

Pastoral Theology I

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REQUIREMENTS FOR THIS BLOCK:

1. **Read all the material** for this block.
2. **Look up and read all the verses** in the material as you read through the material.
3. **Fill in the answers** to your **STUDY QUESTIONS** ahead of time so you will be better prepared for the EXAM during the final hour.
4. **T-H-I-N-K** as you read this material. **It will be a blessing to you.**
 It will also change your life.

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I. THIRTEEN REASONS WHY MOST PEOPLE FAIL

1. Unwillingness to cooperate with or help others.
2. Unreliability, lack of dependability. The greatest ability is dependability.
3. Discourteousness, rudeness, indifference to the other fellow's interests, wants, desires, point of view.
4. Carelessness, indifference - the "so what" attitude: I'll get by. They will do the least they can.
5. Sarcasm - "cutting the other fellow down to size", too free with the stinging rebuke and the humiliating remark - making fun of others.
6. Desire to domineer, wanting to boss others. Acting superior because of age, money or position.
7. Trouble-making, agitating, always dissatisfied, having a "the world owes me a living" - attitude. (Romans 16:17)
8. Laziness, loafing on the job, habitual lateness. When you are to work, then work.
9. Disagreeableness, lack of respect for others, the "I'm right, but the world's all wrong" attitude. "My way is best. I know it all."
10. Misconduct, violation of rules, unwillingness to conform to prescribed standards recognized as essential for the well-being of all. Romans 13:1-7, Col. 3:22-4:1
11. Absenteeism, found wanting in the sense of responsibility. Accountability is lacking.
12. Drinking to excess.
13. Dishonesty.

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Extra: The reason why people fail is not because of what they don't know but because they refuse to put into practice the things they do know.

1. Mediocrity-average. We all tend to gravitate to the line of least resistance. We do as little as we can.
2. Lack of accountability. Our responsibility to hold our people accountable for what they said they would do. What is expected should be inspected by those we are accountable to.

3. A negative self-image. Careless insensitive comments by significant others in our lives or unfair comparisons.
4. Blind spots in our lives. We fail to see ourselves as we are.

NOTES: Harvard University interviewed 4,375 men who had failed as employees. The failures were divided into two classes:

- (a) Those who failed through a lack of technical knowledge, and
- (b) Those who failed through a lack of personality development and adjustment.

A breakdown of the personality development and adjustment factors reveals these to be largely matters of human relations. Imagine, 2,879 men out of 4,375 failing because of human relations deficiencies.

II. PUNCTUALITY

(Famous authors share their wit and wisdom on a subject that's close to all of us.)

1. I could never think well of a man's intellectual or moral character, if he was habitually unfaithful to his appointments. (Emmons)
2. Method is the very hinge of business; and there is no method without punctuality.
3. Appointments once made, become debts. If I have made an appointment with you, I owe you punctuality; I have no right to throw away your time, if I do my own. (Cecil)
4. I have always been a quarter of an hour before my time, and it has made a man of me. (Lord Nelson)
5. Want of punctuality is a want of virtue. (J. M. Mason)
6. I give it as my deliberate and solemn conviction that the individual who is habitually tardy in meeting an appointment, will never be respected or successful in life. (W. Fisk)
7. Every child should be taught (Prov. 22:6) to pay all his debts, and to fulfil all his contracts, exactly in manner, completely in value, punctually at the time specified. Everything he has borrowed, he should be obliged to return

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uninjured at the time specified, and everything belonging to others which he has lost, he should be required to replace. (Dwight)

8. Better to be three hours too soon than one minute to late. (Shakespeare)
9. When a secretary of Washington, excusing himself for being late, said that his watch was too slow, the reply of Washington was, "You must get a new watch, or I must get a new secretary." (Geo. Washington)
10. Being consistent is better than putting all your energy in one effort.
11. It is of no use running; to set out betimes (on time) is the main point. (Fontaine)
12. Strict punctuality is, perhaps, the cheapest virtue which can give force to an otherwise utterly insignificant character. (J. F. Boyes)
13. Nothing inspires confidence in a businessman sooner than punctuality, nor is there any habit which sooner saps his reputation than that of being always behind time. (W. Mathews)
14. Punctuality is the stern virtue of men of business, and the graceful courtesy of princes. (Bulwer)
15. The most indispensable qualification of a cook is punctuality. The same must be said of guests. (B. Savarin)
16. "Better late than never", is not half so good as "Better never late."

III. SEVEN EVIDENCES OF GOOD LEADERSHIP THAT EVERY PASTOR SHOULD KNOW.

I. THE ABILITY TO ENCOURAGE PEOPLE TO BECOME INVOLVED.

- A. **One works more effectively doing a job he wants to do, and that he feels is his own - as opposed to something someone else wants him to do. (Encourage creativity)**
- B. **Just as people invest themselves more intensely in tasks that they like, they also prefer to perform in an area where they feel**

more competent. (Pick your teachers according to their interest in children. adults. etc.)

C. **Lack of involvement is manifest in a psychological withdrawal from the job.**

1. *People who feel they are only carrying out instructions or plans of others are inclined to lose interest. This leads to subsequent failure of that class or department.*
2. *Pastors and superintendents should encourage involvement in planning and execution on the part of the teachers. They should be given all possible help.*
3. *Instead of ordering, try suggesting.*
4. *Plant thought seeds so ideas will not be yours. Make him think it is his idea.*
5. *Give praise for a job well done.*

II. THE ABILITY TO GIVE FREEDOM - YET KEEP CONTROL.

A. **Delegation of responsibility fosters a feeling of confidence in the subordinate. It is evidence that someone has faith in him. What is expected is inspected.**

1. *It gives one a chance to learn.*
2. *It gives a feeling of progress in Christian growth and maturity.*
3. *It gives an opportunity for individual expression.*
4. *It gives one an opportunity to make a contribution to the cause of Christ. Don't do the work of 10 people but get 10 people to do the work.*

B. **Delegation is a vital factor in motivation, but there are some things the pastor or superintendent must watch for himself.**

1. *Some pastors are afraid something will happen to jeopardize their image or position. They do not want people to work through an associate.*
 - a. Jealous of attention.
 - b. Weddings.
 - c. Funerals. Human nature will cause some folk to gravitate to others.

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2. *Some people imagine all kinds of unhappy consequences if they give up some of their responsibilities.*
3. *The pastor or superintendent may be too cautious. He needs to plan for his replacement.*
 - a. They may underestimate their subordinates or laymen.
 - b. The pastor's need or craving for power may be too strong.
 - c. Intellectually, he may view delegation as a LACK of control. This is false.
 - d. Delegation and control are vital to the growth of the church.

The good pastor delegates only after he has thoroughly studied the capabilities of the prospective leader and has set controls which will enable him to take corrective action if things go wrong. Make up a job description for every staff member.

C. Four factors are important in choosing teachers, superintendents.

1. *The candidate must qualify spiritually (saved, sound in doctrine, sold out to Christ. "This one thing I do...", separated from the world, spirit filled, stable=faithful)*
2. *The candidate should be trained as carefully as possible.*
3. *The candidate should be given responsibility in a step-by-step fashion.*
4. *His mistakes should be corrected (confrontation), and successes should be recognized.*
 - a. Write your praise in a personal letter.
 - b. Give your criticisms face to face in a loving, kindly manner.

III. THE ABILITY TO IDENTIFY ONESELF WITH OTHERS.

A. Positive motivation grows when a person feels that he is not just another number but that he is valued for his unique qualities as an individual.

Illustration: One of the nation's top sales executives is eminently successful in motivating people. He radiates warmth and takes a sincere

interest in the personal life and interests of his people. They work harder for him because they like him, and he likes them.

B. Many a pastor who is intelligent and effective as a preacher falls short of his goal because he is low on warmth or is inhibited in expressing it.

IV. THE ABILITY TO GIVE CREDIT.

Introduction: The fact that Christians are serving the Lord and are working for the praise of God and not of men is very true. HOWEVER, PEOPLE ARE STILL HUMAN; and they work better when they know their efforts are appreciated. A warm "thank you", costs so little, and goes so far.

Recently conducted studies have found that professional people are more motivated by recognition than by responsibility, salary, advancement, or the work itself.

A. Recognition serves two vital purposes.

1. *It gives a feeling that one is appreciated.*
2. *It gives some assurance that one did the job well. This gives relief from anxiety as to the quality of performance. When anxiety is high, a person needs praise. When it is low, he does not need it as much. In spite of its importance, most of us fail in the matter of expressing appreciation.*

B. Psychologists tell us there are two types of leaders who fall down in this area.

1. *The first type is a highly self-sufficient, confident man who has so much self-assurance that he needs little from the outside. Assuming that others are like himself, he finds no need to give praise.*
2. *The second type is the guilt-ridden person who rarely attains the standards he sets for himself. Since he never thinks he has done a good enough job, he rarely feels that the other fellow deserves a compliment. Consequently, some people do not get the credit and encouragement they deserve.*

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V. THE ABILITY TO SHOW CONFIDENCE.

A. A strong leadership makes for a strong people.

"Everything rises or falls on leadership."

1. *A church goes as its leadership goes.*
2. *A church grows as its leadership grows.*
3. *A church slows as its leadership slows.*

B. A prime requisite for leadership is a strong faith and self-confidence. Those who follow must have faith in those who guide them.

1. *People need a sense of purpose and direction. They need someone to make vital decisions - someone to whom to turn for help and advice.*
 - a. Do not use the pulpit to express your doubts.
 - b. Do not use the pulpit to discuss your own weaknesses or human frailties.
 - c. Build a "positive" image.
2. *Confidence breeds confidence. A leader may give people courage that they otherwise would not have. During the war years, Roosevelt and Churchill instilled courage in their people.*
3. *All strong leaders are manifestly confident. They must appear sure of themselves.*

VI. THE ABILITY TO DEAL WITH PROBLEM PEOPLE AND SITUATIONS.

✓✓ Confrontation is a must in leadership

Introduction: Servants of Christ need recognition, praise, and reward; but there are times when they also need criticism, correction, and possibly punishment in order that they might be taught what to do.

A. Credit and blame are motivational guideposts of equal importance.

1. *If the workers and people of the church know how they stand and what the reaction of the pastor is going to be to their living as well as their work, they are better equipped to make decisions and to live for Christ.*
2. *Our people attend church Sunday morning, Sunday night, Wednesday night because we preach it and because we go. We know it is God's will for His church.*

3. *Our Sunday School leaders go visiting during the week and attend the appointed leadership meetings because their church leaders set the example and hold the standards before them; and they are reprimanded if they do not attend.*

B. From the psychological point of view, people normally expect to be corrected when they have done wrong.

1. *Criticism relieves their guilt feelings and helps them grow spiritually.*
2. *Some people are not so conscientious and are less prone to feel guilty when they make a mistake. If these people are not reprimanded, they exploit what they see as a weakness in the pastor or superintendent: and you have a breaking down of standards and loss of respect.*

VII. THE ABILITY TO DEMAND RESPECT BY WHAT YOU ARE.

The ability to maintain the constant respect of the leadership, as well as the laity of our churches, will play a predominant role in our effectiveness as leaders in our ability to motivate others to a life of fruitful service.

Getting people to believe you and to have absolute confidence in you is not easy. The public is so used to high-pressure promotion and sales deception that it has become wary of everything; even the Gospel itself.

To help businessmen overcome this "tendency to doubt" with which the public mind seems to be afflicted, one of the nation's leading magazines conducted a poll among a number of specialists in the field of mass communications. They asked basically:

HOW CAN THE BUSINESSMAN BE BELIEVED?

They listed eight basic injunctions for the businessman . . . If they work for businessmen, they ought to work for preachers.

1. *Be Truthful.*

- a. *If a person is caught in one falsehood, even a relatively inconsequential one, people will become suspicious of everything else he says.*

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- b. It does not take a "bold-faced" lie to blast your reputation. People resent all deception and anything that is misleading.
- c. Avoid the "evangelistically speaking" habit.

2. *Be Factual.*

- a. You win your converts and build your people with information, not exhortation.
- b. People will listen to our story only when we produce evidence and authority upon which they can make up their minds.
- c. Preach the Word ... "Thus saith the Lord."

3. *Be Candid.*

- a. Everyone makes mistakes. When you make one, admit it.
- b. Confession is good, not only for the soul but for your reputation.
- c. Nothing builds respect or credibility for you more effectively than a consistent record of coming clean when you make a mistake.

4. *Be Plausible.*

- a. Plausibility is used here to mean that your message must not only be true but must sound true.
- b. A statement may be 100% accurate without sounding one bit convincing.

"Don't be afraid to claim less for yourself than you really deserve. This is one of the best ways to win public confidence and good will."

On this point, I often refrain from mentioning the statistics regarding the ministry of our church (Highland Park Baptist - Chattanooga, Tenn.) for this very reason. People find it hard to believe that we actually have over 40,000 members on roll (1977).

5. *Be realistic.*

- a. Deal with the problems and interests of your people, not your own.
- b. Take them where you find them, and build from there.
- c. Do not cover up or try to rationalize where sin is concerned.

6. *Be Positive (Constructive).*

- a. Avoid the negative approach. Illustration: The University of Illinois conducted a

survey to determine what kind of messages are most effective in transmitting information about mental health to the public.

- b. They came up with three different variables which affect public interest.
 - (1) The factor of personal concern. How does it apply to me, and how may I avoid it?
 - (2) The anxiety content. If the message was high in anxiety content, with no answer or no solution, people threw it out - did not want to hear it. (This is the reason so many people are turning away from our churches - no answer.)
 - (3) Fear content with an answer. People want to know the way out.

7. *Be Trustworthy.*

- a. "Actions speak louder than words."
- b. Build a good reputation for integrity and leadership with your people. This will do more than anything else to assure you of an audience.

8. *Be A Semanticist. Know the value of words.*

Illustrations:

- 1) Tax on corporate income is so-called "excess profits tax." Once profits are labeled "excess", everybody wants to tax them.
- 2) "Legal control" of whiskey - subtle deception - is a play on words.

Definitions:

- 1) "Semantic"
 - a) Pertaining to signification or meaning.
 - b) Linguistics - concerning the meaning of words and other linguistic forms.
- 2) "Semantics"
 - a) The study of meaning and changes of meaning.
 - b) That branch of modern logic which studies the relations between signs and what they denote or signify.

SUMMARY - WHAT HAVE WE SAID?

- 1. Build a strong team. Get your people involved.
- 2. Give freedom for ideas, allow originality of expression. but keep control.

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3. Identify yourself with your workers. Do not be too aloof. Know what is going on. Be warm, cordial, and friendly.
4. Give credit when and where due.
5. Show confidence in yourself and build it in others.
6. Learn to deal with problems, people and situations.
7. Demand respect by what you are.

IV. TWELVE THINGS TO REMEMBER IF YOU WANT TO GET AHEAD IN LIFE

1. The value of time.
2. The success of perseverance.
3. Do not be discouraged, no matter what the problems seem to be.
4. Get pleasure out of your work.
5. The dignity of simplicity. Too many people want to dress up things beyond their worth and really destroy what worth they have.
6. The worth of character.
7. The power of kindness.
8. You must set the standard.
9. The obligation, duty and wisdom of economy.
10. The virtue of patience. There is nothing more important right now than patience.
11. The improvement of talent.
12. The sincere and real joy of originating something.

V. CHOOSING THE TEACHER

Qualifications

1. Every worker in our Sunday school must be a converted, **born again** person.
2. Every person who teaches in our Sunday school must be **an active member** of our church.
3. We require **faithfulness** on the part of all of our Sunday school teachers and workers. By this mean: faithfulness to the Sunday school hour, faithfulness to the morning preaching

service on the Lord's Day, faithful attendance to the Sunday school teachers' and officers' meeting preceding the regular midweek service on Wednesday evening.

4. We expect **loyalty** from our Sunday school workers. Certainly no Sunday school, or any other organization for that matter, can be built successfully without loyal workers, loyal teachers and a loyal staff of helpers. The Sunday school teacher should be loyal to the church program, loyal to the ministry of the pastor, loyal to the Gospel of Jesus Christ and to the Work of God.
5. Every Sunday school worker is required to be **doctrinally sound**. By this we mean they should adhere to the doctrines of the church. They should certainly believe the Articles of Faith adopted by the church and be loyal to the teachings and doctrines of the Word of God.
6. We require that each of our Sunday school teachers and officers live a **separated life**. No one should open the Word of God to teach it to boys or girls or men or women in the Sunday school unless he is separated from the world. No teacher should participate in such questionable amusements as drinking any kind of alcoholic beverages, dancing, gambling, or other habit that would be detrimental to the testimony of Jesus Christ and the work of building a great Sunday school.
7. Last, but not least, is the important qualification of having **a love for the souls of men**. Every Sunday School teacher should be burdened for souls and should be actively participating in reaching people for Jesus Christ.

No modern translations will be used in the class room. **Only the King James Authorized Bible will be used.**

Men will have Christ-honoring hair cuts. Side burns and hair length should adhere to the convictions of the Pastor and the Church. Ladies are to dress properly in the church, as well as in the home and on the street. Shorts, mini-dresses, and pants of any kind are a poor testimony to the world.

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VI. WHAT MUST I DO TO BE A GOOD TEACHER ????

1. Have a separated life.
2. Have a daily private devotion.
3. Have a daily, clean and pure thought life.
4. Start studying the lesson on Monday.
5. Have proper motives in the teaching of the Word of God.
6. Prepare yourself physically to teach.
7. Prepare yourself mentally to teach.
8. Prepare yourself spiritually to teach.
9. Pray daily for each pupil of your class.
10. Visit in the home of each pupil every quarter or every 3 months.
11. Visit all of the absentees.
12. Be a pastor to your pupils.
13. Attend the teachers' meeting on Wednesday evening.
14. Support the entire church program.
15. Be faithful to every public service of the church.
16. When absent, contact the superintendent at least 3 days before the Sunday on which you are to be absent. Never appoint your replacement.
17. Have a monthly class meeting.
18. Organize the class properly.
19. Get up early enough on Sunday morning not to be rushed before teaching the Word of God.
20. Go over the lesson again on Sunday morning.
21. Make the classroom attractive.
22. Greet the class members as they come in.
23. Meet all visitors before the starting of the class.
24. Properly introduce the visitors, making them feel at home in the class.
25. Arrive 30 minutes before class time.
26. Enlist every new member possible.
27. Spend the maximum time of five minutes on announcements and business so you can get down quickly to the teaching of the Word of God.
28. Ask all visitors to fill out visitors' slips.
29. Leave the quarterly at home. I could not say enough about this. The cardinal sin in a Sunday

school class would be for a person not to teach from an open Bible.

30. Teach only from an open Bible.
31. Do not make any pupil read or talk. Will not return if poor reader.
32. Have an interest getter or a point of contact for the lesson.
33. Have a written aim for the lesson.
34. Stay on the subject of the lesson. Do not allow anyone to get you off of the subject at hand.
35. Be the age of the pupils as you teach.
36. Teach until the bell rings or until it is time to dismiss the class and prepare for the morning service.
37. Take your class directly to the auditorium.
38. If you have lost people in your class, sit with them in the morning service.
39. Keep the Lord's Day holy.
40. Make the work of the Lord the most important thing in your life.
41. Each teacher should tithe.

Note: The teacher should have a copy of this information and be willing to sign the following:

"I agree with the Articles of Faith and will support the Constitution of this Church. I will conform to this sheet for the Glory of God."

Signed by _____

Date: _____

VII. TEN THINGS TO REMEMBER IN BUILDING YOUR SUNDAY SCHOOL

I. THE SUNDAY SCHOOL MUST HAVE A SPIRIT-FILLED LEADERSHIP.

A leader must be: Saved - spiritual - sold out - sound in doctrine- separated - sensible - stable.

A. Leadership Problems.

1. *Maintaining your own spiritual life at the proper level.*

- a. Protect your prayer life.
- b. Examine yourself - must have constant evolution of your own spiritual life.

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- c. Confess your sins.
- d. Ask for a daily filling of the Holy Spirit.
- 2. *Keeping your interest in the main business of the Christian:*
 - a. SOUL WINNING - don't be tempted by side tracks or other people.
 - b. TEACHING the new Christian - Matt. 28:19,20.
 - c. CHALLENGING others to action.
 - 1) Must be stirred yourself.
 - 2) Seek ideas that have appeal.
 - 3) Think of the people you are dealing with.

II. THE SUNDAY SCHOOL MUST RECRUIT AND TRAIN QUALIFIED LEADERS.

- A. By Prayer.
- B. By Personal Appeal - Public appeal can be dangerous if for a specific task. Only make a public appeal for a class session.
- C. Train the people through Teacher Training classes and Teachers & Officers meetings.

III. THE SUNDAY SCHOOL MUST BE GRADED AND ORGANIZED.

When there are enough members and space divide as follows:

Nursery		0 - 1st. birthday
Cradle Roll		1st. -4th. birthday (To, not Through) (In Worship Service 4 and older)
Beginner	A	4 - 5
Beginner	B	5 - 6 (or 4 - 6 in smaller group)
Primary	A	6 - 7
Primary	B	7 - 8 (or 6 - 9 in smaller group)
Primary	C	8 - 9
Juniors		9 - 13
Junior	A	9 - 10
Junior	B	10 - 11
Junior	C	11 - 12
Junior	D	12 - 13
Intermediates		13 - 17
Intrmed.	A	13 - 15
Intrmed.	B	15 -17
Young People Dept.		17 - 24

IV. THE SUNDAY SCHOOL MUST BE HOUSED IN COLORFUL AND COMFORTABLE QUARTERS.

- A. Make them colorful and attractive - sight and sound.
- B. Have the proper equipment.
- C. Keep the rooms clean and painted.
- D. Have enough fresh air and fans.

V. THE SUNDAY SCHOOL MUST GO OUT TO GET ITS PROSPECTS.

- A. Visitation - be a part of it. (Pastor leads)
- B. The Collective visitation - supper meetings.
- C. Mail outs - church-wide - by classes - buses. Keep it going.
- D. Telephone members, visitors, new contacts. (Best time to call 7:30 - 9 PM)
- E. Build for the following Sunday.
 - 1. Weekly teachers and officers meeting. Start a flame.
 - 2. Pastor must dominate that meeting.
 - 3. Keep your people sold on the program.
- F. THREE TO THRIVE - Sunday morning, night, Wednesday night. Dare to be exceptional. Be willing to pay the price. The things you do when you don't have to do them, will always determine what you are when it is too late to do anything about it.

VI. THE SUNDAY SCHOOL MUST TEACH GOD'S WORD.

HOW TO OUTLINE EVERY CHAPTER IN THE BIBLE.

- A. Follow a plan in your teaching.
 - 1. Study the progression (review) of events leading up to the chapter.
 - 2. Introduce to the class the personalities in the chapter (or writer).
 - 3. Look for the prophetic aspects in the chapter.
 - 4. Watch for problem passages. Be ready.
 - 5. Places involve a geographical setting -paint a picture.

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6. Always be able to draw a practical application (if it does not appear in the chapter, bring it in anyway).

B. Teacher Aids.

1. Follow an outline know where you are going.
2. Some good "Through the Bible" material is available.
3. Baptist Publications are good. Regular Baptist Press is good.

VII. THE SUNDAY SCHOOL MUST PROVIDE A LIVELY PROGRAM TO HOLD THE INTEREST OF PEOPLE.

- A. Easier to get people through promotion than to hold them once they visit you.**
- B. Exercise leadership ability to see that everything starts on time and goes to the end.**
- C. Work to develop people to love others. Leaders need to realize the importance of this. You must love others yourself.**
- D. Seek ideas that have appeal. Don't wait until too late. Think of problems of others.**
- E. The program should be Bible centered. Keep the people in mind when these programs are planned. Preach to the elderly saints. Be Christ honoring.**

VIII. THE SUNDAY SCHOOL MUST BE A VITAL ORGANIC PART OF THE LOCAL CHURCH. HOW ?

- A. Teachers and leaders must practice and teach faithfulness to all services.**
- B. Teachers should always set the proper example -this takes time.**
- C. Teachers and officers must give complete loyalty to pastor and local church.**

IX. THE SUNDAY SCHOOL MUST BE WORKED AT IF PROGRESS IS TO COME.

Pick your problem days to work on.

- A. Cost to the teacher - hours of preparation - self denial - effort. Choose between good,**

better and best. Concern and emotional involvement. Example must be set by pastor.

B. Returns - in years of personal growth wiser investment of your life - treasures in heaven.

C. Satisfaction of accomplishment.

D. Appreciation of others.

X. THE SUNDAY SCHOOL WILL PAY GREAT DIVIDENDS TO THE CHURCH WHEN PROPERLY WORKED AT.

A. Souls saved.

B. In building a strong local church.

C. Extending local church ministries at home and abroad.

D. Example of a man at work - Acts 20:18-21.

1. *His manner of life (v. 19) Serve the Lord with all humility and might.*

a) This brings complete consecration.

b) Humble Resignation to God's will.

c) Joyful expectation (Phil. 3:14).

2. *His method of work (v. 20).*

a) Demonstration, "I showed you".

b) Exhortation, "I taught you."

c) Visitation, "house to house." d) Supplication with prayer.

3. *His message. (v. 21).*

a) Conviction.

b) Concern - Compassion (at any price)

c) Confidence

VIII. SEVEN ESSENTIALS FOR BUILDING A GREAT SUNDAY SCHOOL

I. THERE MUST BE FAITH IN THE WORD OF GOD

Absolute faith. "let God be true and every man a liar." Rom. 3:4

II. THERE MUST BE A ZEAL FOR LOST SOULS.

III. THERE MUST BE STANDARDS FOR TEACHERS AND OFFICERS.

A. Salvation must be stated.

B. Separation from the world and to God.

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C. Statement of faithfulness to all services.

D. Loyalty to the church and ministry. "Do you agree to walk in fellowship with the leaders and ministries of this church?"

IV. THERE MUST BE A WEEKLY VISITATION PROGRAM.

This provides a way for your people to lay up treasures in heaven. Don't fail your people in this. It is the Bible way to reach people.

V. THERE MUST BE A WEEKLY TEACHERS & OFFICERS MEETING.

A. Reports of results are given. They face the record.

B. They are challenged.

C. Keep it alive.

VI. THERE MUST BE A CONSISTENT TEACHING PROGRAM IN THE SUNDAY SCHOOL.

A. Teach the Word of God.

B. Strive to hold them once they come.

VII. THERE MUST BE A DEFINITE GOAL.

A. Attendance

B. Visits, etc.

IX. HOW TO DOUBLE YOUR CLASS IN SIX WEEKS

1. ACCEPT THE CHALLENGE TO DOUBLE YOUR CLASS.

- Decide you really want your class to grow
- Become dissatisfied

2. LET THE CLASS KNOW THAT YOU WANT IT TO DOUBLE, BE ENTHUSIASTIC.

- Get excited about visitors who attend
- Make a "big-to-do" over class members who bring visitors.
- Recognize those who brought a visitor.
- Ask how many invited a friend to come.

3. KEEP A SMALL CLASS NOTEBOOK.

- One section for names, addresses, phone



numbers of class roll.

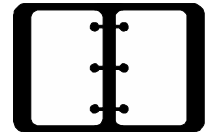
b. One section for names, addresses, phone numbers of prospects.

c. One section for Sunday School pointers.

4. BUILD UP A BIG PROSPECT LIST (IN PROSPECT SECTION IN BOOK).

Where to get prospects.

- Those who visit the church.
- Relatives of church members
- Friends of class members.
- Acquaintances met during the week.
- Newcomers in the city.
- Take a census of your area.



5. HAVE A SUNDAY SCHOOL BRIEFCASE.

- Keep your Sunday School notebook in it.
- Keep cards, stamps, pen, etc., for writing your class.
- Keep any and all Sunday School material, pictures, object, etc.



6. CONTACT YOUR ABSENTEES EVERY WEEK.

- The most important absentee is the person absent for the first time.
- The best method is the personal visit.
- The second best is the telephone.
- Don't sell short the mail contact.



7. DETERMINE TO MAKE A CERTAIN AMOUNT OF CONTACTS EVERY WEEK

- The best time to make them is Friday and Saturday.
- Be willing to make some last minute calls on Sunday morning.
- Set a goal to make at least 50 per week.



8. PICK THEM UP. (arrange to bring them)

- Try to line some up to bring each week.
- Get the bus to pick them up.
- Arrange for some church family who lives near them to pick them up.

9. HAVE SOME GOOD, WELL-PLANNED CONTESTS GOING.

- Make it exciting. You must get excited yourself to excite them.
- Have a challenging award for the 3 top winners who bring the most visitors.



Pastoral Theology I

c. Have a contest between another class, with the losing class giving a supper.

10. MAKE YOUR CLASS INTERESTING.

- Promote friendliness.
- Have a well organized class program.
- Have a "class brightener" each Sunday.



Turn this.....into this.



You can do it!

VII. DEACONS

QUALIFICATIONS OF DEACONS

Of course the first thing that we have to remember is the Scripture. In 1 Timothy, chapters 2,3 and 4, God gives the divine order for the local church-pastor and deacons. In chapter 3, verses 8- 13 read:

"Likewise must the deacons be grave, not doubletongued, not given to much wine, not greedy of filthy lucre; Holding the mystery of the faith in a pure conscience. And let these also first be proved; then let them use the office of a deacon, being found blameless. Even so must their wives be grave, not slanderers, sober, faithful in all things. Let the deacons be the husbands of one wife, ruling their children and their own houses well. For they that have used the office of a deacon well purchase to themselves a good degree,

and great boldness in the faith which is in Christ Jesus."

Now we require that every man who becomes a deacon or even runs for the office of deacon in our church, meet these qualifications. If you look very carefully, you will notice not only are the qualifications listed for the men but also for their wives. A man should not be a deacon unless he meets the qualifications laid out in 1 Timothy 3:8-13. A man should not be a deacon unless his wife meets the qualifications laid out in 1 Timothy 3:11-13.

There are other qualifications, however, that our church requires:

- We require that the man be a member of our church for at least one year before he can run for the office of a deacon.*
- A deacon must be a soul winner. NO one can run for the office of deacon unless he actively participates in the soul-winning ministry of this church.*
- We require a deacon to be separated from the world.*
 - No man can be a deacon in our church if he drinks alcohol in any form.
 - No man can a deacon in our church if he uses tobacco in any form.
 - No man can be a deacon in our church if he dances.
 - No man can be a deacon if he would transgress against any of the convictions that we have in our church.
 - We believe that the leaders of our church ought to be above reproach.
- We believe that the leaders who fill the Bible offices for our church ought to be people who walk straight, whose lives are clean, who are a peculiar people, who are a chosen generation, a royal priesthood, an holy nation, men who walk with God, avoid the appearance of evil, and whose lives are clean.*
- We expect and demand separation from the world and from worldly practices by those who fill this Bible office.*
- We expect and demand faithfulness to the public services of our church. No man can run for the office of deacon in our church*

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unless he is faithful to the Sunday school, faithful to the Sunday morning service, faithful to the Sunday evening service, and faithful to the Wednesday evening service. The men who fill the office of deacon in our church are required to be faithful. Just because a man has money, prestige, power, influence, or leadership ability does not give him any preference over the others. I know church after church that has such men serving as leaders in the church who do not even attend the midweek service on Wednesday night, and oftentimes not even the Sunday evening service, when the preacher pours his heart out before sinners and before God. What a pity! What a shame! How we need to re-examine ourselves concerning the qualifications of our deacons.

7. *Another qualification is the trait of loyalty. We demand and expect that our deacons be loyal-loyal to the church, loyal to the pastor, loyal to the program of our church, and loyal to what God is doing through our church and through the pastor. Don't you see? The deacons were originally chosen by God (if the men chosen in the sixth chapter of Acts were, for a fact, deacons-and I think they were) to help the pastor, to lift up his hands, to help serve him, to be a boost to him, and to be a help to him. When a deacon ceases to be loyal to the church program and the pastor whom God has called, then he ceases to fulfill one of the main purposes for a deacon and the original purpose for the office.*

HE MUST BE:
✓ **SEPARATED**
✓ **FAITHFUL**

In Acts 6:3 we read, "Wherefore, brethren, look ye out among you seven men of honest report, full of the Holy Ghost and wisdom, whom we may appoint over this business." With these Bible qualifications, I believe that God can make our church a spiritual lighthouse and a soul-winning center for the Gospel of the Lord Jesus Christ.

Someone may ask, "Pastor, what happens if you elect a man to be a deacon in your church and find out that he smokes or drinks? Immediately he is dismissed by the board of deacons. Immediately we call a special meeting of our board of deacons and the man is asked to resign. If he does not resign as requested, then, of course, we will excuse him from the board of deacons. This is important.

Let me make this word of warning however. If enough pressure, earnestness and frankness is exerted in the meeting before the deacons run and before the men are presented to the church, explaining to these men that if they run for deacon they must meet the qualifications, and if they do not meet the qualifications after they are elected, they will be excused from the board, this will avoid some problems and heartaches later on. Make the front door small and the back door will not have to be large either.

DUTIES OF THE DEACONS

Now we think not only of the qualification of the deacons, but let us notice the duties of the deacons. May I list them for you.

1. The deacons help in the work with the shut-ins of the church.
2. The deacons form an advisory board. The board has no authority whatsoever. A simple, organized church has pastor, deacons, and people-this is the scriptural plan. There are only two offices mentioned in the Bible-pastor and deacon. The deacons have no authority whatsoever. They are simply a board of advisory, a board of recommendation.

These men seek out plans for the future of our church. They prayerfully consider in what direction we ought to go. They prayerfully consider the future of our church. They consider the buying of property, the drawing up of the budget, and the planning of the church's future. They consider the building of buildings,

Pastoral Theology I

etc. These men find what they feel to be the best plans for the church. Then they come before the church body and recommend to the church body what they think should be done. The final authority rests, not with the pastor, not with the deacons, but with the church. Hence, these men can not spend one dime on their own. They cannot make one decision on their own. The decisions are made with approval, yea with the vote of the church. We believe that a church in business matters should be a democracy. Our deacons only advise.

3. The deacons are the pastor's helpers. Let us never forget this. In the book of Acts this was the purpose of their existence. You will notice in Acts, chapter 6, verses 1-3:

"And in those days, when the number of the disciples was multiplied, there arose a murmuring of the Grecians against the Hebrews, because their widows were neglected in the daily ministrations. Then the twelve called the multitude of the disciples unto them, and said, It is not reason that we should leave the word of God, and serve tables. Wherefore, brethren, look ye out among you seven men of honest report, full of the Holy Ghost and wisdom, when we may appoint over this business."

The purpose of the choosing of these men in the first place was that the pastor might be helped.

4. From the board of deacons is chosen all elected officers of the church. Every committee of our church is composed of men on the board of deacons, and the deacons form every committee of our church. Our church treasurer must be a deacon. Our church clerk must be a deacon. Our head usher must be a deacon. All of our committee must be chosen from the deacons. Now there is a reason for this. This means that when the deacons meet, every committee is present, and every church officer is present.
5. Our deacons do the personal work at the altar. On Sunday morning when the invitation is given, the deacons come to the front and as the people come receiving Jesus Christ as Saviour, a deacon takes his Bible kneels at the altar, opens the Word of God and leads the man or woman to the Lord Jesus Christ. All of the personal work is done by the board of deacons.

6. Our deacons count the money on Sunday afternoon. We divide our men into four different groups. Each group counts the money one Sunday afternoon a month. The money is counted in the afternoon and deposited by the deacons. No one else touches the money. For that matter, when the offering is taken in a public service, the deacons (several of them) must go together and carry the offering to the safe. The money is handled only by deacons.
7. The deacons take care of baptism and the Lords' Supper. The deacons prepare the Lord's Supper and work in the men's dressing rooms preparing the new converts for the ordinance of baptism. The deacons serve the Lord's Supper. We have men from our deacon board chosen to do these jobs.
8. Our deacons oversee the entire program of the church. With no authority, only as a board of recommendation or board of advisory, these men guide the church, stand out in front, sit up in the tower, and look toward the future, trying to suggest the best way our church should go.
9. The deacons elect five of their own to serve as trustees in the church. We do not have a double board, or a dual board in our church. We simply have the one board-the board of deacons. Since, however, we are a corporation under the laws of our state, we must have trustees. These trustees are elected from the deacon board. By virtue of the fact that our chairman is also the president of the corporation, he is a trustee. Four other men are elected from the other deacons to fill the office of trustee. These position fulfilling the laws required by the State of Alabama. Why have two boards when the board of deacons can care for the needs of the church?

OFFICERS OF THE BOARD

What are the officers of the deacon board? We have these officers: a chairman, a first vice chairman, a second vice chairman, a secretary, an assistant secretary, and five trustees. These men are elected by the deacon board at the first deacon's meeting after the starting of our new church year.

In conclusion, may I simply make this observation. The main relationship of a deacon is to be a pal and an encouragement to his pastor.

HAVE WE DEMONS OR DEACONS?

Aim at nothing and you're bound to hit it, (nothing)
AIM AT SOMETHING!



Study Questions for Pastoral Theology I

1. Give five (5) reasons why people fail. 1. _____ 2. _____
3. _____ 4. _____ 5. _____

2. Give three (3) reasons why you should be on time. 1. _____
2. _____ 3. _____

LEADERSHIP

3. A good leader will make _____ instead of giving orders.
4. A good leader will give his subordinates _____ yet at the same time the leader will keep _____.
5. A good pastor will _____ his people to get the job done. (beg-lead-push)
6. When a word of praise is to be given, it should/could be done by _____ (personal letter, from the pulpit, face to face)
7. When the pastor needs to criticize, it should be done _____ (use the choices above)
8. Everything rises or falls on _____.
9. What are 4 of the 8 qualities of a pastor or leader? 1. _____ 3. _____
2. _____ 4. _____

TEACHERS

10. Name the seven qualifications of a teacher: 1) _____ 2) _____
3) _____ 4) _____ 5) _____
6) _____ 7) _____
11. Teach only from an _____.

DEACONS

12. What passage lists the qualifications of a deacon? _____
13. Are the qualifications of the wife of the prospective deacon to be considered? _____
Why? _____
14. Mark some of the other important qualifications for electing a man to become a deacon: (circle the correct qualifications) money separated church member well-known
soul-winner popular highly educated faithful
15. How long should a man be a member of your church before he can be a deacon? _____
16. If a man has two living wives can he become a deacon? _____
17. If a man's wife has two living husbands can he become a deacon? ____ Why? _____
18. What is a deacon to do? _____
19. Can a church operate without a deacon or deacons? _____
20. Does the board of deacons have power to make decisions? _____ Why? _____
21. What should a pastor do if one of his deacons is found smoking or drinking? _____
22. I have read ____% of the written material covered in this block.

Exam Questions for Pastoral Theology I

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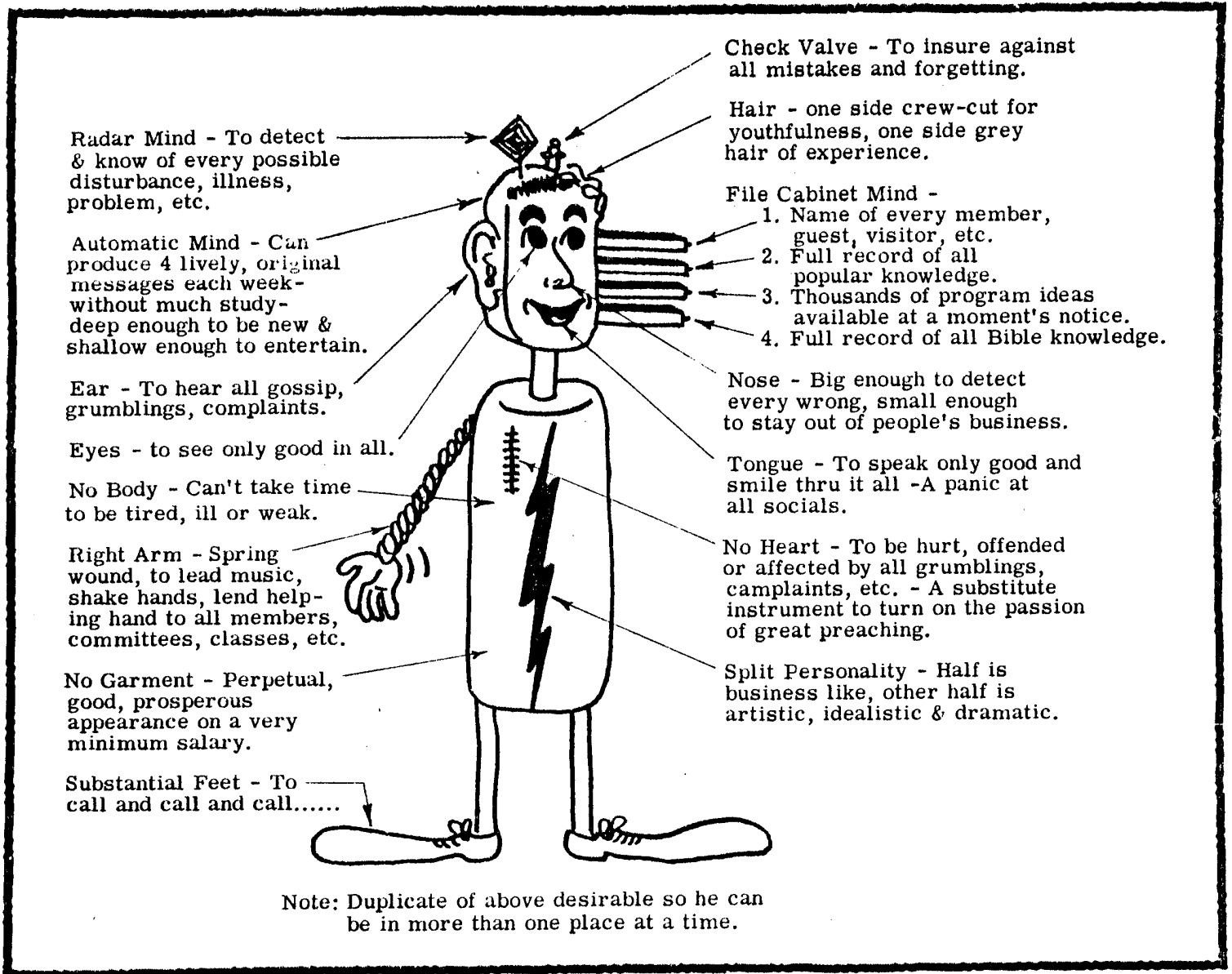
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BLUEPRINT* FOR THE IDEAL PREACHER



*Available to churches who prefer to build their own preacher, although at the present time, it seems to be difficult to obtain necessary parts.

Pastoral Theology I

*Compiled by
Melvyn L. Brown*



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