

The background features a dark blue gradient with a subtle pattern of white stars. Overlaid on this are several technical diagrams in a light purple/white color. These include circular gauges with numerical scales (e.g., 140, 150, 160, 170, 180, 190, 200, 210, 220, 230, 240, 250, 260), concentric circles, and curved arrows indicating motion or flow. The overall aesthetic is that of a technical or scientific theme.

WHAT THEY DON'T TEACH YOU IN
SEMINARY

PREACHING ISN'T ALL YOU DO

- Preaching & study time for preaching
- Hospital visits, weddings, funerals
- Home visits, lunch meetings
- Deacon meetings and preparation
- Team meetings and preparation
- Staff meetings and preparation
- Administration, emails, phone calls
- One-on-one discipleship or coaching
- Time with other pastors in the Assoc.
- Reading for continual learning
- Conferences and workshops
- Family time, Time with friends
- Recreation and exercise
- Serving, mission opportunities

CONTINUING EDUCATION IS IMPORTANT

1. Set a goal to push yourself, like reading at least 4 books a year.
2. Read some books on “Leadership.”
3. If you go to a conference, take notes and have a discussion with some church leaders after the conference about what could be applied at our church.
4. Read and discuss a book chapter by chapter with your staff, or deacons, or teachers, or some group of church leaders
5. Set aside at least an hour a month to meet with other pastors

SHEPHERD YOUR STAFF

- Help them get better at planning and preparation
- Help them get better at creativity and brainstorming
- Help them learn to evaluate weekly and improve
- Help them learn to build volunteer teams that get things done
- Help them to multiply themselves by building new leaders
- Help them anticipate criticism and potential problems
- Help young staff members who don't have wisdom and experience

HELP YOUNG STAFF TO NOT GET THROWN UNDER THE BUS

Sometimes church ministries can operate in a silo of isolation.

Children's ministry, student ministry, adults, deacons, missions, single adults, worship, and women's ministry may not interact with one another and each ministry is "sink or swim."

Young staff members shouldn't be left to sink or swim. They don't have the experience to know the roadblocks, the pits in the road, the criticisms and the problems that will eventually come their way.

As pastor, you need to help them anticipate problems, plan better and deal with conflict. You need to have their back and coach them.

HOW PEOPLE LEARN AND GROW IN SEVERAL WAYS

Friends of the heart, coaching, being disciplined, family discussions, being challenged by the positive examples of others

Reading the Bible, Engaging with scripture, Putting it into practice, Memorizing a verse, Talking with God in private

Hearing sermons

Discussion, Homework, Fellowship associated with being in a small group

Serving others, Helping others learn, Explaining the gospel to others, Meeting physical and spiritual needs, Giving

■ Sermons ■ Small Group ■ Serving Others ■ Individual Study ■ Meaningful Fellowship



SMALL GROUPS IN HOMES ARE POWERFUL

LifeWay's focus is in creating materials for Bible study – like Sunday School, VBS and other training. These ministries are great.

Seminary and Lifeway don't always talk a lot about home groups.

They are a different animal, but home groups are powerful.

Home groups help train new leaders and get ministry out into the community.

Go visit a church and a pastor that is strong in small group ministry and learn from them.

THE POWER OF DISCUSSION

No one ever told us that lecture was the best way to learn, but we imprinted that idea into our minds that this is what teaching looks like.

From 1st to 12th grade we listened to lectures. In college and seminary, more lectures. TV shows, books and politician's speeches are one-way communication.

Some S.S. teachers depend on lecture because that is the only way they have ever seen Sunday School done.

If you want to help people learn, think, lead, ask questions and form convictions, then learn to facilitate discussions. Try it, you'll like it.

TEACHERS NEED MORE THAN A BOOK

I was recruited to be a Sunday School Teacher – no training was given. I learned by trial and error.

We often use LifeWay Sunday School books which have great theology, but little training about “how” best to teach the lesson.

Some churches take their teachers to a one-hour workshop, but the ideas from the workshop may not always be evaluated or applied.

If you have 5 adult classes, you might see 5 different approaches to teaching the class. If you want your want your adult classes to be on the same page, to use the same strategy, then train your teachers.

HOW TO PASTOR A CHURCH OF MOSTLY OLDER ADULTS

I am an older adult. Older adults are often the backbone of the church. But they don't teach you in seminary how to be a pastor in a church of mostly older adults.

How do we reach children and teenagers if there are only a few in our church now?

If we have 50 older adults, have can we reach 50 more just like us?

How do older adults like to serve? How do they learn best?

THE INVISIBLE UNREACHED PEOPLE GROUP

You probably didn't have a seminary class about reaching single adults.

But they are probably 40% of the population of your city.

Very few churches are successful at reaching single adults.

Look around your city of 100,000 people with 40,000 single adults.

How many are attending local churches in your city – 100, 300, 500?

Go visit a church that is successful. Learn what they are doing and how they do it.

If you are intentional, you might be surprised how many begin attending.

THE FEAR OF PERSONAL EVANGELISM

Church members love to hear the pastor share and explain the gospel.

Sometimes, they think it is better to let the pastor do it.

He has training and I might mess it up.

Members may not often have an opportunity to hear another lay person share the gospel or even share their testimony.

It does take homework. Memorizing a few verses and an outline.

And it takes lots of practice. They don't tell you this in seminary, but you have to figure out how to help your church members practice sharing their testimony and the gospel 25 times if you want the culture to change.

THE LACK OF INTENTIONAL FELLOWSHIP

We know that Fellowship is one of the biblical purposes of the church. That it helps us grow and helps other people grow.

We know that sitting in a worship service with a hundred people and hosting some churchwide lunches a few times a year can't possibly be all that fellowship was intended to be.

Seminary doesn't teach us how to change the culture of a church so that fellowship is more meaningful and powerful.

We know what it takes – it takes time spent together, talking about our families and what we are learning, studying the Bible and praying together, learning to encourage one another, disciple-making, serving others together and standing in the gap when life is painful.

MEETING INDIVIDUALLY WITH CHURCH MEMBERS

It's important.

Make a pictorial directory so you can learn faces and names.

Invite a family to your home for supper or dessert or game night.

Go play tennis or golf with a deacon or a S.S. teacher.

Visit in homes.

Set up a couple of lunch appointments every week.

You can't get to know people well until you spend time with them.

THE LOST ART OF DISCIPLE-MAKING

You can't mass produce disciples.

Jesus spent 3 years with the twelve.

Barnabas went to find Paul.

Paul took Timothy along and a few others.

2 Timothy 2:2 shows a pattern – Paul, Timothy, faithful men, others also

Preaching is necessary, Bible study classes are great, but every church needs to find ways to match up new Christians with a coach who will walk along beside them. They don't talk about that enough in seminary.

THE POWER OF MULTIPLICATION

What if each staff member met with two other people?

What if each deacon met with one or two other men?

What if each teacher or small group leader began coaching two other new teachers?

What if 10 men each started a small group?

What if 20 women each chose a prayer partner?

What if every class divided into 2 or 3 discussion groups?

What if everyone brought one friend?

HOW TO HELP PEOPLE GROW INDIVIDUALLY

Help them find a system to read the Bible every day or at least several times a week. (A chapter a day until a book is finished?)

Have them underline their favorite verses when they read.

Give them a chance to talk about what they read every week.

Let them share an example of how it could be applied to their life.

Ask them to tell someone else outside your group what they read.

Ask them to memorize a few key verses. (Example: 10 on “salvation”)

Help them practice telling their faith story and explaining the gospel.

HOW A CHURCH CAN BEST USE TECHNOLOGY

Do they teach technology in seminary today? I hope so.

Churches need to use websites, email, digital newsletters, Facebook, texting, online sermons, online small groups and many other tools to communicate in our culture today.

I listened to some church sermons online that had poor sound quality. I heard one that had GREAT sound. They said it only took \$50 for a special microphone. Wow. Technology can be really helpful.

WHAT A HEALTHY CHURCH LOOKS LIKE

When Rick Warren wrote *The Purpose-Driven Church* 25 years ago it felt groundbreaking (even though it was just based on scripture).

It is so easy to over-emphasize one area and get weak in another.

Strong in preaching – but weaker in small groups.

Strong in evangelism – but weaker in discipleship.

Strong in fellowship – but weaker in missions.

HOW TO HANDLE CRITICISM AND CONFLICT

God called you to help people know Christ and grow in their walk.

What could go wrong?

And then it comes – the sermons are too deep or too shallow.

The music is too soft or too loud.

“Why is it so dark in the sanctuary?”

Every pastor needs training in how to learn from and respond to criticism and how to help resolve conflict between others in the church.

A PASTOR'S WIFE MIGHT STRUGGLE SOMETIMES

Your wife might be criticized unfairly.

She might feel stressed-out from the pressure of life in a fishbowl.

She might feel inadequate to lead or teach others.

She might feel bitter if her husband is treated harshly.

She might feel there is no one in the church who is her true friend.

She might be embarrassed if her children misbehave.

She might be sad being in a church where not many are her own age.

Everyone struggles with these things, including pastor's wives.

BUILDING TEAMS IS CRITICAL

A critical function of a leader is building teams.

A team works together to accomplish a common goal.

The pastor and the staff can't do it by themselves.

Teams pool knowledge, energy and different kinds of skills.

Even a small church probably uses 20 teams on a Sunday morning.

BUILDING PARTNERSHIPS

- With other churches in your Association
- With the State Convention
- With NAMB or IMB
- With other non-profit service organizations
- With a school in your area
- With BCM, FCA or CRU at the local college

THE POWER OF SIMPLICITY AND CLARITY

It helps to have a simple way to communicate what your church is all about.

What is your mission? ... “To love God and others.”

What is your strategy? ... “We want every member to attend worship, join a small group and choose a way to serve others.”

What are the major ministries of your church? ... “Worship and Small Groups.”

What is your goal? ... “Every member a missionary.”

IT'S OKAY TO BE DIFFERENT

- It's okay for the pastor to wear a Hawaiian shirt
- It's okay for the pastor to have his shirt untucked when he preaches
- It's okay for the pastor not to wear a suit and tie
- It's okay for a SS class to sit in a circle not in rows
- It's okay for staff members to also preach on Sunday
- It's okay to have 3 different styles of worship service
- It's okay to have Bible study in homes

CULTURE EATS STRATEGY FOR BREAKFAST

Culture is more powerful than policies or programs.

Culture is more powerful than what we prefer or hope for.

Culture is hard to change.

Culture is real life, it's not what we say, it's what we really are.

Culture teaches by example. A lot of things are caught, not taught.

Culture can reinforce what is preached or taught with positive examples.

PRINCIPLES OF LEADERSHIP

- Vision leaks
- Six by six execution
- No surprises
- How to disagree
- Give me A, B or C
- Keep short accounts
- A bias toward action
- Facts are your friends
- Is it sustainable
- Create a finish line
- Let's debrief
- Always take the high road
- Read all you can
- Finish well