

PASTOR AND PEOPLE RELATIONSHIPS

PASTOR / PEOPLE RELATIONSHIPS

John17:21-23 "may be one"

1John3:1 "called the sons of God"

INTRODUCTION:

"Relationship" by definition is a significant connection or similarity between two or more things (people).

One of the greatest helps to any pastor and church-member is their relationship toward each other. In almost all church conflicts it is the breakdown or nonexistent of relationships that are at the root. Everyone is in some type of relationship, good or bad, positive or negative.

Our first and foremost relationship responsibility is with the LORD (1John1:4-7). In many hurtful or broken relationships one can almost always trace it back to a weak or broken relationship with The Lord. Our Lord is always seeking a more intimate relationship with His children. And that His children would have a good and healthy relationship with each other. As parents we love to see our children having a good relationship with us and with their siblings. It's the believers part to expect and respond to The Lord and move toward a closer relationship with Him as Savior, Lord and friend.

Relationships are not about pleasing everyone, but rather first pleasing The Lord and being a servant to others (Rom.12:18 / Pro.16:7). If we would practice this in our homes and churches it would go along way for having right healthy relationships. To me the church is a lot like a family, with all their problems, conflicts and troubles. But they also will have their times of joy, peace, unity, and good times. Both the church and family will need to work hard to maintain a good, healthy, and right relationship. This will include a lot of love, patience, and forgiveness which is always possible through Christ. (Eph.4:29-34).

In the next few weeks I would like to encourage pastors and their church members to have good workable relationships. I believe that all healthy churches have a Christ like spirit in their relationships. Right relationships are the groundwork of a church that is moving forward in the right direction in fulfilling its God given ministry. We will be looking at what it takes to get and maintain good and proper pastor / people relationships.

May The Lord help us to build and maybe rebuild good Christlike relationships. This could revitalize any church in a great and positive way.

PASTOR/PEOPLE RELATIONSHIPS

I. THE AUTHOR OF RELATIONSHIPS - 1COR.14:33

Someone has said that pastor and people relationships cannot be fully learned from a book or classroom. The skills for building any genuine relationship must be hammered

out on the anvil of experience.

The pastor/people relationship is a combination of both understanding and working together toward a good and healthy relationship. For the most part many churches have not had the information, training or experience in how to have healthy relationships.

I would encourage pastors and the church to avail yourselves to materials that may help develop a good and healthy pastor/people relationship. Of course the Bible should be our main source along with godly examples and counselors. There are some things that we can learn from others, and avoid the bad experience of unhealthy relationships.

In pastor/people relationships the pastor should be the one to learn, practice and initiate healthy relationship. Everyone has areas where they need to improve in the way that they relate to others. It may be in communication, trust, acceptance, forgiveness or dozens of other areas.

Our relationship with God and with others will have direct impact with the health of our church. Ministry is God working through us to serve people. We can't control people and their relationship with us, but we can be controlled by the Holy Spirit and our relationship to them.

If pastor/people relationships are so important to the health of the church. Then it may be worth asking The Lord to show us areas where we can improve our relations with others. This could be first proved in our home/family relationships.

Have a great Sunday and I hope that you can build strong Christ-like relationships with others this week.

PASTOR/PEOPLE RELATIONSHIPS

II. THE AUTHORITY OF RELATIONSHIPS-1John 2:8-11 / 3:11,18 / 4:7-11, 21 / 5:1-2

Good pastor and people relationships are earned through love, time, honesty, transparency to name just a few. I have helped some churches without a pastor and after the morning service said that they loved me and wanted me to be their pastor. I told them that they didn't even know me and that they may need to see how much they loved and wanted me as their pastor after a business meeting or a tough sermon.

Though relationships are emotional at times, they are not founded or built on emotions. There will be many different types of personalities of both a pastor and people. They will by the grace of God take time to learn and grow toward a healthy relationship no matter what their personality. In most churches there is only a surface relationship between the pastor and the people. This is the cause of many conflicts because of the personalities and preferences of both pastor and people.

To get beyond the petty differences, the pastor and people relationship will have to go

further than a surface relationship. The pastor/people relationship can grow and mature over time and with experience. This is why long term ministry with both pastor and people are important. By God's grace and with a sincere effort from both pastor and people a good and healthy relationship can be the outcome. But just staying in one church doesn't automatically build good relationships it takes time and well spent effort from both sides.

Maybe there should be more time and effort put into building good and healthy relationships in the church. Everyone is busy but we all have time and make an effort to the things that we really believe are important to us. And certainly good and healthy relationships are important for us, our families and the whole church.

May The Lord help us to get better at building good and healthy relationships with our families, church members and even those outside of the church.

PASTOR/PEOPLE RELATIONSHIPS

III. THE ATTITUDE PS.103:13 / PRO.3:12 / 1THES2:11 / 1TIM5:1

Attitude has the idea and meaning of - approach - position - way of thinking towards the pastor and people relationship. In many pastor / people relationships that are problematic or nonexistent is a lack of understanding of their basic role of a pastor / people relationship. There are some basic foundational Biblical truths that can help both pastor and people to have the right attitude toward each other. If either don't know, understand or except their Biblical roles, there will be little or no relationship between them.

Just as a family (church should have a family atmosphere) has to know and fulfill each role in the family to have good and healthy relationships, so does the church. And just like a family this will take time, effort and growth on all the members that are involved.

I'm speaking from experience from a young, wet behind the ears, green horn pastor. Relationships are not demanded but lovingly earned by practicing Biblical principles from God's word and by His grace.

Here are some basic Biblical roles for the pastor and people. Starting with the role of the pastor and his attitude toward the people in relationships.

1. The role and attitude of an Elder - 1Tim5:17

This role speaks of one that has spiritual maturity and that gives wholesome spiritual guidance in the area of administration for the church. This has nothing to do with the pastors age, but all do with his role as it relates to the people of the church. A pastors spiritual maturity has a lot of influence towards his relationship with the people.

There are not only immature church members but there are also immature pastors as well. The pastor in his role of elder will not act or respond childish in relation to the people in the church. The role of elder could be likened to that of a loving mature father

towards his children. A mature and loving father will do whatever it takes to have a good and healthy relationship with his children. A father knows and loves unconditionally. How is our relationship with our own children as well as the family of God in the church? I've found that there is a lot of resemblance between a father and his children and a pastor and his church family. How a pastor treats his own family will often be the way he treats the members of the church.

(TO BE CONTINUED)

Have a blessed Sunday and enjoy the journey with God's people.

PASTOR/PEOPLE RELATIONSHIPS

III. THE ATTITUDE

PS.103:13 / PRO.3:12 / 1THES2:11 / 1TIM5:1

2. The role or attitude of a Bishop or Overseer. Acts20:28 / Phil1:1 / 1Tim3:2

The role of Bishop is one of watching over and for the church which requires a God given call and care for the church.

From the (POSB Comy) "Note that the position of the ministry is not what is stressed, but the work of the ministry. The emphasis is not the esteem and honor of the profession. The emphasis is on the work of the ministry. The office of minister or bishop is to be desired. The word (desire) means to seek after with a strong desire; to set one's heart upon. God stirs hearts to seek the ministry and to dedicate their lives to the work of the ministry."

The role of Bishop has certain qualifications and responsibilities as found in 1Tim 3 and Titus1. This watching over is not a lording over the church, but a living concern for what is right and best for the whole church. This should be a relationship of a servant leader under the headship of Christ to His church. The Bishop is to be a mature man in The Lord with spiritual wisdom and experience that can lead and care for the flock of God.

Today there are many good intended "preachers" but not God called "pastors" (Bishops). Many are mistaking preaching for pastoring with wanting to just preach without the watching and caring for the flock. The Lord does call preachers, but He also calls and gifts men with the desire to lead and care for His church (1Tim3). If one only gets fulfillment from preaching and really doesn't care about the other responsibilities of the Bishop then he needs to seek his best gift (1Cor12:31). Pastoring is not so much a position to be desired, but a desire to do a good (work).

Have a great Lord's day! Remember it's the Lord's church, just follow His lead.

PASTOR/PEOPLE RELATIONSHIPS

III. THE ATTITUDE

PS.103:13 / PRO.3:12 / 1THES2:11 / 1TIM5:1

3. The role or attitude of Shepherd or Pastor. Acts20:28 / Eph.4:11 / 1Peter 5:2

In both the role of shepherd and pastor is the idea of leading, authority, guidance, provision, and protection. In the NT the words shepherd and pastor come from the word "POIMEN" meaning "to tend as a shepherd" (Strong's).

This we know is really the position of an undershepherd which is given by the Chief Shepherd, Jesus Christ Him self - (1Peter 5:2-4). The Chief Shepherd has entrusted His undershepherd with the responsibility of caring, guiding and protecting His flock. One of the first responsibilities in a shepherd and sheep relationship is knowing one another. Today there is a lack of the shepherd and sheep knowing each other. The example from the Chief Shepherd is to know and be known - (John 10:14).

Please don't take me wrong, but there seems to be some shepherds that are not around their sheep enough to really know them. A shepherds responsibility is to his own flock first and not the flock of another. Sometimes a shepherd will hinder and stunt the growth of his own flock by trying to help every one else.

A shepherd has the God given call and responsibility to care for the sheep that are under his watch. This responsibility is not given to the staff or any other preachers in the church. If the sheep are unhealthy, sick, hurting, weak or just not growing then it's the shepherds responsibility to know why and seek how to correct it.

It takes time and a lot of loving effort to shepherd the sheep. It will involve hard work and spending quality time studying God's word to feed the sheep. Priorities should prevail instead of plagiarism which is a alarming trend with today's shepherds.

Here are a few ways to build a shepherd and sheep relationship better;

1. Be around them - a shepherd and sheep should have contact with each other- more not less.
2. Know them personally - not just by name but their hearts also.
3. Have awareness of where they are - sheep are prone to wander and some may be ill or hurting.
4. Feed them well - sheep will usually become what they are fed. Leftovers and little care for where the sheep are feeding will hinder their health.
5. Love and enjoy the sheep that are in your fold - sheep will respond to genuine love from the shepherd.

4. The role or attitude of a Preacher – 1Tim. 2:7 / 2Tim. 1:11

In most churches the role of the pastors preaching is seen in the actions and attitudes of the church members. The personality of the preacher is brought out through his

preaching and the members will relate to his preaching in either a positive or negative way. Most churches will take on the personality of their pastor and a lot of this is through his preaching. There are just as many different types of preachers as there are different types of churches, and hopefully they are a match.

Preaching – real preaching is a discourse or sermon from God’s word that was given first to the man of God, the preacher. Not all preachers are pastors, but all pastors should be an able preacher. The gift of preaching is to be developed and used for the glory of God and as a ministry for the people of God, the church.

There are many different styles of preachers and all can be used of God if they are Spirit led and filled and preach with passion. Most churches have a certain style preference of a preacher that they can relate to better than others. This is reason why sometimes the same preacher can preach the same sermon in two different churches with totally opposite responses. By the way different areas of the country prefer certain styles of preachers, it would do well for the preacher to know and understand where he is preaching.

Paul was known as a preacher that could relate to a church through his preaching. He was a God called preacher that surely used his preaching for the betterment of the church. I’m sure that he encouraged Timothy to be the best preacher that he could be through training and development. A man may be called to preach but never give time or effort in developing his gift. The pastor “preacher” should always be willing to improve his preaching skills for the sake of the ministry that God has called and gifted him with to serve the church.

In relationship to a preacher and to those he preaches to in the church, should be an earnest desire to communicate God’s word with love and boldness. There should always be a balance between “reprove, rebuke and exhort” (2Tim. 4:2) in the preachers messages. Sometime pastor and people relationships are strained because of a wrong perception from the preaching. A preacher can preach hard if he has the respect and love of the people, but this doesn’t come quickly or without the pastor first showing love to the people out of the pulpit. No matter what the style or what the sermon is about it should always be delivered in a spirit of love “but speaking the truth in love” (Eph. 4:15)

May the preacher relate to his people through his preaching in a way that will bring honor to God and be a blessing to His church. Paul asked the church to pray that he would have boldness to speak (Eph. 6:19-20), but he also spoke with love and compassion.

5. The role or attitude of a Teacher – 1Tim. 2:7 / 1Cor.12:28 / Eph.4:11

The idea of teaching in the NT of the pastor to the people is providing instruction and exposition of the Scriptures for instructive and corrective purposes. There is always a balance in the preaching and teaching ministry of the pastor to the people. Sometimes

there is an imbalance of one or the other which leads to a lack of the other that is needed in the equipping of the saints.

I know that all pastors love to preach but in all preaching there should be a good bit of teaching. There should also be a large amount of time spent in teaching the people of God in the church, (or may I say should be). Many pastors are hands on in doing more of the work of the ministry, rather than teaching and developing the people to do the work of the ministry (Eph.4:11). There may be a need of the more pastors developing their teaching skills, so that they are able to teach and train the believers to do the work of ministry.

I hear a lot about church members that don't want serve or do much in the church ministries. There will always be people that won't get involved, but there are some that want to be involved and serve but really just don't really know how or where. Many times this is from a lack of teaching or training from the pastor and staff in not teaching or giving time for discipling their people. Teaching, training and discipling takes a lot of time and study on the part of the teacher/disciple. The investment of this time will be greatly rewarded in seeing the people of God growing and maturing in their Christian walk with the Lord.

There is a lot of stress in the NT of the teaching ministry of the pastor due to the nature of instructing and correcting the believer in the church. The "Master" teacher (Jesus) is referenced to 68 times in 64 versus in the gospels. The words "to teach" (in its various forms) is used 205 times in the NT and always centered upon the Gospel of Jesus Christ and is for the maturing and equipping of the believers for the service of the Lord.

A true shepherd's heart will have a desire for feeding (preaching/teaching) the word of God in such a way that the sheep will get the most out of what they are fed. This calls for a higher standard of accountability of the teacher to God and those whom he teaches the word of God (James 3:1). The studying to show ourselves approve unto God, is for the purpose of the teacher/preacher to "rightly" divide the word of truth so that the sheep can grow and mature in the Lord.

Every growing church has a growing pastor/teacher that is willing to learn and apply himself more in the study and art of preaching and teaching. Churches will not rise above the preaching and teaching of the pastor/teacher. If the pastor desire for his church members to grow and do more in the church, it may be a call for himself to first grow in his own preaching and teaching skills.

Here are some suggestions for improving our preaching and teaching;

1. Ask the Lord for insights in improving your skills and seek input from a mature honest friend (if you dare).
2. Get or review some books on the subject of preaching and teaching.
3. Listen to your preaching and teaching with a willing heart to improve.

4. Spend more time in prayer and preparation for your messages and lessons.
5. If you have a loving, spiritual, humble wife you can ask her and she could probably help you.

PASTOR / PEOPLE RELATIONSHIP

PS.103:13 / PRO.3:12 / 1THESS.1:1 / 1 TIM. 5:1

6. A recap of the pastor's role, attitude toward the members of the church.
 - (1) Elder – 1 Tim. 5:17 One that has spiritual maturity and can give wholesome spiritual guidance to the church.
 - (2) Bishop or Overseer – 1 Tim. 3:2 One of watching over and seeing to the good welfare of the flock of God.
 - (3) Shepherd or Pastor – Eph. 4:11 One of leading, guiding, provision and protection of the flock of God.
 - (4) Preacher – 1Tim.2:7 – One of bringing forth in a sermon / message from God's word to His flock from a heart of humility and love for the people.
 - (5) Teacher – One of providing instruction and exposition of scriptures for instruction and corrective purpose to God's flock.

These are the roles of a pastor to the people in the church that he is serving as a minister of God to His people. When these roles are reversed, absent, neglected, or just plan not fulfilled than there is a great need in the church. Just like the role of the husband in the family to fulfill his God given role in the home, so are pastors to understand and give attention to their God given roles of responsibility to the church. Sometimes if these roles are not present or neglected there will be a void or someone else other than the pastor will fill that role.

The pastor should understand that these are God given roles for the pastor and that he is to fulfill them with the Lord's authority backing them up. The church doesn't get to choose which of these that the pastor is to do; they are God's standard for the pastor to fulfill. No other man, woman, or group is given these roles to fulfill in the ministry of the church. For anyone to take away or seize these responsibilities from the pastor is without Scriptural authority from God and is in disobedience to the clear teaching of God's word.

The God given role and authority that a pastor has doesn't give him the right to abuse his position either, which has caused many churches to be confused in how to relate to a pastor. The fear of abuse, caused by some pastors, has caused many churches to stumble and sin by trying to prevent any future pastors from over stepping their God-given responsibilities - once again demonstrating how sin can spread from one individual to a whole church.

If the pastor and people understand their God given roles and have a right attitude towards each other subsequently their relationship can grow and in turn may help the church to grow. Many pastor/people relationships have been taught by some preacher or pastor, that either didn't know or refused to practice right relationships to their churches. This has often resulted in many hurtful and painful conflicts and with unrealistic expectations. It is often easier to follow someone else, than it is to follow God's word, which may lead to a wrong way of relating to the people in and out of the church. We may just need to ask God how to build better relationships with our people. Good pastoral relationships are made through time and much effort by God's grace.

Next week: How the church members should relate to their God given pastor. The role and attitude of the church member to their pastor to build and grow in a positive member / pastor relationship.

Have a truly blessed Sunday and let the Lord have His way!

The Church's Responsibility To Their Pastor

PASTOR / PEOPLE RELATIONSHIPS

The Role or Attitude of the Church to their Pastor:

Eph. 4:11-12 / 1Thess.5:12-13 / 1Tim.4:11-12 / 1Tim.5:17-20

Good, Godly and healthy churches have a right and responsible pastor and member relationship, which obeys and honors God from the scriptures. Most churches say that they are Bible believers, but fail to practice the very elementary (baby) teaching on how to get along with each other in the church. There are no perfect pastors and there are no perfect churches that you can join. But the Bible tells how the pastor and people are to serve together and grow in their relationship with each other as they grow in their relationship with the Lord.

Most church problems and conflicts come from a wrong belief or understanding of a Biblical pastor/church relationship, or fail to be obedient to what the Bible says. Both pastors and church members have a great need of learning and obeying the clear teaching from the scriptures concerning their relationship with each other. This means that both have a responsibility to serve each other with humility, in the place and position where God has given them within the ministry of the church.

There is no place for pride in the ministry and church members are wrong when they measure their pastors by other standards which God has not given them. They are also wrong when they boast about their favorite preachers (1Cor. 1:11-13) and compare their pastor to someone else. This is not to say that faithful servants (both pastors and other preachers) cannot be recognized and honored, but in all things, God must be glorified (1Thess. 5:12-13). We should not be trying to build our own kingdom, but to bring people to the King (Jesus), and help them to develop a good growing relationship with the Lord.

In his (Be Series on 1Thess 5), Warren W. Wiersbe says, "Paul sought to correct some weaknesses in the church. Some members were not respecting and honoring their spiritual leaders as they should. I have discovered that lack of respect for spiritual leadership is the main cause of church fights and splits. What Paul wrote in 1 Thess. and [2 Thessalonians 3:6-15](#) is greatly needed today. It is tragic when believers neglect or ignore the local church. No family is perfect and no local church is perfect; but without a family to protect him and provide for him, a child would suffer and die. The child of God needs the church family if he is to grow, develop his gifts, and serve God."

As we grow in our relationship with the Lord we should also be growing in our relationship with each other. This should also be true for pastor and church members to grow and not neglect their God given responsibility that they have toward each other. The church will need to be taught how to relate to their pastor from a Biblical position. This is somewhat hard or awkward for many pastors that don't feel comfortable teaching or training their own church about how to relate to him as their pastor. That is why there is a lack of knowledge with the members in the church on how to Biblically relate to their pastor.

In the next few weeks we hope to be of some help in this area of responsibility of church members to their pastors. This material can be seen on our facebook page as well and we encourage pastors to share this material with their churches and other pastors also. We desire to see good and healthy pastor and people relationships so that the lost can see Christ in us and that we love one another in the Lord.

Have a great Spirit-filled Sunday in the place that God has called you to serve.

Bro. Mickey Muse
SCM

PASTOR / PEOPLE RELATIONSHIPS

The Role or Attitude of the Church to their Pastor:

Eph. 4:11-12 / 1Thess.5:12-13 / 1Tim.4:11-12 / 1Tim.5:17-20

1. The Role or Attitude of Respect and Love toward their Pastor.

Churches are to highly respect and love their pastors who truly serve the church that

God has called them to shepherd; (**1 Thess. 5:12-13**) “And we beseech you, brethren, to know them which labour among you, and are over you in the Lord, and admonish you; And to esteem them very highly in love for their work's sake. *And* be at peace among yourselves.”

Just as God has given the pastor directions in the Word of God on how to shepherd the sheep, God's word also tells the sheep how to follow the directions of their godly shepherd. The words “to know” them means to (to respect, to recognize, to appreciate) them. It has the idea of giving proper deserved recognitions, understanding that he has earned your respect for their work sake. Pastor, Joseph Willmouth has this to say about this point; “In other words, we should recognize and respect our pastors not because of their personality or what they do for us, but because God appointed them. Nowhere in the Bible does it give permission for a church to fire a pastor because they don't like his personality.”

(From John G. Butler) “The believers were to know about their leaders. The the word translated “*know*” means to see with perception—being able to comprehend and understand.

Three things about their leaders they were to know.

First, know about their work. “*Which labor among you.*” The word “*labor*” is rendered from a word meaning to work to fatigue, to toil until worn out, to be weary because of the labor, and even to be faint because of the labor. Many pastors belong in this category. Of course there are some who are just the opposite. There are, unfortunately, charlatans in the ministry.

Second, know about their worth. “*Are over you in the Lord.*” This knowing of God's ministers has to do with recognition of the rank (worth) of these people. They are the leaders. Knowing them involves recognizing them as leaders, submitting to the leaders, and giving them the authority so they can lead.

Third, know about their warning. “*Admonish you.*” This involves the difficult duty of dealing with the dissidents. People need to know about this task so they can support their pastor and other church leaders involved in this work. The word “*admonish*” is translated “*warn*” (1Thess. 4:14) several verses later.”

The fact is that the church is told to love their pastor and hold them in high esteem for their work sake (v.13). God tells church members to love their pastor, even though they may not understand or agree with what he does personally. Some pastors are more lovable than others and some are more talented and have good personalities, but God says to love them regardless of these things. “This type of love is the same that God has for us (agape- love) which carries the idea of a deep devotion to someone regardless of what they say or do to you or for you. It is the type of love that gives of itself and doesn't look for anything in return. It is the same word that described Christ's love that put Him on the cross for you and me.” (J. Willmouth)

Many pastor/people conflicts could be resolved if they just truly loved each other sacrificially as the Bible says. Each church member has the obligation to love their pastor and pray for him and his family. R.A. Torrey in his book, *Power of Prayer*,

basically said that if there is something that you don't like about your pastor, then take it to the Lord in prayer and then go to church and watch God change him. If you don't love your pastor like this, then you need to get on your knees in prayer, and ask God to forgive you.

PASTOR / PEOPLE RELATIONSHIPS

The Role or Attitude of the Church to their Pastor:

Eph. 4:11-12 / 1Thess.5:12-13 / 1Tim.4:11-12 / 1Tim.5:17-20

2. The Role or Attitude of Submission and Obedience toward their Pastor. (Heb.13:17)

The idea of submission and obedience does not set well with the carnal or immature church member that is walking in the flesh. But the same thing is with the husband, wife, or child that is rebellious toward God's word and the Holy Spirit. If families and churches would first submit and obey God in the scriptures then there would be order in the home as well as in the church. When there are people problems in the family or church it's because someone is not heeding the leading of the Holy Spirit and the word of God.

Unless a pastor is out of touch with God and there is open sin in his life the church is to follow his leadership and pray for him. We are not talking about blind submission and obedience that is not spiritual or Biblical but seeing God use and work through the pastor for the good of the whole church ministry. Most of the time church members have a problem obeying the pastor is because they have a problem obeying God first. A kind and loving pastor will not force this submission or obedience upon the church, but will earn it through his walk with God and his service to the church.

In Heb.13:17 these words are given to help a church relate to their God given pastor in a correct manner. The words "obey" and "submit" has the meaning of a voluntary action on the part of the believer just as it would for a wife to her husband. To "obey" means to have confidence in, to trust in, or to yield to the pastor's leadership. If a church can't put confidence and trust in their pastor then they need to pray for him and seek to help him get back the trust and confidence of the church. Pastors aren't perfect, but neither are church members, they both need to grow and mature in certain areas of their lives.

The word "submit" carries the idea of surrendering or submitting to. Webster's defines "submit," as to defer to another's judgment or decision. "By obeying and submitting yourself to a godly pastor, it reveals your faith in God. When we fail to do these things we are really saying by our actions that God doesn't know what is best for us." (J. Willmouth) A true shepherd from God will only seek the best for His sheep watching over them with a loving guiding eye that must give an account to the Chief Shepherd.

In the last part of the verse the pastor and people are to follow God's word in their relationship with each other so that there is joy and not grief to the pastor or to God. If

this obedience and submission doesn't have its roots in the word of God and yielding to the Holy Spirit then there will be conflict for both the pastor and the church member. The word "unprofitable" means of no advantage, detrimental, hurtful (i.e., extremely destructive or harmful). "When churches fail to recognize and submit to the godly pastor's leadership it becomes extremely destructive and harmful to both parties - i.e., terminations and many cases a church splits. When this happens the testimony of the church is ruined in the local community and the name of Christ publicly disgraced. God doesn't take having His name disgraced lightly, and neither should we." (J. Willmouth)

If God is leading the pastor and he is walking in the Spirit then he is submitting and obeying the Lord. Therefore the church has the responsibility to submit and obey their pastor as he follows the Lord.

May the Lord teach us all to have right, Biblical relationships that will bring honor to His name and health to the church. God bless your Sunday.

Mickey Muse
SCM

PASTOR / PEOPLE RELATIONSHIPS

The Role or Attitude of the Church to their Pastor:

Eph. 4:11-12 / 1Thess.5:12-13 / 1Tim.4:11-12 / 1Tim.5:17-20

3. The Role or Attitude of Financial Support toward their

Pastor. (1Cor.9:1-23 / Galatians 6:6-9)

J. Vernon McGee puts it this way about (Gal.6:6), "*Pay your preacher. If someone ministers to you spiritual benefits, minister to him with material benefits.' If God has blessed you materially and you are being blessed by someone spiritually, then you ought to minister to that person with material benefits*" (McGee).

There is a wide range of feelings and misunderstanding concerning the area of a church supporting their pastor financially. Most of the time there is very little knowledge of when, or how much the church is to support their pastor. Sometimes it's the thought of a well meaning and kind hearted pastor that keeps a church from knowing how to take care of the pastor financially according to the Bible. I know of pastors that wouldn't let the church give them support of any kind. Then the church was not willing to support the next pastor, or had no idea of how to support the next pastor according to scripture.

If the pastor is financially self-sufficient and is able to take care of his own needs, then that is fine and nothing wrong according to the scriptures in (1Cor.9:15). "The minister has the right to make the judgment about receiving wages or not. Paul made the decision not to receive a wage from the Corinthians. This was simply his strategy with the Corinthians. It enabled him to face his enemies and to refute any charge of preaching for money. He did receive support in other situations (Phil.4:10)."- (P OSB –

Comm.) The pastor that doesn't take a salary or a very little one should also teach the church that they have a responsibility to take care of their pastor, for the sake of the next pastor that comes after him. The pastor that is giving more time and effort to making money than taking care of the church should maybe evaluate his motives and calling. Paul worked when necessary to supply his needs and not his bank accounts, but would rather be doing the work of the ministry instead of making money.

Some church members think that the church is over paying their pastor and giving him too many benefits for the time that he is "working" for the church. They think that a pastor only works one and a half days a week and the rest of the time is his to do as he pleases. A real pastor and servant of the Lord will in all probability put in more time serving and working for the people and the ministries than anyone else in the church. A true shepherd is not concerned about overtime in the ministry but taking care of the flock of God of which he is called to oversee.

Ministry is not all about money, but it sure takes money to be in the ministry. The motivation of both the pastor and the church should be to honor God with their giving and receiving. I've been both a fulltime and by-vocational pastor and at present now sometimes a by-vocational missionary. It's really a matter of the heart towards what God has called us to do and with the means that He has given us to do His will. A pastor should desire to give fulltime to the work and service of the ministry paid or not, and a church should desire to give a fulltime salary to their pastor even if they can't financially do it now. No church will prosper withholding due means to take care of their pastor when they have it in the bank or in not giving their tithes. Neither will a pastor be what God intends him to be when he is paid a fulltime salary and yet doesn't give his fulltime to the ministry in that church.

How much then should a pastor be paid by the church? That will be determined by the hearts of the church members to take care of their pastor Biblically. I believe that a church should error on giving the pastor more than not enough. God will always bless the generosity of the church that gives to their pastor and other men of God in the ministry.

May the Lord help each church to take care of their pastor adequately to see that his family needs are taken care of in the ministry. The church that can't supply the pastor with a fulltime salary should do the best they can and seek to do more as the church grows and prospers. God bless and have a great Sunday!

Bro. Mickey Muse
SCM

PASTOR / PEOPLE RELATIONSHIPS

The Role or Attitude of the Church to their Pastor:

Eph. 4:11-12 / 1Thess.5:12-13 / 1Tim.4:11-12 / 1Tim.5:17-20

4. The Role or Attitude of Resolving Conflicts toward their Pastor. (Matt.18:15-17)

There is nothing new about church conflicts, they have been happening since the church was started and before with the people of God in the Old Testament. I have found that most churches don't practice proper church discipline according to scripture. It's not from a lack of knowing what the Bible says, but by not doing what the Bible says concerning conflict in the church. There is basically two ways that churches deal with conflict; one is to do nothing and the other is to over react and do more than what is necessary. Most churches have in their by-laws instructions on how to handle conflict between its members according to (Matt.18:15-17), but fail to practice it with a right heart and motive. The Bible and the by-laws as well give a command and guidance in this area of resolving conflict with church members as well as with their pastor.

The staff, deacons and church volunteer workers can be a great help in resolving conflicts toward the pastor if they have a right relationship with their pastor themselves. Conflict is the result of sin in one or more people's lives that are not willing to confess and be restored to God and others. Most churches say that the Bible is their final word on faith and practice, but fail to do either one when it comes to resolving conflict towards each other or the pastor. God is not the author of confusion or conflict within the church – (1Cor.14:33/40) but of peace in the church. There may not be 100% peace all the time but there should be an overall attitude of peace within the membership and with the pastor. Just as much as it's the pastor's responsibility to seek to resolve conflict with church members, it's also the responsibility of the church member to seek to resolve any conflict with their pastor.

Here are some guidelines in helping the church member to keep a right relationship and resolve any conflicts with their pastor.

1. Pray about any concern or matter that concerns you and the pastor.
(Many times this will take care of things)
2. Don't talk about him – talk to him personally. (Pastors need to be approachable, but so do church members)
3. If you feel offended, go with a humble heart and with a right motive to resolve the matter in love and forgiveness.
4. Seek a Biblical answer to resolve any concern first before confronting the pastor. (The Bible may have your answer before you ask the pastor)
5. Make sure that you are not being convicted by the Holy Spirit instead of being offended by the pastor. (Personality vs. personal conviction)

It will honor God and be healthy for the whole church if everyone seeks to resolve their conflicts in a Scriptural and loving manner. Healthy families and churches learn to handle conflicts in a Christian like behavior.

Have a peaceful and joyful Lord's day! May the Lord use you to make things right with God and others, practice being a peacemaker, God loves it.

Bro. Mickey Muse
SCM

PASTOR / PEOPLE RELATIONSHIPS

(Psalm 133:1) "Behold, how good and how pleasant *it is* for brethren to dwell together in unity!"

In dealing with pastor/people relationships we could continue on with many different areas in the practical ways these could be improved and scripturally obeyed.

J. Willmough says "This is not a subject that should be taken lightly, and to do so shows a real lack of spiritual maturity and a lack of love for the Lord's church, which He gave His life for. I don't know of too many Christians who would openly deny that they do not believe God's Word, but when it comes to putting their beliefs into actions, sadly that has been another story." "*Those who believe in the Holy Scriptures are bound to observe its teachings. Those who do not are to be bound by its consequences.*" - (William Bradford, the governor of the Plymouth Colony)

Every growing and healthy church, practices good pastor and people relationships and will work to make them better. Gene Wood states in (Leading Turnaround Churches) "All church growth consultants agree that the pastor-people relationship is a leading factor in determining whether a body will be effective. If the constituency of the church believes their pastor is doing what he ought, they will gladly follow him. When people follow their pastor, good things happen. When you discover a growing church, you find strong pastoral leadership."

A strong leader will take steps in building healthy relationships within their area of influence and service. There is always work to be done in getting and keeping good, healthy relationships with the people that God has allowed us to fellowship with. The idea is not to have a perfect relationship, but to maintain and build balance with the relationships that we all have.

Our Lord is always seeking to build a greater relationship with us, (His children) even if we are not responding to Him in any way. May the Lord help us to seek to have the best pastor/people relationships that will honor Him and bring Him glory in His church. (Colossians 3:14) "And above all these things *put on* charity, which is the bond of perfectness."

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