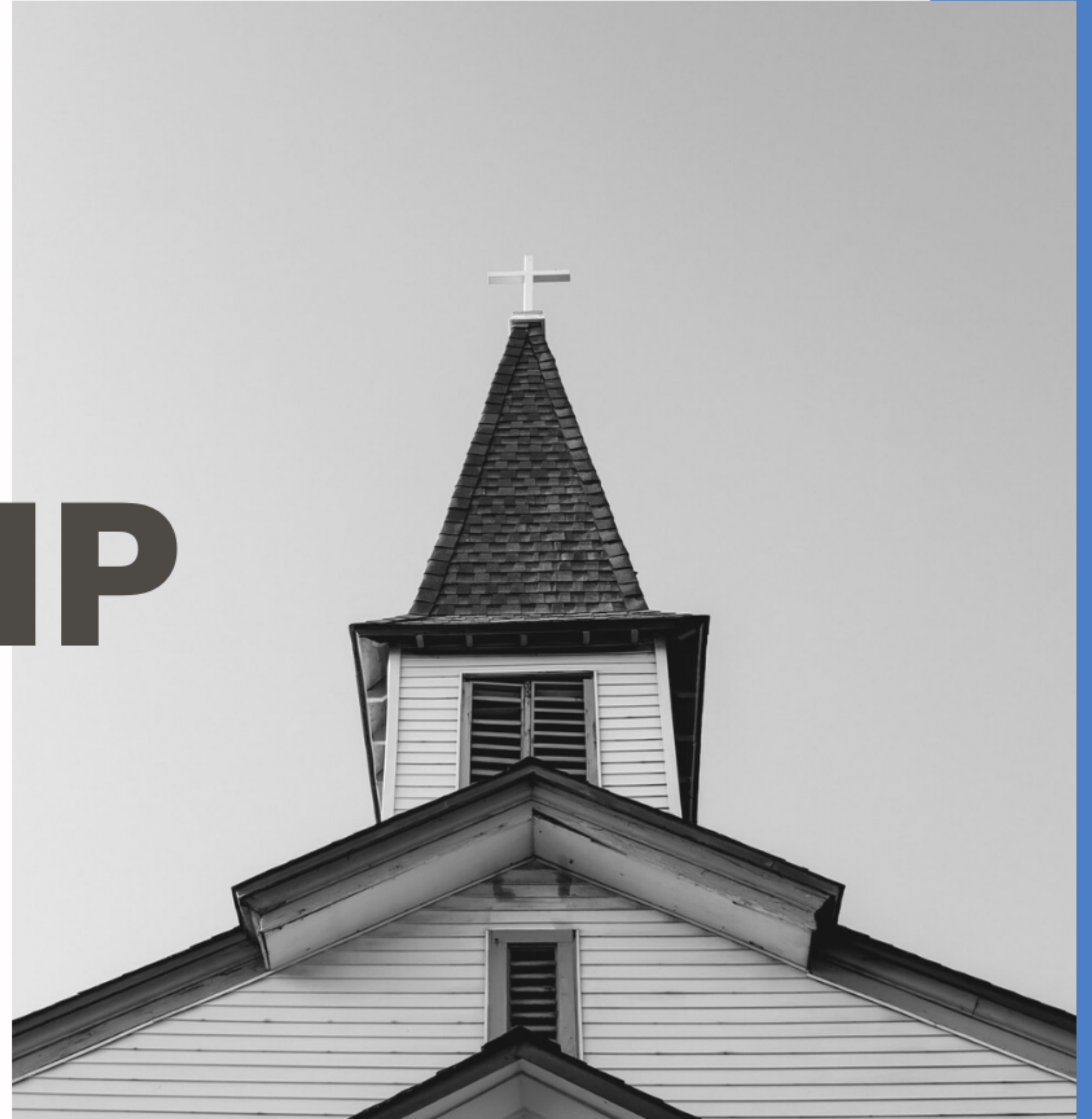


# HEALTHY CHURCH LEADERSHIP





# Welcome to the Healthy Church Video Series



## Introduction to Church Leadership

God sees the Church as a theocracy rather than a democracy. Theocracy means "God rules". [Theos = "God" / kratos = "rule, regime, strength"] Simply stated - God says it and we obey it!



## How God Sees Authority

All authority belongs to God and therefore effective, healthy Church leadership begins and ends with Him. In Matthew 28: 18 Jesus says, "I have been given *all* authority in heaven and on earth!"



## Role of the Lead Pastor

In His word, God identifies Pastors as shepherds. Since it is Jesus' Church, shepherds must follow His leading through the guidance of the Holy Spirit. Jesus is the Chief Shepherd therefore, Pastors are identified as Jesus' Under-Shepherds. It is critical that the Church understands that a shepherd leads the Church and that sheep don't lead, they follow.



## Role of the Deacon/Board/Elder

God views the office of deacons, board members and elders as servants. Those offices should only be held by those that are biblically qualified. A true servant does not concern themselves with power or authority; they are more concerned with responsibility and serving.



## Basic Operating Principles

Unity is critical to healthy church leadership. Lead Pastors, church board members, deacons and elders must work together as a cohesive, high-performance team under the leading and guidance of the Holy Spirit. There is something profound about unity in any setting, but it is especially true when it is the unity of the Holy Spirit.

## Video 1

# Introduction to Church Leadership

God sees the Church as a theocracy rather than a democracy.



1

For authentic followers of Christ, the Kingdom of God is the real world. The principles of how we operate in the Kingdom of God supersede the principles of the business world around us.

2

We need 100% clarity on the question, "Whose church is it?" This establishes the foundation for everything we do in Leadership in the Church. It's *not* the Assemblies of God's church - it's *not* the Pastor's church - *it's not even your church* --- it's Jesus' church!

3

The Church is a theocracy rather than a democracy.

Theocracy means "God rules."

*Theos* = "God"      *kratos* = "rule, regime, and strength"

Simply stated - God says it and we obey it!

4

It requires that we obey Jesus' command to "deny [ourselves], take up [our] cross daily and follow Him." Self-denial is hard --- it's part of crucifying the flesh.

5

It's Jesus' Church, so it is about Him and not about us. This means only one opinion matters in the Church of Jesus Christ - His! Church only "works" the way God intends if we regularly crucify the flesh in order to fully follow Him.

## Video 2

# How God Sees Authority

All authority belongs to God.

Healthy and effective Church leadership begins and ends with Him



All authority belongs to God and therefore starts with Him. In Matthew 28: 18, Jesus says, "I have been given all authority in heaven and on earth."

- 1 Jesus was given all authority. He doesn't say He has all authority, but rather that He was given it! What does this mean? Someone who had that authority gave it to Jesus. God the Father, the source of all authority, gave it to Jesus.
- 2 Second, Jesus says He's been given all authority.
- 3 Jesus says this authority is not only in heaven, but also on earth! This is not a theoretical authority in the spiritual world, but REAL authority that affects the way things are to be done on earth.

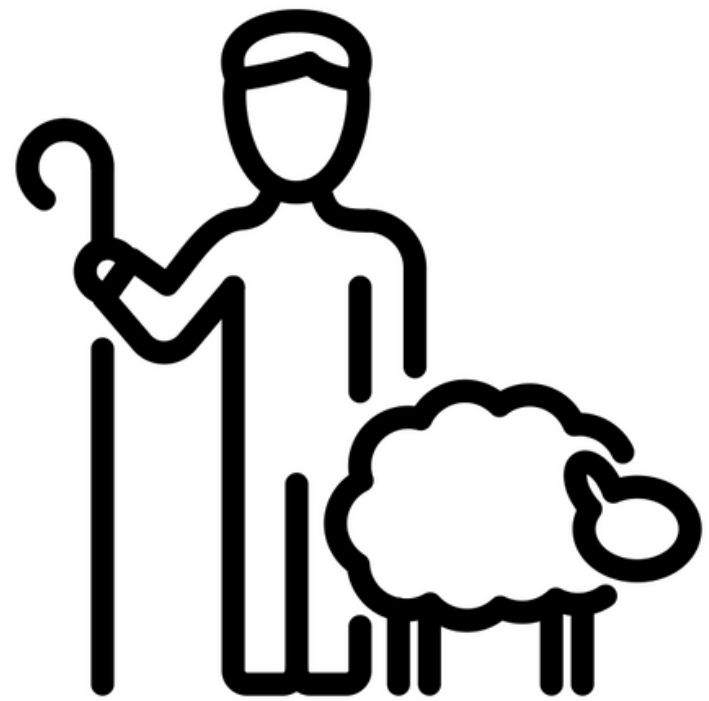
Jesus' authority is meant to be exercised in His Church.



Matthew 8: 5 - 10

## Video 3

# The Role of the Lead Pastor



# GOD SEES PASTORS AS SHEPHERDS.

## 4 IMPERATIVES FOR PASTORS:

**Gird**

your  
own life.  
Acts 20: 28a

**Guide**

the people of  
the Church.  
Acts 20: 28c

**Guard**

the people of  
the Church.  
Acts 20: 28b - 31

**Groom**

the people of  
the Church.  
Eph 4: 11, 12 (AMP)

### Acts 20: 27-31

“For I have not hesitated to proclaim to you the whole will of God. Keep watch over 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. I know that after I leave, savage wolves will come in among you and will not spare the flock. Even from your own number, men will arise and distort the truth in order to draw away disciples after them.

So be on your guard! Remember that for three years I never stopped warning each of you night and day with tears.” (NIV)



## Video 3

# THE PASTOR AS UNDER-SHEPHERD

JOHN 16: 13 - 15

**Since it is Jesus' Church, the shepherds must follow Him under the leading and guidance of the Holy Spirit.**

**There is a structure that comes from being under the Chief Shepherd.**



1 PETER 5: 4

**Jesus is the First and Chief Shepherd.**

Shepard is a compound word in the Greek using the normal, everyday word "poimen" and a form of the word "archo" (ar' - kho) which literally means "to be first, often in political rank or power."

Jesus is the "Chief" or "First" Shepherd.

This image tells us the Holy Spirit is communicating that there is a structure that comes from being under this Chief Shepherd.

Therefore, Pastors should be seen as the Under-Shepherds of the Lord Jesus Christ.



EPHESIANS 4:11

**God sees Pastors as Shepherds.**

This verse shows this well.

"It was he [Jesus] who gave some to be apostles, some to be prophets, some to be evangelists, and some to be pastors and teachers."

The Greek word for Pastor that is used throughout the New Testament, is "poimen." Poimen means "shepherd." It is the same word used in Luke 2 when it tells that the shepherds around Bethlehem were told of Jesus' birth.



1 TIMOTHY 3:1-7

**The Exercise of Leadership is the Exercise of Personal Character.**

*Capabilities* will get you into ministry; but *character* will keep you there. Your ministry will never exceed the level of your character.



**Pastors should be seen as the Under-Shepherds of the Lord Jesus Christ.**

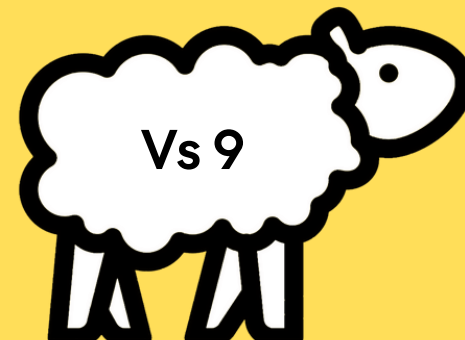
# Video 3 The Shepherd is Called by God

**John  
10: 1-16**

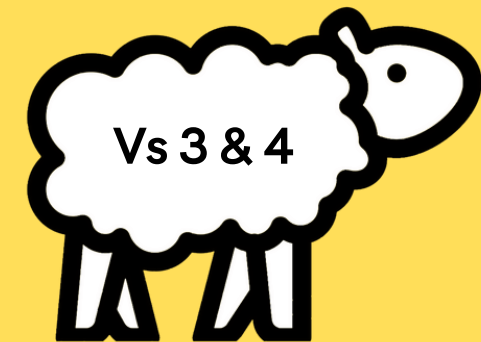
1 "I tell you the truth, the man who does not enter the sheep pen by the gate, but climbs in by some other way, is a thief and a robber. 2 The man who enters by the gate is the shepherd of his sheep. 3 The watchman opens the gate for him, and the sheep listen to his voice. He calls his own sheep by name and leads them out. 4 When he has brought out all his own, he goes on ahead of them, and his sheep follow him because they know his voice. 5 But they will never follow a stranger; in fact, they will run away from him because they do not recognize a stranger's voice."



In the Church, we believe that becoming a Pastor is determined first by the Assemblies of God by way of the credentialing process. The Minnesota District of the Assemblies of God takes upon the serious responsibility to determine if the credentialing applicants have the call of God on their life to be a minister and determine that their character is such that they will not bring dishonor to the Gospel.



The local Assemblies of God church determines if a particular minister is called to be their Pastor by a vote of the church membership. The responsibility of the members of a Church, when electing a Pastor, is to determine what *God's* will is, not theirs or a friend of theirs, but *God's*! God and God alone calls a person to be a minister, but also calls a person to be the Pastor of a particular church. A vital job of the Assemblies of God is to affirm that God has called a person to be a minister.

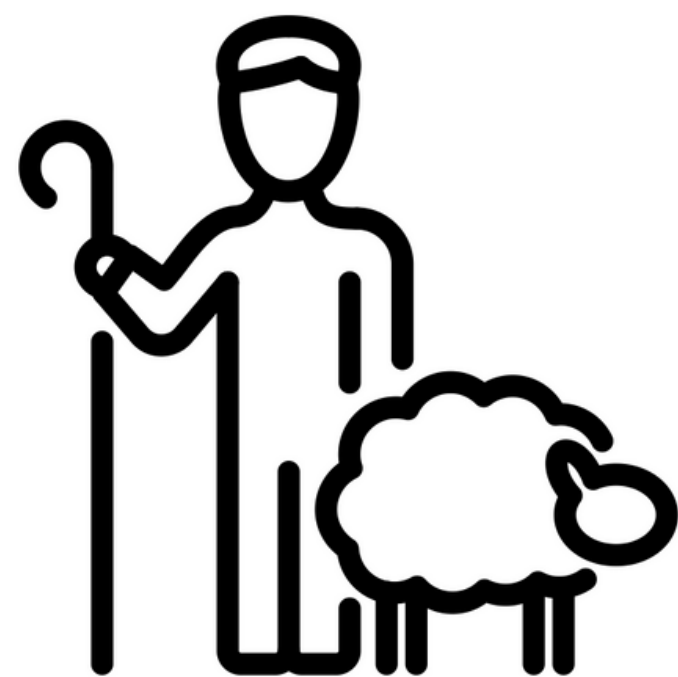


Note in verse 4 where it states, "He goes on *ahead* of them, and his sheep *follow* him."

A shepherd *leads* the church. It is *critical* that the church understands this. Sheep do not lead; they follow. It is crucial to understand that the Assemblies of God believe in a Pastor-led Church.

## Video 3

# Pastors Lay Down Their Lives for Their Sheep



## Pastors Earn their living Primarily from the Ministry

1 Timothy 5: 17-18 instructs: "The elders who direct the affairs of the church well are worthy of double honor, especially those whose work is preaching and teaching. For the Scripture says, 'Do not muzzle the ox while it is treading out the grain,' and 'The worker deserves his wages'" (NIV). This allows them to focus their life on being the Pastor.

## Pastors are Compelled to Serve by Following their Calling from God

Most Pastors could earn much more money in the secular world than they will ever earn in the ministry, but they are compelled by the calling of the Lord to serve as vocational ministers.

## Serving in an Attitude of Humility

Pastors are to operate from a perspective of being a servant; not so much a servant of the people (remember they are the people's shepherd), but as a servant of God.

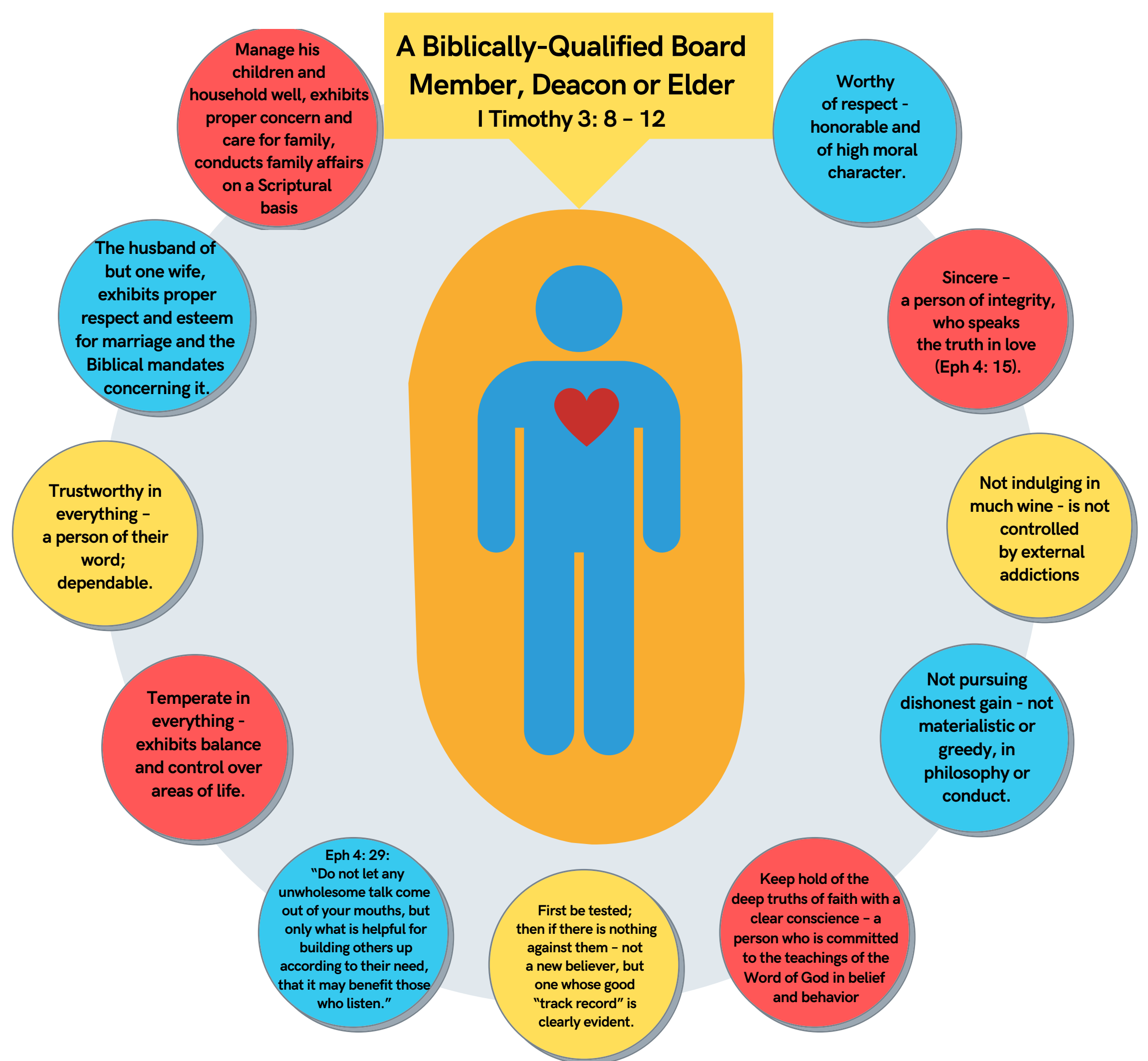
As a shepherd they will tend the sheep, which involves feeding them, caring for their needs, protecting them and correcting them.



## Video 4

# The Biblically-Qualified Servant

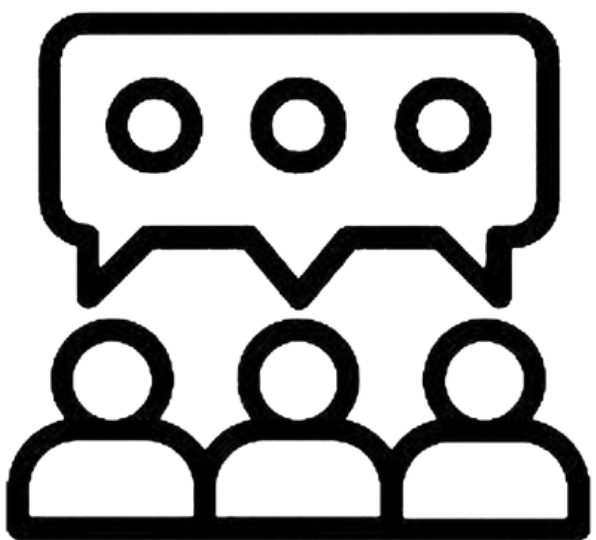
God views the office of Board Member, Deacon, or Elder as servants. These offices should only be held by those that are biblically qualified. True servants do not concern themselves with power or authority. They are more concerned with responsibility and serving.



## Video 4

# Role of the Board, Deacon & Elder

True servants do not concern themselves with power or authority. They are more concerned with responsibility and serving.



True servants do not concern themselves with power or authority. They are more concerned with responsibility and serving.

## 4 imperatives for servants:

### Gird

Gird your own life. Acts 6: 3 - "Brothers, choose seven men among you who are known to be full of the Spirit and wisdom. . ." --- Luke 12: 35, "Be dressed ready for service and keep your lamps burning. . ."

### Assist by Serving

Assist the Pastor by serving people of the Church. Acts 6: 2-4 "So the Twelve gathered all the disciples together and said, 'It would not be right for us to neglect the ministry of the word of God in order to wait on tables. Brothers, choose seven men among you who are known to be full of the Spirit and wisdom. We will turn this responsibility over to them and will give our attention to prayer and the ministry of the word.' "

### Share Wisdom

Assist the Pastor by sharing your wisdom.

Acts 6: 3 --- I Corinthians 13: 9 --- Proverbs 15: 22 - "Without counsel, plans go awry. But in the multitude of counselors they are established" (NKJV).  
Proverbs 13: 10 - "Pride only breeds quarrels, but wisdom is found in those who take advice" (NIV).

### Guard

Guard the Pastor's back. Their role is like that of an Old Testament Armor-Bearer. The title "Armor-Bearer" might give someone the wrong impression of the *true nature* of an Armor-Bearer's responsibilities and capabilities to help the warrior fight effectively.

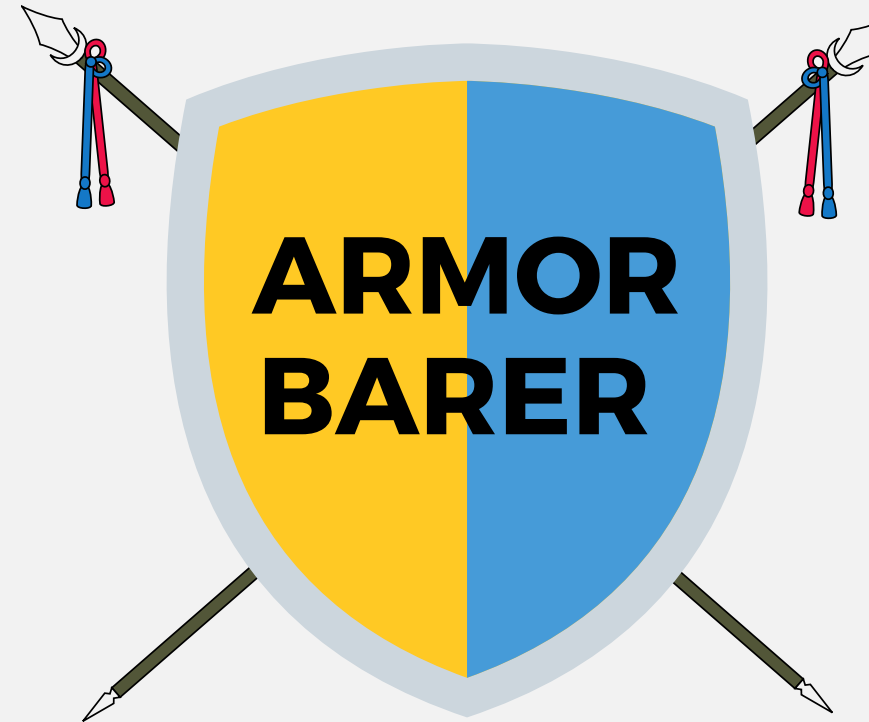
## Video 4

# Lay Leaders as Armor- Bearers

In Scripture, there are many examples of Armor-Bearers.

- Abimilech had an Armor-Bearer (Judges 9: 54)
- Jonathan's Armor-Bearer who helped him defeat the Philistines (I Samuel 14: 6-15)
- David for King Saul (I Samuel 16: 21); another Armor-Bearer for King Saul (I Samuel 31: 4 - 6)
- Naharai one of the 30 Mighty Men, Armor-Bearer to Joab, the Captain of King David's army (II Samuel 23: 37)]

Armor-Bearers were most often one of the most highly skilled warriors in their own right in a king's army. Armor-Bearers didn't just carry armor and weapons, they had the right weapon ready at just the right moment for the king to do battle effectively.



In the church today, this means lay leaders should engage their gifts and contribute their abilities, under the direction and authority of the Pastor, for the benefit of the church going forward.

Deacons are not representatives of the people in the church.  
Deacons are representatives of God to do God's work for the church.

The Pastor is not the employee of the Church Board. Nor does the Board serve as a legislative body representing the congregation.

The Board takes responsibility for the physical and emotional well-being of the Pastor through proper compensation, appreciation and standing up against gossip and back-biting.

Church business or legal decisions made by the Board must always be filtered through spiritual leadership of Jesus' church and guidance of the Holy Spirit, not by worldly principles.

# Video 5

# Practical Operating Principles

Unity is critical to healthy church leadership. Lead Pastors, Church Board Members, Deacons and Elders must work together as a cohesive, high-performance team under the leading and guidance of the Holy Spirit.

There is something profound about unity in any setting, but it is especially true when it is under the unity of the Holy Spirit.



"The Team has only *one leader*"

"It takes the *whole* Team for a victory "

Let's "make every effort to keep the unity of the Spirit through the bond of peace" in our churches!  
Ephesians 4: 3 (NIV)

"The Team must all be on the *same page*"

"The Team must *stand as one* "

