Cor 2:4*, *1Thes 1:5*, *1Cor 4:20*.

The fruit of the Spirit, *Gal 5:22,23*, *1Cor 13:1-13*.

**Seek to establish small group ministry, (cell or life groups), so that each believer can meet mid week** with about ten others.

Welcome – may include a light meal.

Worship – can use worship tapes or CD's for this.

Word – brief ministry from the Word, on a specific area of need, or encouragement to be bold, active, effective witnesses for Christ to the unsaved and to be a help to the poor and needy.

Work - prayer for one another for boldness in witnessing, open doors, words to speak, Holy Spirit leading and compassion for the lost and the poor and needy.

These cells are **NOT FOR BIBLE STUDY**, but for fulfilling the Great Commission, *Mat 28:18-20*, and the Great Commandment, *Mk 12:30,31*.

These cells are to be **OUTWARD LOOKING** to the **HARVEST**, *Mat 9:38*, *Ac 1:8*, *Jn 4:35*, *Mat 6:33*, *Ac 8:4*, *Lk 19:10*, *Ac 20:24*, *Mat 25:35,36*, *Gal 6:10*. Provide tracts to give to the lost. The key to cell group ministry is training the leadership couples to effectively flow through welcome, worship, word and work. The leaders are to train deputy leadership couples in each cell. There can be youth cells, women's cells, solo cells, lunch-time cells, evening cells and so on.

**SOME THOUGHTS ON PASTORAL VISITING**

Visitation of people in their homes, in hospital, in prison, in old people's homes, or in their workplace lunch-hour is an important ministry. This is to share the Word of God and to pray with those visited, so that their faith is encouraged and strengthened.

**Visitation** of people is important to gauge where they are at spiritually and to apply the Word to their individual circumstances.

**The visitation of the sick or imprisoned** is more specific and is best directed to meet the particular need of the time. Minister to the sick or imprisoned by the Word and pray boldly before other patients or prisoners or police officers.

**Always pray before you visit.** Take authority in the name of the Lord Jesus Christ. Claim the Blood of Jesus, the Name of the Lord Jesus Christ, the Power of the Holy Spirit, the Word of God and resist every work and power of Satan. Release the Holy Spirit and the Word of God.

Reach out in the Spirit to God for the gifts, cry out for wisdom, revelation and anointing. Seek to be a channel for God's power, love and truth into those being visited. Take an expectant, bold approach, without strain, striving, doubt or fear. Expect God to speak through you.

Ask God for prophecy, vision, revelation, rhema Scriptures and pictures beforehand. Wait on the Lord to receive revelation.

Do not engage in too much social chatter. Get right to the matter. "How are you getting on in your spiritual life?" (the "PPVS" sheet suggests an approach.) Usually there is a warm response and an eager desire for spiritual truth and encouragement. If there are no obvious needs it may be effective and worth while to go through the following points of "Biblical Counselling" (Selwyn Hughes) as a check of basic foundations.

- a. **What are your goals, aims and ambitions as a Christian?**  
**Goals that cause problems:** seeking man's approval, recognition, or praise; seeking fulfilment, satisfaction, success.  
**Godly goals that lead to life:** to know and do God's will, to love and serve God, to glorify God, and walk in the truth of His Word; to be used by God to win the lost, build up the saints, and to thrust out labourers.
- b. **Do you have right relationships with other people?**  
**Broken relationships cause problems.** Where there is unforgiveness, hate, anger, resentment, bitterness, contention, many on-going problems will arise, *Mat 18:21-35, Mk 11:25,26, Mat 6:14,15.*  
**Right relationships are based on forgiveness.** We are to release people from our judgment, condemnation and hand the hurt and injustice over to God. Pray for God's will and purposes to be fulfilled in the other party. Go to a person you have offended, confess the wrong, say you are sorry, and ask them to forgive you, *Mat 5:23,24.* If someone has done wrong to you, go to him/her as Jesus directs in *Mat 18:15,* with humility, mercy and grace. Seek for restoration.
- c. **Have you overcome the old nature of sin** by faith in the complete finished work of Christ at the Cross as explained in *Rom 6:1-14, Col 3:5, Eph 4:22-5:6, Gal 5:19-23, Jn 8:31-36.*
- d. **Are you prepared to have open, honest, trusting, loving relationships with other people** with the risk that if they betray you, you will be hurt? If we are holding ourselves back from others because of past hurts, and from fears of being hurt again, many problems will develop in our lives. Godly, loving relationships in the Body of Christ can only exist where there is the possibility of being hurt or disappointed.
- e. **Are you seeking God with your whole heart?** Half-hearted commitment to God leaves room for many influences to draw you away from Christ and the church. How to seek God on a daily basis. Many, many problems are solved by a daily commitment to read the Word of God, pray every day and meet regularly with other believers.

**Some further points** about pastoral visiting.

Seek to develop a visitation-pastoral team in your church, of mature believers.

Men, do not visit women on your own (and vice versa). Pastors, take your wife or another elder with you when visiting. If the TV is going, ask for it to be turned off or go into another room to be able to talk.

Pastors, do not overload your programme with visitation. Make sure that you have one day of rest/relaxation per week. Do not allow family time together to be lost to visitation and the needs of others. Do not put the needs of other people before wife and family. Probably the evening "tea hour" from 5-7pm is important to keep aside for family fellowship. Also the pastoral couple need to spend time together in companionship and communication freely discussing all aspects of family and church life. Crisis calls! Many of them are not so "crisis" as they sound. Do not drop everything and run. Ask what has happened and, what action has been taken. Pray over the phone. Give yourself time to think and pray, to share with your wife before you decide what to do. Also ask how long has the caller been aware of the problem and what steps have been taken to remedy the need. Ring back later with your decision. Maybe make an appointment for later in the week.

**Reach out and build relationships with other pastors and congregations in your locality.** The Word teaches that God sees one Body of Christ in each local town or city, *Ac 11:22, 13:1,20:17, Rom 16:1, 1Cor 1:2, 1Thes 1:1, Col 4:16.* Support, encourage, forgive, bless, pray together, reach out to the unsaved together and support secular leaders.

## **Pastoral Prayer Visit Strategy**

**The Aims = "To minister God's love into every home."**

**How do we conduct the visit at each home?**

1. **Greeting:**  
 Our first words are to quickly relax the hosts.  
 Then build faith. You are servants of God.  
 Share your excitement and expectancy of God touching their lives.  
 Decide before entering which person will be taking the lead, with the other, open to ways they can support.
2. **Update:**  
 Share any latest news or developments.
3. **Pray briefly:**  
 Establish God's presence amongst you.  
 Asking God to lead and powerfully bless the time together.  
 If aware of one specific need, pray for it.  
 This helps them feel that you care, and leads to much greater freedom in sharing.

4. **Ask:**  
Areas of need for you to agree with them in prayer.  
This is not an in depth counselling session.  
If you raise issues needing further help, pray for them, and ask if they would like someone to contact regarding extra assistance.
5. **Share** Scripture related to their need. This should be short and to the point.  
The aim is to leave them with scriptural truth, rather than just ideas.
6. **Pray:**  
Boldly and specifically for their needs.  
We are there to invoke the blessing of God, Numbers 6:22-27.  
As you pray be sensitive to the leading of the Holy Spirit.  
Stand with them against the powers of darkness if necessary.
7. **Evangelism:**  
Agree with them for unsaved friends.  
Someone living in their area that they are actively seeking to win for Christ.  
This could be a person in the room so pray sensitively.
8. **Record** any relevant details for future visits