



## **A “How To” Manual for Establishing a Ministry to Pastors**

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All principles in this manual are viewed by the authors as fundamental to establishing and conducting an effective ministry to pastors. The list of ways to acknowledge the pastor and his/her family (on the last three pages) are merely suggestions, and each church should modify it or create a list that best suits their pastoral family(ies).

# Establishing the EDGE Ministry

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## ***Establishing the EDGE Ministry***

### **Preface**

This manual is designed to instruct and encourage the reader to establish the EDGE (an Environment Designed to Give Encouragement) Ministry in the local church. We live in a day when the attack against Pastors and their families has reached staggering proportions. According to a 1998 study, between 1500 and 1700 Pastors leave the ministry monthly in the United States. The numbers are probably higher today. Eighty percent of Seminary and Bible School graduates who enter the ministry will leave within the first five years. If these statistics applied to the world of business everything would stop until the underlying problems were identified and solved.

One of the objectives of Raven Ministries is to help establish the EDGE Ministry in as many churches as God opens opportunities. The goal of this ministry is two-fold: first, to raise awareness that believers in Jesus Christ are soldiers in His Kingdom, and second, to rouse these soldiers to protect Pastors and their families from the all out attack of the devil. We call this being an armour bearer. An armour bearer is an individual who makes a conscious commitment to stand in the gap between the Pastor & his family and the Adversary. The Bible teaches that the best way to fight evil is to come in the opposite spirit. The primary method the Adversary uses to attack Pastors and their families is discouragement. Therefore, the best way to protect them is with encouragement. Hence the need to create an **Environment Designed to Give Encouragement**.

The EDGE ministry:

1.  Gives the Pastor the Edge  – When the Pastor and his/her family know they are not alone and that members of their church have purposed to be their armour bearers, it will give them the edge over the enemy.
2.  Protects the Pastor from going over the Edge.  (into disaster) – Having armour bearers around the Pastor and his/her family will provide a great sense of encouragement. In most cases, this will result in protection from the enemies attack to discourage them, keeping them from becoming one of the statistics.
3.  Sharpens the Pastor’s Edge  – The Bible tells us that iron sharpens iron (Proverbs 27:17). When the Pastor and his/her family have committed armour bearers around them it provides an atmosphere that sharpens their gifts, talents and skills. Because their “weapons” are sharpened they will not have to expend as much energy to achieve the results God desires as they would if they were dulled by spiritual warfare.
4.  Encourages the Pastor to take it to the Edge  – When Pastors and their families are encouraged by the armour bearers God puts around them, they are more likely to keep their eyes focused on the Master, hear His voice and

follow Him to places they never dreamed possible (Isaiah 64:4) for God's glory.

5. Is on the cutting Edge – “On the cutting edge” implies doing something that's never been accomplished, or doing something old in a new, creative and innovative way. If you and others in your church take up the mantle of being armour bearers for your Pastors and their families, you will begin a cutting edge ministry. There are many ministries that serve Pastors and their families. However, their resources are limited and spread among many Pastors, so they are unable to maintain involvement with each Pastor throughout the year. Establishing the EDGE Ministry in your church puts the actions and responsibilities within the local church where access and opportunities are available all year long. It is at the local level where we must increase our understanding that we are in a spiritual battle, and as soldiers, be vigilant to protect our spiritual leader(s). As Jesus said when He quoted Zechariah, “Smite the Shepherd and the sheep will scatter” Zechariah 13:7 (KJV), Matthew 26:31 (KJV).

## Why is the E.D.G.E Ministry Important?

To realize the criticality of supporting the Pastor and his family, it is necessary to recognize that we are in a spiritual battle and to understand why the position of Pastor is such a target for the Adversary.

**Spiritual Warfare** is fighting an enemy of spiritual proportions. It is an interaction between the heavenlies, man and the demonic forces. The heavenlies and the demonic forces are always at war. Man can be brought into the battle unbeknownst to him, and he can also choose to enter into it. In the natural realm, spiritual warfare most commonly takes place in the mind and emotions, such as Jesus in the Garden of Gethsemane (Matthew 26:36-46).

**Spiritual Warfare** began in heaven when Lucifer (Satan, the Devil) decided he wanted to be as God and was disciplined by God and cast out of heaven (Isaiah 14:12-17, Ezekiel 28:13-19). Jesus even recounts in Luke 10:18 saying, "I beheld Satan as lightning fall from heaven." There were also angels that followed Satan, (II Peter 2:4 and Jude 6). These scriptures show that Satan and his angels were cast out of heaven and banished to hell. It is not clear in scripture how the demons were allowed out of hell or the deep, but Luke 8:31 clearly tells us that the demons asked Jesus not to send them back to the abyss. They have been and continue to be active here on earth possessing unbelievers and oppressing believers.

For mankind, **Spiritual Warfare** started in the garden when Adam was given charge to guard and protect it. According to Genesis 2:15, when God created Adam He set him in the garden to do two things: first to cultivate the garden and second to keep (KJV) the garden. The word keep in Hebrew is 'shamar' to hedge about, to guard, to protect. If he was commissioned to protect the garden, then it is safe to say there was an enemy he had to protect against. Genesis chapter 3 makes that clear and shows in detail the strategies of Satan when he tempted Eve. The result, Adam fell derelict in his duty, and he did not protect her from Satan.

The Old Testament continues to unfold **warfare in the spiritual realm**:

- Satan provoked David to number the people (I Chronicles 21:1).
- King Asa experienced the destruction of a massive army of the Ethiopians before the Lord and His Hosts (II Chronicles 14:13).
- Elisha experienced deliverance from a host of the armies of Syria when God surrounded him with horses and chariots of fire (II Kings 6:14-17)
- Daniel, the praying prophet, prayed 21 days before he received his answer. He prayed three times a day for 21 days – 63 times he came before God. When the angel finally got through to Daniel he said, "God sent me the first day you prayed but the prince of Persia withstood me." It got so bad I had to call for Michael, the Arch Angel, to help me break through the lines (Daniel 10).

- There are many more examples of angels in the Old Testament fighting Spiritual Warfare but we want to mention only one more. The story of Job is well known. In Job Chapter 1 the devil appears before God and God asked him what he was doing. Satan responded that he was going back and forth, up and down the whole earth. God then asked, “have you considered my servant Job?” Satan responds: “you have put a hedge around him and his house and about all he has on every side”. Satan, knowing mankind then says, “Put Your hand on and touch all he has and he will curse You to Your face.” God answers, “All that he has is in your power, only him are you not to touch” (Job 1:6-12). This true account makes it very clear that Satan goes throughout the whole earth with the intent of destroying mankind.

As we investigate the New Testament, Jesus gives more insight into **Spiritual Warfare**.

- “God anointed Jesus with the Holy Spirit and with power and He went around doing good and healing all that were oppressed of the devil, for God was with Him.” (Acts 10:38)
- Jesus speaking to Paul tells him that he was commissioned to “open their eyes to turn them from darkness to light and from the power of Satan unto God (Acts 26:18).
- The parable of the sower and the seed. The seed fell on hard ground and Satan came immediately and took away the Word given to them (Mark 4:15).
- Jesus healed a woman who had been bound by Satan 18 years and Jesus loosed her from Satan’s bondage (Luke 13:16).
- Jesus calls Satan the prince of this world (John 12:31).
- Jesus experienced Spiritual Warfare when He was tempted 40 days and 40 nights; He was bombarded by the devil (Luke 4:3-13)
- Satan even used one of His disciples, Peter, to rebuke Jesus and tell Him He didn’t have to go to the cross. Jesus answered Peter saying, “get thee behind me Satan” (Matthew 16:21-23)
- Satan used Judas to betray Jesus (Luke 22:3).
- Jesus gave the disciples authority and power (delegated influence, jurisdiction) over demons (Matthew 10:7).
- Before Jesus ascended to heaven He told His disciples they had power over all manner of evil (Mark 16:14-18).

Other New Testament Examples of **Spiritual Warfare**:

- Satan filled the heart of Ananias and Sapphira to lie to the Holy Spirit and Peter (Acts 5:3).

- Marriages need to be on guard against Satan (I Corinthians 7:5).
- Paul warns in II Corinthians 2:11 that Satan wants to take advantage of us and we should not be ignorant of his devices.
- Paul says we wrestle not against flesh and blood but against principalities and powers, against the ruler of the darkness of this world and against spiritual wickedness in high places (Ephesians 6:12).
- II Corinthians 11:13, 14 says that there are false prophet deceivers, disguising themselves as Apostles, and that Satan transfers himself into an angel of light.
- Satan will even hinder us from doing the work and will of God (I Thessalonians 2:18).

The good news is that Jesus promises that He (Jesus) is going to build His church and the gates of hell will not stop them (Matthew 16:18). Note that gates are stationary; they are attached to walls and do not move. It will be the Church of Jesus Christ on the offensive, going against the gates of hell and the gates will not stop them.

The last scriptural example of Spiritual Warfare we want to address is probably the most applicable to being a Paje de Armas (Armour Bearer) and serving in the EDGE ministry for our Pastors and their families. Luke 22:31,32 gives an account of Jesus speaking to Peter. Peter - the warrior who was not afraid to fight for Christ, proving it in the garden of Gethsemane. Peter - who drew his sword to fight the Temple guard to protect Jesus. Jesus said to him, in verse 31, "Simon, Simon (two times to get his attention) Satan hath desired to have you, that he may sift you as wheat (grind you into powder). But I have prayed for you (I'll be your armour bearer) **that your faith fails not** (that you don't get discouraged) and when you are converted (when you come back to me) strengthen the brothers (encourage them). This is an amazing picture of our spiritual enemy (Satan) wanting to destroy Peter (a leader) but Jesus becomes his Paje de Armas (Armour Bearer) by praying for him (standing in the gap). And when Peter recognized his failure and came back to Christ in relationship, he was then commissioned to be an encouragement to his brothers. This is a complete picture of **Spiritual Warfare**: the enemy, the leader and the Paje de Armas.

Jesus, speaking prophetically of Himself, quotes the prophet Zachariah, "Smite the Shepherd and the sheep will scatter" (Mark 14:27/Zachariah 13:7). Satan's strategy is well planned. If he attacks the shepherd (Pastor, wife, children) and the shepherd's marriage and family lie in ruin, the sheep will be scattered and the work of God will be hindered, stopped or destroyed. Therefore, being Pajes de Armas (Armour Bearers) for our Pastors, their wives and children is a most critical spiritual military position for the church to take up.

**The Position of Pastor** is the second vital concept to grasp if we are going to understand the reason being an armour bearer is so important. But, before we can

look at the title Pastor, we must consider the term leader in the Bible. From the very beginning, God shows a pattern of people called to lead. Adam was a leader with an assignment to guard and protect the Garden (Genesis 2:17). Noah was given the responsibility to lead his family and two of every animal into the ark for safety. We see Abraham, Isaac and Jacob as patriarchal leaders of their families. The Old Testament is full of examples of people who were called to lead: Moses, Joshua, Deborah, Gideon, David, Solomon, Mordecai, and Ruth. The list goes on and on. The people that God chose to lead His people were, in themselves, ordinary. But when the call of God was on them, they did extraordinary things, or they did ordinary things in extraordinary ways. The examples in the Old Testament show us, when God needs to work in or for His people, He consistently uses a leader: one person that will take up the cause, represent Him and lead His people.

In the New Testament things did not change all that much. When God sent Jesus, He was to lead God's people. The process He chose was to pick twelve men, pour into their lives and send them out to evangelize their world. As we see in the history of the early church, each of them took the call to the farthest outpost: from England to India.

The term we use today for leader (one called to serve a local body of believers) is Pastor. This term "Pastor" is also translated as Shepherd; one called to care for the people of God who are also referred to as sheep. These analogies were not unfamiliar to the early believers. The Old Testament (The only Scriptures they had) is full of examples that the relationship between God and His people was that of a Shepherd and His sheep. Psalm 79:13 says, ". . . we are thy people and the sheep of thy pasture." Other references to Shepherd and sheep are Psalm 95:7, Psalm 100:2, Isaiah 5:7, Jeremiah 23:1 and Jeremiah 50:6. Most familiar is Psalm 23:5: "the Lord is my Shepherd," in which all of us have found comfort.

Jesus continues these analogies in John 10:11, "I am the Good Shepherd, the Good Shepherd giveth His life for the sheep". Verse 14 says, "I am the Good Shepherd, and I know My sheep and am known of Mine," and in verse 27 Jesus said, "My sheep hear My voice". After the resurrection of Jesus, He speaks to Peter in John 21: 16 & 17 and asks him three times if he loved Him. After Peter answers, Jesus says, "feed My lambs, feed My sheep, feed My Sheep". This same Peter, in I Peter 5:1, speaks to the elders (Pastors), the leaders (who then calls himself one) and exhorts them to "feed the flock of God". In verse 4, Peter made an important statement. He says, "...and when the Chief Shepherd shall appear." Jesus is the Chief Shepherd; all calls to serve as Pastor are under His leadership. The requirements for these elders/under-shepherds/Pastors are overwhelming (I Peter 5). This position has the responsibility to care for and oversee the "sheep of God".

As we look at today's Pastors, nothing has changed. Their responsibility is the same. Their calling is the same, and their enemy is also the same. In Zechariah 13:7 we read, "smite the shepherd and the sheep will scatter". Jesus quotes this verse in reference to Himself as He is on His way to Gethsemane (Matthew 26:31 and Mark 14:27). That night (of the betrayal) He was smitten and His sheep, the 12

disciples, scattered. The principle is true today. The Pastor is a serious threat to the kingdom of darkness and becomes a target of the Adversary.

Lastly, the position of Pastor/Leader is constantly being attacked. Many people say things like: "Who does he think he is?" "Who gives him the right to tell me what to do?" "The Holy Spirit speaks to me as well as to him." "He's just a man like me."

In the postmodern era, we have forgotten that the calling of God on individuals today is the same as in the Old Testament. The entire tribe of Levi was dedicated, anointed, chosen to serve God, and God's people. God, as well as the other 12 tribes, honored them for the position He gave them. It was the responsibility of the 12 tribes to protect and provide all the needs of the Levites and their families.

It is also important to note that even Moses' leadership was challenged. In Numbers 12:1-8, God speaks to Moses, Aaron, and Miriam and tells them to meet Him in front of the tabernacle. God then says to Aaron and Miriam, "to prophets I make Myself known in visions and dreams, but to Moses I speak mouth to mouth". God's anger comes against Miriam, and she is struck with leprosy for challenging the anointed of God (Moses).

Today, we too must be careful not to come against the person God has placed in leadership. Instead of sitting around we need to stand up, step up, and surround the people God has called to serve Him and His people.

All too often, Pastors feel and often are standing all alone against the Adversary. Many Christians consciously or subconsciously believe that the Pastor and his family are above the day-to-day issues that the average Christian battles. They believe that God gives sovereign protection to Pastors and their families, and that they are so spiritual they don't struggle with the same sins and issues we do. However, the Bible clearly says something different: even the great prophet Elijah who was so close to God that he didn't die but was taken to Heaven in a chariot of fire, was "a man of like passions" as us. Scripture also tells us that Jesus himself was tempted in all points. So the Pastor and his family are not exempt from the temptations we all face, but as leaders are often under a more severe and relentless attack.

Satan knows that if he can successfully destroy the life and ministry of a Pastor, a Pastor's wife or a Pastor's son or daughter, he will negatively affect the whole church and usually a major part of the community as well. Revelations 1: 3-6 KJV says that Jesus has made us Kings and Priests unto God and His Father. This, along with other portions of scripture, shows that we are not merely sheep, but we are also soldiers. We are in a battle and our Adversary, Satan, has a strategic plan to hinder the advancement of the Kingdom of Christ. One of the primary ways He does this is to attack Pastors and their families. Satan is a master at sending things to discourage a Pastor and is relentless at sending temptation in the Pastor's weakest areas. Song of Solomon 3:7, 8 indicates that King Solomon had 60 of the most valiant men in Israel around him day and night to protect him. We, as the modern-day church, do not fully understand the need to surround and protect the Pastor. Instead, we are often the very tools used by the Adversary to bring

discouragement that ultimately results in defeat of a Pastor and/or his wife and children.

Scripture gives us several examples of being a Paje de Armas (armour bearer), but one of our favorites is the story of Jonathan and his armour bearer found in I Samuel 14. There are many aspects of this story that apply to the Pastor and those who surround him, but the most critical point is found in verse 7 where the armour bearer said to Jonathan “Do all that is in thine heart, behold I am with thee according to all that is in thine heart.” Scripture demonstrates over and over that God typically works through the leader, giving the vision to him. The people around him are called to follow, whether or not they see the vision for themselves. Not supporting the leader that God has put in place leads to discouragement of the leader and defeat of the local body. More often than not, we don’t overtly oppose the Pastor, we just don’t explicitly support him. The suggestions in this packet are practical ways to openly support your Pastor and his family, and in the process attack the Adversary.

**The Position of Pastor’s Spouse** is another primary target on which the devil and his forces focus. (For ease in reading we will use the term Pastor’s wife. But the concept is applicable for the husband of a Pastor as well.) Her position in the Kingdom of our Lord is many times overlooked. As we have already noted, the position of the Pastor established him as a leader, a representative of God and a steward of the Bride of Christ. His role as a “Regent” in the Kingdom of God is also shared by his spouse. When God created Adam and Eve, He said that both were to have dominion over God’s creation. The wife of the Pastor shares co-Regent status. The way she carries out her role may be different but the status in Spiritual warfare is the same. The first temptation occurred to the Co-Regent of God’s creation – Eve. Eve’s place was one of honor, responsibility and authority. Even from the beginning Satan knew that the best way to get to Adam was through Eve. The verse we have already used is very applicable here, “Smite the shepherd and the sheep scatter.” One of the most effective ways the enemy gets to the Pastor is through his wife.

The Pastor’s wife is his completer. God said it was not good for man to be alone, and He made Eve to be Adam’s helpmate – completer. In their book “Captivating,” John and Stasi Eldredge explain that:

“When God creates Eve, he calls her an ezer kenegdo. ‘It is not good for the man to be alone, I shall make him [an ezer kenegdo]’ (Gen 2:18 *Alter*).....The word ezer is used only twenty other places in the entire Old Testament. And in every other instance the person being described is God Himself, when you need him to come through for you desperately.”

She was made in the image of God with different characteristics than Adam. Her qualities are independent of her husband and their children. Her God-given attributes are unique to her and critical to the body of Christ. It is her individuality that is frequently not recognized and hence, she is put in a performance box. Many times, she is expected to perform duties that are outside her gifting and is viewed as a position to be filled not as a person to be appreciated. This leads many Pastors’

wives into a Spiritual battle; feeling inadequate, under qualified and unappreciated, which leads to discouragement, depression and defeat.

She is also a warrior in the Kingdom of Heaven and needs to be encouraged, protected, and honored for the role that God has given her. If the Pastor's wife is discouraged it will certainly affect their marriage. If it affects their marriage, it will affect the church.

Her roles are many: woman, wife, mother, daughter, sister and co-Regent in the arena that God has placed her and her husband. She shares in the ministry with her husband, but not all Pastors' wives serve in the same way. It is critical to recognize the gifts and callings that are on her. It is equally important to honor her and allow her to express her calling in a way that lines up with the way God made her.

Each Pastor's wife should be surrounded by Armour Bearers to encourage her, bless her, protect her and honor her. In so doing, the strategy of the enemy is derailed and a great door to defeat the Pastor will be slammed shut.

**The Position of the Pastor's Children.** It is very important to understand that the devil and his forces give special attention to the sons and daughters of Pastors; primarily, because their spiritual position and giftings are generational. Generational giftings are those talents and gifts that are within a family and pass from generation to generation: such as art or music. It can readily be observed that families with these gifts pass them from one generation to another; from father, mother, uncles and aunts, to sons, daughters, nieces and nephews. The same is true spiritually; we pass on spiritual gifts and anointings from one generation to another. Pastors' sons and daughters are not the only ones who have the gift of leadership, but it is given to them as a spiritual inheritance.

In Exodus 40:13-15 (please read) we clearly see that the anointing and position of spiritual leader in Israel was to be upon Aaron and his sons as an "everlasting priesthood throughout all generations." The position and gifting of being a leader is one of the most important qualities in the Body of Christ. In I Corinthians 12:28 Paul lists many gifts in the Body and one of them is government [(KJV) other translations say organizer, administrator, guide and leader]. And, we see in Ephesians 4:7, 11 & 12 that "unto every one of us is given grace according to the measure of the gift of Christ. And He gave (to) some (the gift of) apostles; and some prophets; and some evangelists; and some pastors and teachers (*these are all leadership positions*) for the perfecting of the saints, for the work of the ministry, for the edifying of the body of Christ.

Our Enemy knows that the gift of leadership is a prize to capture and control. Attacking Pastors' children is one of his strategies for three reasons. First, if the Pastor is sidetracked by the spiritual attack on his children, it will have an adverse effect on his marriage and ministry. Being armour bearers for the Pastor's children by praying for, honoring, encouraging, and blessing them will provide needed protection around the Pastor so the Enemy has no foothold on him in this area. Many Pastors have faced great discouragement from church members because they believe and say, "Pastors children should know better." "He (the Pastor) should

have rule over his own house.” Although this is true, we need to recognize that Pastors’ children are under spiritual attack. And, instead of helping to make these words prophetic, it’s our responsibility to come alongside the Pastors’ children and be an encouragement to them. That doesn’t mean overlooking sinful behavior. It means standing in the gap and interceding on their behalf and loving them with a perseverance that gives you the privilege of speaking truth into their life.

The second reason the Adversary sees them as targets upon which to focus evil resources is that if he gets to the Pastors’ children their leadership gifting and anointing will not be used in the Kingdom of our Lord and Savior Jesus Christ. Even at a young age their leadership giftings and anointing can be observed. If the Enemy can discourage, sidetrack or crush these qualities in our Pastors’ children, then the Church will be robbed of their needed gifts and callings of leadership.

The third reason is that Satan greatly desires to take the leadership gifts of Pastors’ children and use them in his kingdom. The numbers would be staggering if we knew how many Pastors’ children who once loved the Master are today serving a different master. All their leadership skills have been turned over to the Adversary of our souls. The result is devastation to our Pastors, great loss to the Body of Christ and spiritual bondage of Pastors’ children to the prince of this world.

Thank God there are Pastors’ sons and daughters who have taken up their anointed mantle of leadership and are being used to the Glory of the Lord. However, in my years of experience in the church as a Pastor’s son, a Pastor, and a father of Pastors’ children, I have seen many sons and daughters of Pastors who once were sold out to Jesus be picked off one at a time by the kingdom of darkness. Some have gone over to the Kingdom of Darkness, some still believe but do not attend church and others attend church but rarely, if ever, use their anointing and gifts for the Glory of God.

Being armor bearers for Pastors’ children is not just a nice thing to do; it is a critical offensive position in the Kingdom of Heaven. To honor, bless and encourage the youngest child to the oldest adult, who currently are or who have grown up in a Pastor’s home, is one of the greatest means of victory in spiritual warfare.

## How to Establish the EDGE Ministry

### 👉 Determine Interest Level and Get Approval

Establishing the EDGE Ministry in your church requires that you get the necessary blessings and approvals, submitting to the authority as described by your church constitution. It also requires individuals that understand the need for an EDGE Ministry (are committed to supporting, caring for and protecting the Pastor and his family) and are willing to spend the time, effort, and perseverance necessary to engage in the battle.

We warn you that it will not be easy. When you determine to be offensive with the Adversary, he will not sit back and let you move forward without hindrance. He will work to bring apathy, division, frustration and discouragement to individual lives as well as collectively to the group that commits to support and protect their Pastor(s). In light of this, Raven Ministries suggests:

Due to the “front lines type operation” of this ministry, the team should commit to pray for one another and for the ministry. Pray individually and pray together as a team.

In keeping with the lines of authority laid out in the Bible, a member of the Board of Elders/Deacons should be an advocate of this ministry to the Board and the church, as well as oversee the ministry.

Because Satan will try to discourage you, do not try to do everything at once. Start with simple things and allow the Holy Spirit to build the ministry as He leads you, because “greater is He that is in you than he that is in the world,”

(I John 4:4 KJV) God will give you wisdom, creativity and endurance as you seek to implement this plan.

### 👉 Establish an Annual Budget

#### Sample Annual Budget (per Pastor Family)

Anniversary	\$100.00
Birthdays (4 in family)	\$200.00
Marriage Retreat	\$500.00
Pastor Appreciation Day	\$200.00
Cards & Misc.	\$200.00
Personal Seminars/Retreats	<u>\$400.00</u>

**Total (per Pastor)                    \$1,600.00**

## **Identify A Leader**

Choose a leader that knows they have been called by God to this Ministry. God called Moses in the burning bush and He sent Samuel to anoint David as King. Jesus stopped Saul of Tarsis, later to be the Apostle Paul, on the road to Damascus and called him to serve the King of Kings. The person who is “called” to lead this ministry will feel the burden of this Ministry; a weight that won’t go away unless they fulfill it.

Choose a leader that understands and accepts the responsibility that comes with authority. He/she will receive information that others do not have, both from Church leadership and from God, and will be accountable for the results. God told Adam that eating from the tree of knowledge of good & evil would result in death. Even though both ate from the tree, and Eve initiated it, God came looking for Adam first. He was given information that Eve wasn’t given by God, and he was held accountable for it.

Choose a leader that respects authority and that will

- Honor others’ time by being prepared (have a plan, start & end meetings on time & have an agenda)
- Communicate frequently with everyone on the team and ensure that the message is clearly conveyed and received.
- Communicate with Pastors and leaders on a regular basis. (This ministry should alleviate burdens, not create them.)

## **Develop Ministry Guidelines with Pastor(s) and Leadership Team**

- Develop the Ministry Goal (Vision for the ministry)
- Develop and approve a budget – This should be done according to your Church process (See sample budget)
- Develop an accountability process. Identify the information to be communicated along with the best methods and timeframes that suit your Church’s Leadership Team.

## **Identify and Build a Ministry Team**

- Understand and explain the stages of team development to members.
  - Forming -- the initial phase when people meet as a group to identify the goal and formulate a plan to accomplish it.
  - Storming -- as the group begins to run into issues and express their various and unique ideas & opinions, there is a period of tension. This is the phase where team members learn to communicate as well as how to resolve conflict. This is the most important phase for success of achieving the goal.

- Norming -- is when the team begins to function well together, each member understands the strengths of the others and can defer to the team member(s) best suited to handle a task or problem, yet at the same time see latent potential and draw abilities out of others that they may not even know they possess. This is the most enjoyable phase, but it can only be arrived at by going through phases one and two.
- Develop team guidelines.
  - In the business world teams develop guidelines for interaction. This is a very Biblical principle. God gave the social laws to the children of Israel for exactly that purpose, to be able to live together effectively and productively. The team needs to come to agreement on the basic rules (team values) for open discussions, brainstorming (opportunity to express any and all ideas without fear of judgment) and making decisions.
- Prepare team to handle missed targets.
  - What is a “missed target”? Not achieving the expected or desired result. How you handle these situations is a critical aspect of accomplishing goals through a team. Because if you are being creative and actively trying new things, missing a target can happen frequently.
  - Tasks are established with the intent of achieving an overall goal. When pursuing these tasks, five different things that can occur.
    1. The task is accomplished as planned with the desired result.
    2. The task is accomplished as planned with a poor result
    3. The task is not accomplished as planned but has the desired result anyway.
    4. The task is not accomplished as planned with a poor result
    5. Nothing is done
  - Obviously, achieving the objective as planned is always the desired result. And, achieving good results while not fully attaining the planned objective is acceptable. However, these two scenarios happen far less than the other three. So, attention needs to be given to handling the other three situations properly. Since most people consider these three outcomes as failure, they typically don’t want to discuss or focus on them. However, how you handle these outcomes as a team affects your success. If you choose to handle them as merely information, you can then analyze the results without high levels of emotion and blame. You can discuss what didn’t work and why, then use the information to create a modified task list that eventually will lead you to achievement of the goal.
  - It is important to recognize that achieving individual tasks is not what we are aiming for –our target is to achieve the overall goal. Example: If your

goal is to develop an environment of encouragement. Sending 4 cards a month to the Pastor could be one task designed to help achieve the goal. If you find out the Pastor doesn't like getting cards that frequently, you have not failed. You just have more information to feed back into the plan so you can eventually achieve the overall goal. True failure only occurs when you learn nothing from what transpired.

👉 **As a Team, Develop and Build the Ministry to Pastors**

- Commit to the Ministry Goal and budget (as agreed with Pastors and Board) to the team.
- Create a Ministry Plan
  - Brainstorm ways to achieve the goal. The creative and planning parts of our brain function separately, so brainstorming generally works better if conducted as a two-part process in separate meetings. During part one all team members throw out ideas with one person recording everyone's thoughts. This is the creative part of the process and it's important that no idea is judged (as right or wrong; possible or not possible). Trying to decide whether something will work or not stops the creative flow. During the second meeting all ideas are scrutinized, and the list is reduced to those that are most likely to achieve the desired results and possible with the available resources.
  - The refined list of ideas becomes your Ministry Plan. Using this list, develop and & assign tasks and actions.
  - Start out simple; create a basic plan for a six-month period.
- Work the Ministry Plan
  - Complete Actions
  - Discuss & analyze results
  - Re-strategize based on results and upcoming actions.
- Repeat brainstorming & modify plan every 3 months.

## Things to Consider When Developing Your Ministry Plan

☞ **Understand that the battle is spiritual, put on the whole armour of God and spiritually guard the Pastor and his/her family.** Some possibilities are:

- Develop a daily prayer ministry covering the Pastor, spouse and children.
- Develop a prayer ministry during every service. Preceding and during the service:
  - Exalt and worship God
  - Ask the Holy Spirit for specific scriptures to pray over the service
  - Pray the Names of God. An example: God is a consuming fire. The Hebrew boys were thrown into the fiery furnace for not bowing down to the idol of King Nebuchadnezzar. The fire killed the soldiers that threw them in and burned up the ropes that bound them, but they were unharmed. The same fire that killed the soldiers didn't touch the Hebrew boys. God is a consuming fire – He destroys what's ungodly and releases righteousness in us.
  - Specific things to pray for during the service are that:
    - ✚ God would be glorified throughout all aspects of the service.
    - ✚ Worship will not be hindered.
    - ✚ Distractions will not hinder the work of the Holy Spirit in any aspect of the service.
    - ✚ While the Pastor is preaching, he will be anointed, the hearer will be anointed, and the will of God will be established through the message.
    - ✚ The eyes of the lost will be opened.
    - ✚ The soil of the hearts will be good.
    - ✚ The enemy will not be allowed to bring confusion or twisting of words/meanings to the hearers.

☞ **Recognize the power of blessing**

The Bible has much to say about blessing.

### God blessing people:

- “So God created man in His own image....male and female created he them. And God blessed them” (Genesis 1:27,28).
- “And God blessed Noah and his sons, and said unto them be fruitful and multiply replenish the earth.” (Genesis 9:2).
- He said to Abraham “that in blessing I will bless thee...and in thee shall all the nations of the earth be blessed” (Genesis 22:17,18).

### A father blessing his firstborn (the blessing of birthright):

- Rebekah and Jacob connived together so Isaac would bless Jacob instead of Esau (Genesis 27). Even though Jacob was only two generations from Abraham where blessing was initiated, his desire to get the “blessing at all costs” indicates that he understood the implications and value of blessing.
- “All these twelve tribes (sons) of Israel: and this is it that their father spake unto them, and blessed them every one according to his blessing he blessed them” (Genesis 49:28).

### Priests blessing the people:

- God told Moses that the Priests were to speak blessing on the people of Israel with the words, “The LORD bless these, and keep thee: The Lord make His face shine upon thee and be gracious unto thee: the LORD lift up his countenance upon thee and give thee peace” (Numbers 4:23-26).

We recognize the power of God blessing us and might even realize that fathers and Priests (Pastors) have been given authority to extend God’s blessing to people. But not everyone understands they have the authority to speak blessing from the LORD into the lives of others. However, the Bible gives examples of people of lower social/economic status blessing people of higher status:

- The reapers (workers in the field) said to Boaz “The LORD bless thee” (Ruth 2:4)
- “The king’s servants came to bless their lord king David” (I Kings 1:47)

So what is the purpose of blessing? Numbers 6:27 says, by “doing this (speaking the LORD’s blessing on the people) they shall put my Name upon the children of Israel and I will bless them.” When we speak blessing on a person in the name of the LORD, God promises He will bless them. There is no greater way to offset the curse of the Enemy than with the blessing of God.

Some tangible ways to bless the Pastor and his family are:

- Speak and pray blessing on your Pastor and his/her family
- Encourage the Pastor to take times of rest
- Do not gossip about the Pastor or his/her family and encourage others in the church to do likewise.

### **Acknowledge the individual to honor the role of the Pastor, the Pastor’s Spouse and each of the Pastor’s children:**

Following are some ideas for recognizing the Pastor, his/her spouse, and their children as individuals. This is in no way an exhaustive list. Come up with creative ideas of your own that are unique to your Pastor and his/her family.

- Call them their birthdays.

- Have a yearly schedule of sending cards to the Pastor's family:
  - January and April have a number of people in the congregation sign a card with notes of thanks and encouragement. Send/give a card to the Pastor each week during these months.
  - February and May send/give notes of thanks and encouragement to the Pastor's spouse.
  - March and June send/give notes of thanks and encouragement to each of the Pastor's sons and daughters.
  - July and October give/send a card with scripture blessings to the Pastor each week.
  - August and November send/give a card with scripture blessings to the Pastor's spouse each week.
  - September and December send/give a card with scripture blessings to each of the Pastor's sons and daughters every week. Make it age appropriate but do this even for the little ones and "angry" teens.
- Organize an all-church dessert potluck to celebrate the birthdays. Be sensitive to personalities. If the specific individual is more of a background person, public celebrations may not be appropriate.
- Have a few people in the church speak a blessing, say a word of appreciation or sing a song to the Pastor, spouse or children on their birthday.
- Give the Pastoral family a Sabbatical (paid time off to renew his relationship with God). Ideas are one week a year, one month every three years, or several months every seven years.
- Encourage the Pastor to have an accountability partner outside the church body that he can be completely open with.
- Ask the Pastor what the church can provide to assist him/her in becoming the man/woman that God created him/her to be.
- Provide time at seminars for personal and spiritual enrichment.
- Find out what the Pastor's hobby is and give him/her an appropriate gift of appreciation. Get to know the Pastor well enough to be able to do so.
- Find out what your Pastor's "hidden desire" is ("always wanted to learn to play tennis...or learn to ski....or ....) and give him/her an appropriate gift of appreciation.
- Take the Pastor fishing, golfing, hunting, shopping, hiking, to an opera or whatever is appropriate for his/her interests. Don't make this an obligation. If he/she has had little time with family this could be one more thing to take them away.
- Send the Pastor's wife for a massage, a pedicure, facial or a gift that fits her interests as a gift of appreciation.

- Buy the Pastor's wife an assortment of bath oils, soaps and lotions as a gift of appreciation.
- Take the Pastor's Son or Daughter to a sports event, hiking, fishing, golfing, hunting, to play tennis or whatever is appropriate to their interests. This could not be just anyone. The teen/child needs to be comfortable with the person or family.
- Attend a game, musical or extracurricular activity that your Pastor's Son or Daughter is participating in.
- Buy Pastor's Son or Daughter a gift of appreciation that indicates you know their likes and interests.

Note: When asking members of the congregation to participate (by signing cards, speaking, etc), it is not necessary to make a list to ensure that different people are involved. However, to obtain the greatest degree of involvement from the entire church, it is important to intentionally include people other than just family and friends. Also seek to include people you don't know. This provides an excellent way for you to meet people and to spread the EDGE concept.

#### **Acknowledge the Importance of a Strong Marriage:**

- Once a year, send the Pastor & his wife to a marriage strengthening retreat or seminar, paid by the church on paid time.
- Send the Pastor and his wife for a time away together to a place like Genesee Home or a Resort Hotel, paid by the church on paid time.
- Church members, maybe once a month or once a quarter, baby-sit for the Pastor and his wife so they can go on a date, or provide finances for a babysitter of their choice.

#### **Acknowledge the Importance of a Strong Family:**

- Make sure the Pastor takes vacation time, even if spent at home. Make sure that any calls or circumstances requiring pastoral care are directed to other Pastors or leaders in the church so the Pastor can get needed down time and time with his family.
- If someone in the church has a time-share, send the Pastor and his/her family on vacation.
- If the church can afford it, send the Pastors' family on vacation somewhere appropriate to their interests, all expenses paid.
- Make it the responsibility of a Deacon to regularly assess the financial situation of the Pastor (do they have proper day care? is the spouse working full time and expected to be at every meeting & head up several ministries in the church? Is the Pastor building equity in a home? Will he/she face retirement without pension?) and bring any issues to the church for solutions. The church may not be able to address every financial need, but God can

provide creative solutions and funds. Maybe members of the church are able to provide medical services, legal services, day care, etc free of charge or at reduced rates. Elders/Deacons/Leaders can pray and fast for the Pastor's financial needs.

☝ **Acknowledge the Value of their Service:**

- Say thank you.
- Send thank you cards to the Pastor, spouse and children thanking them for sacrificing his/her time and family to meet the needs of the church.
- Organize an annual Pastor Appreciation Day
  - Service conducted by church leadership
  - Individuals give testimonies of how the Pastor and his/her family have been a help and encouragement
  - If the spouse or children serve in other ministries during the church service (like the nursery) have someone fill in for them so they can attend.
  - Give them a gift.
  - Have a potluck dinner after the service
- Organize events like “Fill the Freezer” week (during the designated week several families in the church visit the Pastors’ home bringing frozen food).
- Send the Pastor and/or spouse away to a Pastors Prayer Summit or Retreat so they can be “refreshed and renewed.” (On paid time, not his vacation and expenses paid by the church.)