

# **HOW TO CHOOSE A PASTOR**

**Grace Mercy Ministry**

## **How to Choose a Pastor**

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# **DEDICATION**

This book is dedicated to our Lord and Savior Jesus Christ who gave gifts to His Church with one of them being pastors.

# INVITATION

This book is designed to help members of a church that have lost their pastor to find a true pastor who is not a hireling (1 Peter 5.1-4). If your church needs a pastor pray, study this book and the Bible and then follow the advice.

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# FOREWORD

We are living in the apostasy of the Last Days (2 Timothy 4.3-4) and very few men who seek to be pastors in America are true servants of God who want to serve Him His way.

The vast majority of men who believe they have been called to be a pastor are more interested in money, fame and power than in serving God and the members of the church. Few meet the qualifications of a pastor and virtually none know what their duties are much less perform them. They do what they were trained to do at Bible college or seminary or they do whatever they feel like doing.

It is time for the flock to use prayer, Scripture and common sense to find true pastors who are willing to give their lives for them on a daily basis. This book shows every congregation in the world how to choose men who will lay their lives down for the sheep of God on a daily basis.

No congregation needs to settle for men who want more money than they need to serve God, and who want the sheep to obey them blindly and to never question anything they teach.

Instead every congregation should insist on having pastors who meet the qualifications to be a pastor, who know what their duties are and truly want to carry them out as humble servants of God and the people rather than harsh taskmasters, and who do not want to become wealthy peddling the Gospel, but are willing to live in poverty for the joy of serving God.





# PREFACE

Choosing pastors is a difficult process which should be handled by pastors. If a congregation is not able to find a few pastors in sister churches to handle interviewing and choosing pastors for them, they should choose the most spiritual and biblically knowledgeable men in their congregation to choose the pastors.

The interview process described in this book is extremely detailed and lengthy. It is important that every candidate be asked every question and go through the entire process before being chosen. Do not skip any questions or any of the steps unless a candidate fails in answering the questions or fails in the field trip

It is possible that no candidate will answer all of the questions properly and pass all of the steps. In that case the congregation must choose the best candidate and then require him to perform his duties as outlined in Appendix D. If you cannot find a candidate who is willing to perform his duties as the Bible says he should you can either continue looking for a qualified candidate or settle for a hireling. We believe it would be better to keep looking for a qualified candidate and train a few men in your congregation to be pastors using this book, *Make Disciples of all the Nations* and the companion book *Pastor's Handbook*.



# INTRODUCTION

This book is a manual for every church to use to find the pastors that God has chosen for them. Any congregation that follows the advice in it will find the pastors that God wants them to have.

Very few congregations today have the pastors that God wants them to have. We are living in the apostasy of the Last Days and the people have turned away from the truth to fables and feel good sermons delivered by professional hirelings:

*For the time will come when they will **not endure the sound doctrine**; but, having itching ears, will heap to themselves teachers after their own lusts; and will **turn away their ears from the truth, and turn aside unto fables**. (2 Timothy 4.3-4)*

The rise of the congregational government in the Church is a major cause of the apostasy of these Last Days. When the people can pick and choose their pastors a church is doomed to apostasy. Only pastors can choose pastors not the flock. When a congregation loses their sole pastor they should go to the pastors of a sister church and ask them to find them a pastor. Congregations that use committees to choose a pastor almost always choose the wrong man.

If your congregation needs a pastor convince them to ask the pastors of one or more sister churches to choose a pastor for you. If they will not do that then convince them to use this book to confirm the man God has chosen for them.



# ONE

## PRE-INTERVIEW

Once again we urge every congregation that needs a pastor to go to the pastors of one or more sister churches to choose a pastor for them. If you will not do this then follow the advice in this book.

Before you interview a candidate explain what the financial compensation will be. Once you explain this most candidates will withdraw.

Explain that the church will supply their housing, food and transportation needs and give them a stipend of \$100.00 per month for miscellaneous expenses. This means the church will pay their mortgage or rent, utilities, food, transportations bills, auto repairs, auto insurance, health insurance for his family (including dental) and all other needs.

The pastor will be issued a debit card to make purchases of food and gas. Auto repairs and insurance will be handled by the church.

The cost of education for juvenile children will be paid or handled by the church. If the church has its own school the children will attend at no charge. If the church has a home-school program the children will be educated through it. If the church has neither it will pay for the education of the children at a Christian school or a home-school program run by another church.

If there is no Christian school or home-school program available you should start one. It is a sin to send children to public schools where they are brainwashed and indoctrinated into the doctrines and traditions of Satan.

Explain that the church may give their pastor more than all basic expenses and the stipend, but they may not. Most candidates will withdraw their candidacy immediately. Members of the church will be free to give their pastors love gifts.

This method of support of a pastor is necessary to determine whether or not the man is truly called of God to be a pastor or if he is just a hireling. If he has been called to be a pastor by God he will accept this arrangement. If he does not accept it and demands a fixed salary and a contract you can be assured he has not been called by God to be a pastor. He is a professional hireling – not a true pastor.

Remember, not all of the traditions of your denomination or any denomination are biblical. The vast majority are traditions of men and many of them are not spiritually healthy. Giving a pastor a fixed salary with a contract is spiritually unhealthy.

Congregation, remember that ALL churches need at least three pastors, whether or not all of them are compensated for their work. Congregations with one or two pastors will encounter numerous problems. See Appendix E “Plurality of Pastors.”

# TWO

## INTERVIEW

Have an interview with the candidate and his family. If the entire family cannot attend get phone numbers of each member so you can conduct a phone interview with each simultaneously. Interview each member of the family separately. Have pastors from sister churches conduct the interviews. If that is not feasible have the deacons conduct them. Tape-record the interviews with their consent. If they do not consent that should disqualify them.

### Questions to ask:

#### Wife:

1. Are you 100% certain you will go to Heaven when you die?
2. Why are you certain?
3. Share your personal testimony.
4. Describe your children (strengths and weaknesses).
5. Describe your husband (strengths and weaknesses).
6. Describe yourself (strengths and weaknesses).
7. When did you first meet your husband and where were you?
8. How long did you know each other before you were married?
9. Describe a typical day.
10. How much time does he spend with you each day?
11. Describe the things that you do just with your husband, excluding intimate things.
13. How much time does he spend with you in each of these things?

14. How much time do you spend each day in private prayer?
15. How much time do you spend each day in listening to the Bible or Bible teachers?
16. How much time do you spend each day in Bible reading or how many chapters do you read?
17. How much time do you spend each day in Bible study?
18. How much time do you spend each day in meditation on Scripture?
19. How many verses do you memorize each week or month?
20. Who is your favorite author?
21. What is your favorite book?
22. What books have helped you grow spiritually?
23. What was the last book you read besides the Bible?

### **Juvenile children:**

1. Are you 100% certain you will go to Heaven when you die?
2. Why are you certain?
3. Share your personal testimony.
4. How much time does your father spend with you each day?
5. Describe the things he does with you and about how long in each thing.
6. How much time does your mother spend with you each day?
7. Describe what she does with you and how long for each thing.
8. What do you want to be when you grow up?

### **Adult children:**

1. Are you 100% certain you will go to Heaven when you die?
2. Why are you certain?
3. Share your personal testimony.
4. Describe your father (strengths and weaknesses).
5. Describe a typical day when you lived at home.
6. How much time did your father spend with you each day as a child?
7. Describe the things he did with you and about how long in each thing.



8. How much time did your mother spend with you each day?
9. Describe what she did with you and how long for each thing.
10. Are you married and if so is your spouse saved?

## **Candidate:**

1. Are you 100% certain you will go to Heaven when you die?
2. Why are you certain?
3. Share your personal testimony.
4. When were you called to be a pastor? Explain your calling.
5. Describe yourself (strengths and weaknesses).
6. Describe your wife (strengths and weaknesses).
7. Describe each of your children.
8. Is your wife and are your children saved?
9. At what age were they saved?
10. When did you first meet your wife and where were you?
11. How long did you know her before you were married?
12. Describe a typical work day and day off.
13. What time do you go to bed and wake up.
14. How much time do you spend with your wife each day?
15. Describe the things that you do just with her, excluding intimate things. How much time do you spend each day in each of these things?
16. How much time do you spend each day in private prayer?
17. How much time do you spend each day in listening to the Bible or Bible teachers?
18. How much time do you spend each day in Bible reading or how many chapters do you read?
19. How much time do you spend each day in Bible study?
20. How much time do you spend each day in meditation on Scripture?
21. How many verses do you memorize each week or month?
22. Who is your favorite author?
23. What is your favorite book?
24. What books have helped you grow spiritually?
25. What was the last book you read besides the Bible?
26. Have you written a book? If so what are they about?

27. Have you made your own translation of any portion of the Bible?
28. Have you written any commentaries on the books of the Bible? If so which books?
29. Explain in detail how you go about preparing for a sermon or Bible lesson.
30. Pretend we are strangers you have met in a public place, share the Gospel with us.

# THREE

## WRITTEN QUESTIONNAIRE

Once a candidate passes the interview to your satisfaction the next step is the written questionnaire. He should be given the written questionnaire within a couple days. Many of these questions are the same as those in the oral interview. You will want to compare these with the interview questions to see if they are the same. If they are not it could mean the candidate was lying and did not remember what he said in the interview.

1. Please write out your personal testimony.
2. What Bible programs do you listen to or watch daily and weekly? (Explain why you listen to or watch them.)
3. How many chapters do you read each day and what books?
4. How much time do you spend in Bible study each day? (Please list which books you are currently studying.)
5. Do you study the Bible solely to write sermon outlines or for your personal edification?
6. Do you write your own translation of the book you study before you study and teach it?
7. How many verses do you memorize each week or month?
8. How many verses have you memorized? (List them.)
9. How much time meditating on Scripture each week?
10. Explain what happened the last time you shared the Gospel with someone and when was it.
11. Who is your favorite author?
12. What is your favorite book?
13. List the books that have helped you grow spiritually and emotionally. Briefly explain how each helped you grow.

14. What was the last book you read beside the Bible?
15. What is the most edifying book you have read beside the Bible?
16. Explain in detail how you go about preparing for a sermon or Bible lesson.
17. Do you teach topical studies or book-by-book?
18. What topics or books or studies were you teaching through in your last position?
19. How many services do you plan to have each week?
20. Did you have home Bible studies at the last church you pastored? If so who were they for?
21. Did you have home prayer meetings?
22. Did you have a memorization program for the congregation?
23. Did you have a discipleship program? (Describe it.)
24. List the ministries you desire to start for the church.
25. List your qualifications to be a pastor.
26. List what your duties will be as pastor.
27. How many days do you plan to work each week and how many hours each day?
28. How many holidays will you take off each year?
29. How many weeks do you want for vacation?
30. Explain the Gospel.

Examine his written answers carefully using the following guideline to determine if his answers are acceptable:

### **1. Please write out your personal testimony.**

He should be able to relate what year, month and day he trusted in Jesus He should also tell you who led him to the Lord or if he trusted Jesus by himself where he was.

### **2. What Bible programs do you listen to or watch daily and weekly?**

He should have some pastors that he listens to or watches on a regular basis. This will give you a look into his spiritual mentality. If he lists any of the top televangelists that is a very bad sign.

### **3. How many chapters do you read each day and what books?**

He should list books of the Bible. If he does not he is a worldly man. He should list several chapters in the Old Testament and several in the New Testament. If he says he only reads from the O.T. or just the N.T. daily there is a problem. EVERY man who seeks to be a pastor should read several chapters each day from both the Old and New Testaments.

### **4. How much time do you spend in Bible study each day?**

He should spend a minimum of two hours a day. The more hours he spends the better. You should explain if you choose him that he will be required to spend four hours a day (6 days a week) studying the Bible.

### **5. Do you study the Bible solely to write sermon outlines or for your personal edification?**

He should say he studies the Bible for his edification. If he does not something is wrong. It can be grounds for rejecting him.

### **6. Do you write your own translation of the book you study before you study and teach it?**

Every pastor should make his own translation whether or not he knows Hebrew and Greek. He can do so using an interlinear and word study books.

### **7. How many verses do you memorize each week or month?**

He should memorize at least one verse a week.

### **8. How many verses have you memorized? (List them.)**

If he does not have a regular memory program it is grounds for rejection. If he is the best candidate explain that the congregation will require him to memorize at least one verse each week and lead the congregation in a memory program.

### **9. How much time do you spend each day meditating on Scripture?**

A true pastor should say 30 minutes at least. Meditation is where one analyzes a passage or single verse that he has memorized. If he has not memorized it he reads the passage and thinks about it without consulting commentaries or any other helps. Meditation can be done sitting, standing, walking along the way (Deuteronomy 6.6-7), or lying in bed as King David did (Psalm 63.6).

### **10. Explain what happened the last time you shared the Gospel with someone and when was it.**

If he cannot remember when he last shared the Gospel something is wrong. Most pastors have altar calls and every pastor should have an evangelistic program where he and other men go door-to-door in the community. If he says he does not share the Gospel on a regular basis or had an evangelism ministry at the last church he shepherded it is grounds for rejection. If he is the best candidate tell him that the congregation expects him to head up a dynamic evangelism program.

### **11. Who is your favorite author?**

If he names a non-biblical author something is wrong. His head is in books rather than in the Bible. If he names an author who does not write books about the Bible that is grounds for rejection.

### **12. What is your favorite book?**

If he names any book other than the Bible something is wrong. NO true believer should like any book better than the Bible. It is grounds for rejection.

### **13. List the books (beside the Bible) that have helped you grow spiritually and emotionally.**

You can tell a great deal by the books he lists. If the books are

written by well-known modern-day authors you know he is not a serious student of the Bible. He should be rejected. A serious student of the Bible will list some early Church fathers, Jan Hus, Heinrich Bullinger, Martin Luther, John Calvin, Huldrych Zwingli, John Knox, William Gurnall, Increase Mather, Cotton Mather, Roger Williams, John Bunyan, John Foxe, John Milton, John Rogers, George Whitefield, Jonathan Edwards, John Gill, Charles Hodge, Charles Spurgeon, Rueben Torrey, Louis Berkhof, F.F. Bruce, Dietrich Bonhoeffer, J.I. Packer, Lewis Sperry Chaffer and A.W. Tozer.

#### **14. What was the last book you read beside the Bible?**

If he says it is a book by a modern writer it means he may be shallow unless it was written by a solid Bible scholar.

#### **15. What is the most edifying book you have ever read beside the Bible?**

This will tell you where his head is. If it is not a book written by a true biblical scholar he should be rejected.

#### **16. Explain in detail how you go about preparing for a sermon or Bible lesson.**

Most men will lie, but virtually all pastors copy sermon outlines out of books, magazines or the Internet. He should say he prays and reads through the book that he teaches from 30 or more times before he begins to study it. Next he should make a translation of the book and then write his own commentary. Then he should write out study/discussion questions that he will give to the congregation as he teaches through the book. He should also memorize key verses. Finally, as he teaches through the book he should not use sermon or teaching outlines but teach from his knowledge of the book. It is unlikely any candidate will answer this question correctly, but the chosen man should be told that the congregation wants him to prepare for his sermons and Bible lessons in this manner.

**17. Do you teach topical studies or book-by-book?**

If he says he gives topical sermons for the most part it is a bad sign. If he is the best candidate explain that he **MUST** teach only book-by-book and can expand on a specific topic as it comes up through teaching book-by-book.

**18. What topics or books were you teaching through in your last position?**

If he lists just topics he is a hireling. If he lists just New Testament books he is a rookie. A true pastor will teach through the Old and New Testaments at the same time.

**19. How many services do you plan to have each week?**

If he says just Sundays and Wednesdays he has been trained by a poor Bible college, seminary or pastor. He should say every day of the week. He will not have to teach every day, but he should have Bible studies and prayer meetings every day to provide everyone an opportunity to attend at least one a week..

**20. Did you have home Bible studies at the last church you pastored? If so who were they for?**

He should say yes and then explain he had studies for families, couples, single men, single women, coed singles, etc.

**21. Did you have home prayer meetings?**

He should say he did?

**22. Did you have a memorization program for the congregation?**

He should say he did.



### **23. Did you have a discipleship program?**

Every pastor should be discipling faithful men to be pastors throughout his ministry (2 Timothy 2.2). He should be able to give you names and contact numbers of the men he has disciplined to be pastors. He should also have other discipleship programs to teach parents how to disciple their children (Deuteronomy 6.6-7; Proverbs 1.8; 6.20) and programs for singles.

### **24. List the ministries you desire to start for the church.**

He should list some basic spiritual ministries such as:

1. Home/church Bible studies.
2. Home/church prayer meetings and daily prayer at lunch.
3. Saturday night Bible study for the youth and adults.
4. Personalized home Bible studies. (A teacher holds a personal Bible study for a single person, couple, family or a small group.)
5. Sunday school classes teaching the Bible book-by-book.
6. Program to teach fathers how to conduct family devotions.
7. Discipleship program.
8. Memorization club.
9. Bible reading club. (Read a book and discuss it.)
10. Weekly Bible study for all pastors, deacons and Bible teachers.
11. New member's class on basic Bible doctrines.
12. A class on health and diet.
13. Class for members to determine what their spiritual gifts are.
14. A Bible college for members and others. (It does not need to be accredited. The pastors and qualified Bible teachers teach classes on specific books of the Bible, O.T. and N.T. survey, Bible doctrine, hermeneutics, homeletics, Church history, eschatology, etc.)
15. Bible study correspondence course.
16. Evangelism class.

17. Evangelism programs.
18. Community outreach programs.
19. Send out missionaries and support those in the field.
20. Compassion ministry for church members and others.
21. Food bank. (For church members and the poor.)
22. Day-care ministry for members.
23. Homeschooling program for parents to home school their children.
24. Regular dinner parties. (Pastors, deacons and Bible teachers invite members of the church to their home for dinner/fellowship. The host should take time to share his testimony and listen to the testimonies of his guests. He should get to know them, and ask them if they need help in their spiritual growth or in their daily lives.)
25. Night of preaching. (Men called to be pastors preach for 20 to 30 minutes. Three or more men preach. It can be a powerful evangelistic tool.)

He should also list some compassion ministries such as:

1. Free gardening services. (The church should have a professional gardener head up this ministry.)
2. Recycling ministry.
3. Hauling stuff to the dump that the trash disposal company does not handle.
4. Free handyman services.
5. Free auto repair services if the church has a professional mechanic. It would be limited to basic repairs and maintenance.
6. Free grocery shopping services.
7. Free ride services.
8. Free delivery service. Church will make deliveries to and for people. (No pick up deliveries of alcohol and tobacco.)
9. Prepared meals for members who cannot cook due to age, injury or sickness.
10. Day-care ministry.
11. House sitting services.

12. Alzheimer sitting services.
13. Food bank and co-op.
14. Thrift shop.
15. Community garden and orchard.
16. Training parents to home school their children and providing help for parents who work. Volunteers can home school children of parents cannot do it full time.
17. Disaster preparedness.

**25. List your qualifications to be a pastor.**

He should go through the list in 1 Timothy 3.1-7 and explain how he meets those qualifications. If he does not go through the list he is a poor candidate and should be rejected. (See Chapter Five.)

**26. List what your duties will be as pastor.**

He should give you a list taken right out of the Bible. If he does not do this and gives you a list of other things he should be rejected. (See Chapter Five.)

**27. How many days do you plan to work each week and how many hours each day?**

He should say at least 12 hours a day and six days a week. If he says five days a week and eight hours a day he must be told if chosen that the congregation expects him to work at least 72 hours a week just as every working man did in the first century (Matthew 20.6). The five-day workweek came in 1908 in a New England mill so the Jewish workers could take their Sabbath day off. Henry Ford followed suit in 1926, but had previously reduced the work day from nine to eight hours in 1914. Amalgamated Clothing Workers of America Union was the first union to demand and get a five-day workweek in 1929. It was the Great Depression that paved the way for a five day workweek and lower hours. New Deal legislation embodied in the Fair Labor Standards Act of 1938 mandated a weekly maximum of forty hours to begin in 1940.

### **28. How many holidays will you take off each year?**

If he lists the typical holidays you know he is into the world. We encourage you to tell him he will have the birthdays off of himself, his wife and each of his children so he can spend those days with them. If you think pastors should get secular holidays off so be it. Remember, they have nothing to do with serving God.

### **29. How many weeks do you want for vacation?**

He should say none. If he says one week that is good, if two weeks that is about average, if three weeks he is greedy and if four you should consider rejecting him. The Old Testament priests had no vacations and neither did the Apostles. Pastors started getting them in the 20<sup>th</sup> century.

### **30. Explain the Gospel.**

He should explain the basic aspects of the Gospel according to 1 Corinthians 15.1-4.

# FOUR

## FIELD TRIP

A field trip is vital so you can see your prospective pastor in action. Here are some things you should have your candidate do:

1. Take him to visit members of your church who are sick, shut-ins or in the hospital and let him minister to them.
2. Take him to a shopping mall while you do some shopping to see if he shares the Gospel with people.
3. Take him to lunch alone. (Watch how he interacts with the employees and customers.)
4. Take him and his family to dinner. (You want to see how his wife and children behave in public.)
5. Take him to a mall or some public place for the sole purpose of having him share the Gospel with people.

If he does not share the Gospel with anyone during the first four field trips ask him to go with you someplace to share the Gospel. If he has no idea where to go, pick a spot. Shopping malls are great places. Boardwalks, piers, parks and flea markets are also good locations to share the Gospel. If he is not adept at sharing the Gospel in one-on-one situations he should be rejected.

Do not explain to him why you are taking him out in public except for the last field trip. You want to see if he is stupid enough to not know why you are taking him out and acts like a

sinner. Some pastors are so worldly they act just like the wicked when they are in public and only act like a redeemed person in church.

When he shares the Gospel watch to see if he quotes Scripture or just gives the Gospel without Scripture. If he does not quote Scripture that is a negative factor and might be grounds to disqualify him.

# FIVE

## FINAL INTERVIEW

The final interview is similar to an interview that pastors conduct with a man who desires to be a pastor. It must be conducted by pastors not deacons. Many of these questions have been asked previously. It is good to ask them again so you can compare them with the answers he gave in the oral interview and written questionnaire. Ask him if this interview can be recorded.

1. Are you 100% certain you will go to Heaven when you die?
2. Why are you certain?
3. Share your personal testimony.
4. Share the Gospel with us as if we were not saved.
5. Quote the basic Gospel verses.
6. Can a person who is appointed to eternal life, chosen by the Father and given to the Son and indwelt and sealed by the Holy Spirit lose, give up, forfeit or turn away from his salvation?
7. What are the qualifications of a pastor and explain how you meet them?
8. Explain what the basic duties of a pastor are.
9. Explain what you believe spiritual success is for a pastor.
10. Describe the spiritual fitness program you will set up for the congregation.
11. How to you plan to obey 2 Timothy 2.2?
12. Describe what ministries you plan to start in the church.
13. Describe the aspects of a worship service.
14. How many worship services, Bible studies and prayer meetings do you intend to hold each week and what days and times?
15. Quote several of your favorite verses.

There are certain things he must get right. If he does not mention them or he gets them wrong he should be rejected. Here are the things he must mention and get right:

## Salvation

1. He must be 100% certain he is saved.

2. He must be certain because Jesus died for him, God chose to save him, the Holy Spirit convicted him of his sins, the righteousness of Jesus and the judgment to come and prompted him to trust in Jesus.

3. He should describe his conversion, the date, where he was, who was with him and what happened.

4. He should explain that:

- A. All have sinned and are in need of a Savior (Romans 3.23).
- B. There is a real Hell and those who die in their sins will be judged, found guilty and thrown into the Lake of Fire where they will be punished forever (Hebrews 9.27; Revelation 20.15; John 3.36; Matthew 25.46).
- C. All the pleasures and wealth of the world is not worth eternal punishment (Mark 8.36-37).
- D. God gave His Son to save mankind (John 3.16; Romans 5.8).
- E. Jesus is the only Savior of mankind (John 14.6; Acts 4.12).
- F. The gift of eternal life is given to all who believe in Jesus (John 5.24; Romans 6.23).
- G. Salvation is by grace through faith in Jesus alone apart from works or anything else (Ephesians 2.8-9).
- H. All one must do to be saved is confess Jesus is Lord and believe that YAHWEH raised Him from the dead and receive Him as Savior by calling on His name (Romans 10.9-10; John 1.12; Romans 10.13).



5. He should quote – Matthew 25.46; Mark 8.36-37; John 1.12; 3.16; 3.36; 5.24; 14.6; Acts 4.12; Romans 3.23; 5.8; 6.23; 10.9-10; 13; Ephesians 2.8-9; Hebrews 9.27 and Revelation 20.15.

6. If the congregation wants a pastor who teaches the doctrine of eternal security it is important to know what the candidate believes. If they do not care or they believe one can lose their salvation this question can be skipped.

## **Qualifications of a pastor**

7. He should list the qualifications noted in 1 Timothy 3.1-7 and Titus 1.6-9 and then explain why he thinks he meets them.

1. Be above reproach (living a holy life)
2. Husband of one wife (if married)
3. Be sensible
4. Be modest
5. Be hospitable
6. Able to teach
7. Holding fast to the Word
8. Not a novice (recently saved)
9. Not greedy.
10. Not be a lover of money
11. Be sober (not a regular drinker of wine)
12. Not addicted to any kind of alcohol
13. Not quarrelsome
14. Not a brawler
15. Be gentle
16. Able to rule his own family
17. His children are obedient
18. Have a good reputation
19. Have a love for what is good
20. Be just.
21. Be devout
22. Have self-control (1Timothy 3.1-7; Titus 1.6-9)

## Duties of a pastor

8. If he gives duties most pastors think they have he is a typical hireling. These duties are preaching and teaching, counseling, leading business meetings and deacon meetings, managing church business and thinking up ideas to draw people to the church.

The primary duties of pastors are:

**Prayer** (Acts 6.4). All pastors should spend a good deal of time every day in private prayer, prayer with their family and prayer with other pastors and members of the church.

**The ministry of the Word.** They should study Scripture by themselves a few hours every day (1 Timothy 4.6; 2 Timothy 2.15). They should also teach and preach the Word which includes teaching home Bible studies (1 Timothy 4.11, 13-16; 5:17; 6:17-19).

**Training fathers to disciple their children** (Deuteronomy 6.6-7)

**Making disciples of faithful men** (2 Timothy 2.2)

**Seeing that everyone in the church is saved and is growing** and is not being led astray by false teachers (Hebrews 13.17; 1 Peter 5.1).

Other duties are:

**Exhorting the flock** (2 Timothy 4:2; Titus 1:9; 2:15).

**Refuting and correcting those who contradict the Scriptures** (2 Timothy 2:25; 3:16-17; 4:2; Titus 1:9, 13; 2:15).

**Correcting those who continue in sin** (1 Timothy 5:20).

**Helping the members to know what their gifts are and allowing them to use them for the common good** (Romans 12:6; 1 Corinthians 12:7).

**Training members to be able to share the Gospel** (1 Peter 3:15).

**Teaching members to obey civil authorities, do good deeds and not slander anyone or be contentious** (Titus 3:1-2, 14).

9. If he says having a large church and many ministries reject him. He should say seeing that:

- A. Everyone in the church is saved.
  - B. Everyone in the church has a spiritual fitness program and help them stay on it. (Deuteronomy 6.6-7; 8.3)
  - C. Everyone is taught sound doctrine (Acts 2.42; 6.4; 2 Timothy 4.3).
  - D. Everyone has their physical needs met (acts 2.44-45).
  - E. Showing hospitality to the members (Romans 12.13; 1 Timothy 3.2; Hebrews 13.1-2; 1 Peter 4.9)
  - F. Everyone knows what their spiritual gifts are and is given the opportunity to exercise them (1 Corinthians 12.11-14, )
  - G. Watching over the flock (Hebrews 13.17)
  - H. The congregation prays together often (Acts 2.42).
  - I. The fathers are discipled so they can disciple their wife and children.
  - J. The mothers are disciple so they can disciple their children.
  - K. Faithful men in the church who have been called to be pastors are trained to be pastors.
  - L. Everyone in the city hears the Gospel (Acts 1.8).
  - M. Missionaries are sent out around the world (3 John 7-8).
- 
- A. **Making certain that every member of your congregation is truly born from above.** If you cannot spend time with every member of your flock to listen to their testimony and be assured they are saved you need to train men to help you (Hebrews 13.17).
  - B. **Setting up a Scripture reading, studying, memorization and meditation program** for every member and helping them stay on it. (See Appendix B.)
  - C. **Feeding every member** of your flock with the Word and helping them grow to spiritual maturity (Acts 6.4; Ephesians 4.11-16; 1 Peter 5.2).
  - D. **Meeting the physical needs of every member** of your congregation (Acts 6.1-3; Romans 12.7; 1 John 3.16-18).

- E. **Showing hospitality** to every member of your flock by inviting them to dinner on a regular basis (weekly, bi-weekly or once a month). The deacons, Bible teachers and other men in your flock can help you (Romans 12.13; 1 Timothy 3.2; Titus 1.8) as well as all members of your flock (1 Timothy 5.10; Hebrews 13.2; 1 Peter 4.9).
- F. **Getting every member involved in ministry.** Determine what gifts each member has and find a way for them to use them. The more members there are involved in ministry the greater impact the church will have on the community (Romans 12.7-8; 1 Corinthians 12.7-10).
- G. **Watching over the flock.** When a member or regular attendee does not attend a Sunday morning service call and tell him that you missed him. Gently determine why he skipped and make him understand he is an important member. Explain to him that the whole body suffers when just one member is missing. Train men to help you if you have a large church. When the member is a woman have your wife or a female member of your congregation make the call. Make sure every member is growing in the Word and is not being led astray by cults or the world. (Hebrews 13.17).
- H. **The congregation prays together** at least once a week during a worship service and in smaller groups throughout the week in homes and at church (Acts 2.42).
- I. **Discipling** all husbands so they can disciple their wives and children (Deuteronomy 6.6-7).
- J. **Discipling faithful men called to be pastors** (2 Timothy 2.2).
- K. Having your wife or spiritually mature women in your congregation **disciple mothers** so they can *disciple* their children (Proverbs 1.8; 6.20; 31.26)

- L. **Taking the Gospel to every home and person in your city**, and discipling those who believe in Jesus Christ (Matthew 28.19-20).
- M. **Sending out missionaries** to make disciples of all nations (Matthew 28.19-20), and assisting missionaries in their work (3 John 5-8).

**10.** He should have a Spiritual Fitness Program for the congregation that consists of daily prayer, Bible reading, study, memorization and meditation, and regular fellowship, discipleship and evangelism.

- A. **Prayer** – three times a day of five or more minutes and short prayers throughout the day and night.
- B. **Bible reading** – Minimum of four chapters a day (3 in the O.T. and 1 in the N.T.)
- C. **Bible study** – Personal study of 30 minutes a day (book-by-book and topical).
- D. **Memorization** – One verse a week should be the minimum.
- E. **Meditation** – Once a day for 5 to 10 minutes and once a week or more at 30 minutes.
- F. **Fellowship** – Attend at least one worship service, one prayer meeting and one Bible study each week.
- G. **Discipleship program** – Every member should be in a discipleship program.
- H. **Discipling** – Every member should be actively discipling someone (wife, children or other member).
- I. **Evangelism** – Every member should be involved in evangelism. Members who cannot go out evangelizing can pray and perform other support activities.

**11.** He should have a plan to disciple faithful men to be pastors other than recommending a Bible college for them to attend. He should have a curriculum for them to complete along with personal training. See Appendix C for a sample curriculum.

12. The ministries he desires to start should not be worldly ministries like most churches have – sporting events, singles meetings, celebration of pagan holidays (Christmas, Easter, Halloween), support groups for divorced members, single parents, etc. They should be:

## **Spiritual Ministries**

1. Home/church Bible studies.
2. Home/church prayer meetings and daily prayer at lunch time.
3. Saturday night Bible study for youth and adults.
4. Personalized home Bible studies. (A teacher holds a personal Bible study for a single person, couple, family or a small group.)
5. Sunday school classes teaching book-by-book.
6. Class to teach fathers how to conduct family devotions.
7. Discipleship program.
8. Memorization club.
9. Bible reading club. (Read a book and discuss it.)
10. Weekly Bible study for all pastors, deacons and Bible teachers.
11. New member's class on basic Bible doctrines.
12. A class on health and diet.
13. Class for members to determine their spiritual gifts.
14. Bible study correspondence course.
15. A Bible college for members and others. (It does not need to be accredited. The pastors and qualified Bible teachers teach classes on specific books of the Bible, O.T. and N.T. survey, Bible doctrine, hermeneutics, homeletics, Church history, etc.)
16. Evangelism class. (Training members how to share the Gospel.)
17. Evangelism programs.
18. Community outreach programs.
19. Send out missionaries and support those in the field.

20. Regular dinner parties. (Pastors, deacons and Bible teachers invite members of the church to their home for dinner/fellowship. The host should take time to share his testimony and listen to the testimonies of his guests. He should get to know them, and ask them if they need help in their spiritual growth or in their daily lives.)
21. Night of preaching. (Men called to be pastors preach for 20 minutes. Three or more men preach. It can be a powerful evangelistic tool.)

## **Compassion Ministries**

There are dozens of things a church can do to help the members of the church and the unsaved in the community. Here are just a few ideas for the Compassion Ministry:

1. Free gardening services. The church should have a professional gardener head this ministry up.
2. Recycling ministry.
3. Hauling stuff to the dump that the trash disposal company does not handle.
4. Free handyman services.
5. Free auto repair services if the church has a professional mechanic. It would be limited to basic repairs and maintenance.
6. Free grocery shopping services.
7. Free delivery service. Church will make deliveries to and for people. (No pick up deliveries of alcohol and tobacco.)
8. Free ride services.
9. Prepared meals for members who cannot cook due to age, injury or sickness.
10. Day-care ministry.
11. House sitting services.
12. Alzheimer sitting services.
13. Food bank and co-op.

14. Thrift shop.
15. Community garden and orchard.
16. Training parents how to home school their children and providing help for parents who work. Volunteers can home school children whose parents cannot do it full time.
17. Disaster preparedness.

**13.** Every pastor has his own idea of what a worship service should consist of. Some ideas are good and others are bad. Consider the following activities for a worship service:

**Praying** – It is always good to open in prayer and to have two or more men pray during the service. The pastor should try to have as many men in the congregation pray as possible by asking different men to pray each service. He should instruct them on how to pray in public – make it short and to the point, do not preach a mini-sermon in the prayer and do not remind God or teach Him Bible or secular history.

**Singing** – Every worship service should include singing songs of praise to God and Jesus Christ (Judges 5.3; 2 Samuel 22.50; Psalm 7.17; 9.2; 147.1, 7; 149.1, 3; Isaiah 12.5; Romans 15.9; Ephesians 5.19). Musical instruments can be used (Psalm 150.4; Isaiah 38.20; Habakkuk 3.19), if the musicians are not the center of attention.

**Reading Scripture** – One or more men should read Scripture chosen by the pastor or themselves (1 Corinthians 14.26). It is best that the pastor does not read Scripture, but let different men in the congregation read each service. The more men a pastor can get involved in the service the better it will be.

**Sharing testimonies of praise** – The pastors can either choose members to give testimonies of praise or allow anyone to share. Do not allow a member to ramble on endlessly. Tell them to keep it short and concise. If someone wants to share every service and appears as if they are trying to get attention you will need to speak with them privately.



**Sharing testimonies of what one has learned from Scripture** – The pastors can either choose members to share what they learned from the Bible during the last week or allow anyone to share (Psalm 40.9-10; 1 Corinthians 14.26). Do not let the same person share every service. Encourage everyone to share. Get everyone involved.

**Sharing personal testimonies** – In most churches few people know something about most members. A way of helping members get to know each other is through sharing one's personal testimony. Each service the pastor should invite a few members to share their testimony and a little bit about themselves. One service two couples could give their testimony or a family or a few single men and women. Over the course of a year or more, depending on the size of the congregation, everyone can learn a little bit about the other members. It is a great way to break the ice among members. It is also good to have members get experience sharing their personal testimony of coming to a saving knowledge of YAHSHUA Messiah. Pastors, make sure the members you invite to share their testimony before the congregation, share it with you first. You must make certain they have a solid testimony. If they do not they may not be saved and you can lead them to the Lord.

**Teaching the Word of YAHWEH** – The pastors should teach Scripture book-by-book. After teaching on a portion of Scripture ask specific questions to see if the congregation understands it. Give them homework to do during the week on the passage of Scripture you intend to teach next week. Below is a sample homework assignment (answers included). Do not give the congregation the answers until after you teach on it.

Get all the pastors involved in teaching on Sunday morning/evening and Wednesday evening. Rotate teaching assignments. No one pastor should teach every service.

# James One

(Study & discussion questions)

1. What is a bond-servant? (v. 1) A servant who decides to remain a servant for life.
2. Who did James write his letter to? (v. 1) The 12 Hebrew tribes.
3. What are we to do when we encounter trials? (v. 2) Consider it all joy.
4. What should the testing of our faith produce? (v. 3) Endurance.
5. What should testing of our faith do for us? (v. 4)
  - A. Perfect us.
  - B. Complete us.
  - C. Lack nothing.
6. What should we not lack? (vs. 5-7) Wisdom.
  - A. If we lack this what should we do? Ask God for wisdom.
  - B. What else can we do to get this? (Proverbs 1.1-7; 2.1-10; 4.7; 5.1-2; 7.1-4; 8.13)
    1. Increase in learning
    2. Acquire wise counsel
    3. Respect God
    4. Treasure Scripture
    5. Search for it
    6. Acquire wisdom
    7. Keep the commandments
    8. Hate evil.
  - C. Does God give this to all men and in what manner? Yes, and He gives it generously and without reproach
  - D. When we ask for this what must we not do and why? Not doubt for if we do we will not get it.

- E. What kind of a person will we be if we do not ask in faith? A double-minded person who is unstable in all our ways.
7. What should the brother of humble circumstances do? (v. 9) Glory in his high position.
  8. What should the rich brother do and why? (vs. 10-11) Glory in his humiliation because most rich believers are spiritually poor.
  9. Which brother is given the greater blessing by God, and which brother will have more rewards in Heaven? (vs. 9-10) The poor brother.
  10. What should we do when we encounter trials? (v. 12) Persevere.
    - A. What will we receive if we are approved? Crown of life.
    - B. Is there something else we must do to receive the reward? Love Jesus.
    - C. If we are not approved will we still receive the reward? Probably not.
  11. Does God tempt people or does He test people? (v. 13-15) (2 Samuel 24.1; 1 Chronicle 21.1) God never tempts people, but He frequently tests them.
    - A. What is the difference between temptation and testing?
      1. Temptation is – Enticing someone to sin.
      2. Testing is – Showing observers how strong a person’s faith, love, loyalty and obedience is.
    - B. Can God be tempted by evil? No! It is impossible for God to be tempted by evil!
    - C. Could Jesus have been tempted by evil during His incarnation? (Luke 4.1-13) No! The temptation by the devil was permitted to prove to the devil, the fallen angels, the holy angels and all mankind that Jesus is fully divine and fully God in Adamic flesh. He did not have to struggle to resist the temptations.

- D. What causes a person to be tempted? (v. 14) Lust.
- E. What are the results of giving in to temptation? (v. 15)
  - 1. Sin.
  - 2. Death.
- F. Can the results of succumbing to temptation be stopped, and if so how? Yes, if one stops sinning, receives medical attention, takes care of his body or the Lord heals him.

**14.** The old-time churches had services on Sunday morning and night and Wednesday night. The larger churches have services every night and a few on Sunday. Pastors should have as many services as they can handle. A single pastor can handle three or four services a week and that is not enough. Due to varied work shifts of members every church should have a worship service, Bible study or prayer meeting every day of the week. That is why every church needs three or more pastors. The more services a church has the stronger it will be and the more glory it can bring to YAHWEH.

## **Memorization of Scripture**

**15.** He should be able to quote several of his favorite verses. Some favorite verses besides gospel verses could be Numbers 23.19; Deuteronomy 6.4-7; 8.3; Joshua 1.8; Job 22.22; 23.11-12; Psalm 1.1-6; Psalm 23.1-6; 119.9-11, 99; Proverbs 4.13; 8.10-11, 13, 17, 19; 9.10; 19.17; Ecclesiastes 3.18; Isaiah 40.28-31; Jeremiah 17.9-10; Hosea 4.6; Amos 8.11; Habakkuk 2.4; Matthew 6.9-13, 24, 33; 28.19-20; Luke 6.31; John 8.31-32, 36; 14.1-6, 23; 17.3, 17; 20.31; Acts 1.8; 2.42, 44-46; 17.11; Romans 5.3-5; 8.1-2, 18; 8.28-29; 12.1-2; 1 Corinthians 2.10, 16; 6.19-20; 10.13, 31; 13.1-13; 2 Corinthians 5.10, 17, 20; 10.5; Galatians 5.13-26; 6.6; Ephesians 2.10; 4.26-27, 30; 5.18; 6.10-18; Philippians 4.6, 8, 13, 19; Colossians 3.1-2, 16; 1 Thessalonians 5.1-6, 16-19; 2 Timothy 2.2-3; 2.15; 3.12; 4.3-4; Titus 3.5-6; Hebrews 3.12-13; 4.15; 5.12-6.1-3; 10.24-25; 11.1, 6; James 1.2-5; 1 Peter 1.15-16; 2.2; 3.15; 1 John 5.11-13, 20; Revelation 3.20.

# AFTERWORD

This book is designed to help the pastoral search committee find the man God has chosen to be their pastor. You do not have to ask a candidate and his family every question in this book, but we encourage you to do so. You also do not have to take candidates on a field trip (Chapter Four), but it is the only way you will know who the right man is for you.

Again we urge you to ask the pastors of one or more sister churches choose a pastor for you. That is the biblical procedure:

*For this reason I left you in Crete, that you would set in order what remains and appoint elders in every city as I directed you. (Titus 1.5)*

Whatever you decide to do spend as much time in prayer as possible. The search committee should pray together a couple times a week or more and every day individually. The entire congregation should also pray as a group once a week and each member daily. Prayer is not only important it is mandatory.



# HOW TO CHOOSE A CHURCH

This book gives every believer in YAHSHUA Messiah all the knowledge he needs to choose the right church for him (and his family). It explains the best church if you are single and looking for a spouse. It also shows you how to pick a church that is right for your unbelieving spouse. If you are married with children it explains what church is best for the children.

If you are a true disciple of YAHSHUA and you desire to find a church that needs dedicated disciples to exercise their gifts for the edification of the congregation and spreading of the Gospel you will learn how to locate that church.

To order your copy of *How to Choose a Church* email – [dovbooks@yahoo.com](mailto:dovbooks@yahoo.com)

# APPENDIX A

## THE GOSPEL

The most important thing any person can ever do is know where he/she will spend eternity. The Creator of the universe said there are only two places where a person can go when he dies – Heaven or Hell:

*For all have sinned, and fall short of the glory of God.*  
(Romans 3.23)

Those who die in their sins will be judged and suffer punishment in the Lake of Fire for all eternity:

*And inasmuch as it is appointed for men once to die, and after this comes judgment.* (Hebrews 9.27)

*And these will go away into eternal punishment: but the righteous into eternal life.* (Matthew 25.46)

*He who believes in the Son has eternal life; but he who does not obey the Son will not see life, but the wrath of God abides on him.* (John 3.36)

*And if anyone's name was not found written in the book of life, he was thrown into the lake of fire.* (Revelation 20.15)

All the riches and pleasures of the world are not worth eternal punishment:

*For what shall it profit a man, if he shall gain the whole world, and lose his own soul? Or what shall a man give in exchange for his soul? (Mark 8.36-37)*

Yet even though all have sinned, one can escape eternal punishment in the Lake of Fire, and have eternal life through Jesus Christ:

*For the wages of sin is death, but the free gift of God is eternal life in Christ Jesus our Lord. (Romans 6.23)*

Salvation is available to all because:

*But God demonstrates His own love toward us, in that while we were yet sinners, Christ died for us. (Romans 5.8)*

*In Him we have redemption through His blood, the forgiveness of our trespasses, according to the riches of His grace. (Ephesians 1.7)*

Belief in Jesus Christ is the only way to be saved:

*Jesus said to him, "I am the way, and the truth, and the life; no one comes to the Father but through Me." (John 14.6)*

*"And there is salvation in no one else; for there is no other name under heaven that has been given among men by which we must be saved." (Acts 4.12)*

Salvation is by grace through faith in Jesus Christ alone:

*For by grace you have been saved through faith; and that not of yourselves: it is the gift of God; not as a result of works, that no one should boast. (Ephesians 2.8-9)*



What must one do to be saved?

*That if you confess with your mouth **Jesus** as Lord, and believe in your heart that God raised Him from the dead, you shall be saved: for with the heart man believes, resulting in righteousness, and with the mouth he confesses, resulting in salvation. (Romans 10.9-10)*

If you believe God the Father raised Jesus from the dead, call upon Jesus Christ to save you right now:

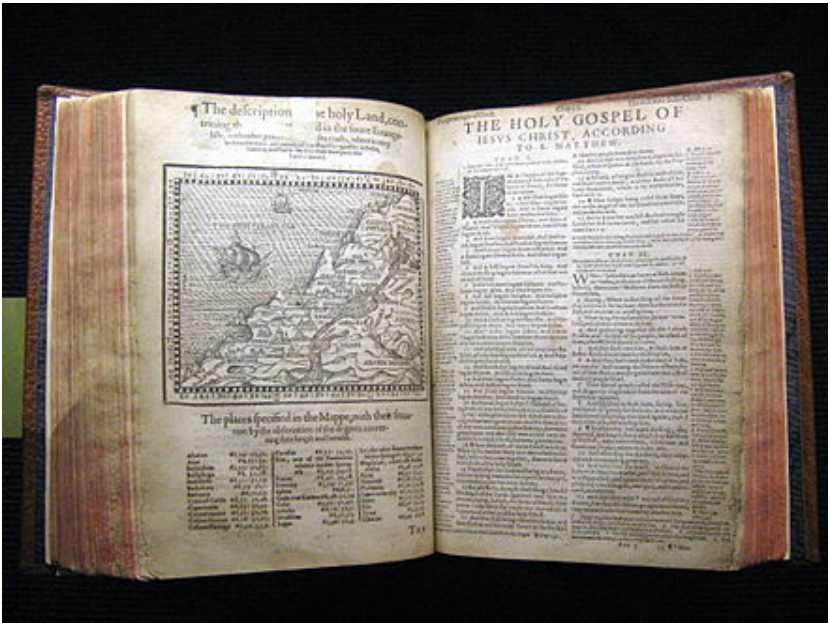
*For “**WHOEVER WILL CALL UPON THE NAME OF THE LORD WILL BE SAVED.**” (Romans 10.13)*

Today is your day of salvation:

*Behold, now is “**THE ACCEPTABLE TIME,**” behold, now is “**THE DAY OF SALVATION.**” (2 Corinthians 6.2b)*

Receive Jesus today for you do not know what tomorrow may bring:

*But as many as received him, to them gave he power to become the sons of God, even to them that believe on his name. (John 1.12)*



## SPIRITUAL FITNESS PROGRAM

YAHWEH commands all of His children to be spiritually fit (Ephesians 4.11-15) and He expects all of them to become teachers (Deuteronomy 6.6-7; Proverbs 6.20; Hebrews 5.12). The only way to get spiritually fit and eventually become a teacher of the Bible is to set up a Spiritual Fitness Program.

All combat soldiers go through basic training which includes a physical fitness program. Without it they could never hope to fight and win. The same is true for believers of YAHSHUA. We are all soldiers in the Army of Messiah and we need to be trained how to fight the spiritual war we are in which includes a Spiritual Fitness Program.

To order your copy of *Spiritual Fitness Program* email – [dovbooks@yahoo.com](mailto:dovbooks@yahoo.com)

# APPENDIX B

There are a few basic things that a believer in YAHSHUA Messiah must do to become a faithful *disciple*:

1. **Pray** (Deuteronomy 9.25-26; 1 Samuel 15.11; 1 Chronicles 16.11; Psalm 88.9; Proverbs 15.29; Isaiah 56.7; Matthew 5.44; 6.5-6; 7.7-11; 26.41; Luke 11.5-10; 18.1-8; John 14.13-14; 15.16; 16.24; Acts 1.14; 2.42; 4.31; 6.4; 1 Corinthians 7.5; Ephesians 6.18; Philippians 4.6; Colossians 4.2; 1 Thessalonians 5.17; 1 Timothy 2.1-2; 5.5; 2 Timothy 2.8; James 1.5; 1 Peter 3.7).
2. **Listen** to Scripture (Deuteronomy 4.10; Proverbs 8.34; 22.17; 23.12; Luke 8.15, 21; 11.28; James 1.22; Revelation 1.3).
3. **Read** Scripture (Deuteronomy 17.19; Isaiah 34.16; Revelation 1.3).
4. **Study** Scripture (Proverbs 2.1-5; 8.34; John 5.39; Acts 17.11; Romans 15.4; 2 Timothy 2.15).
5. **Memorize** Scripture (Deuteronomy 6.6; 11.18; 30.14; Psalm 37.31; 40.8; 119.11; Proverbs 2.1; 3.1, 3; 4.1, 21; 6.21; 22.18; Isaiah 51.7; Ezekiel 3.10; Romans 10.8; Colossians 3.16).
6. **Meditate** on Scripture (Joshua 1.8; Job 22.22; 23.12; Psalm 1.2; 4.4; 19.14; 63.6; 77.12; 104.34; 119.15, 23, 27, 48, 78, 97, 99, 148; 143.5; Colossians 3.16).

7. **Fellowship** with the brethren (Psalm 22.22; 119.63; Proverbs 13.20; Acts 2.42, 46-47; 5.42; Hebrews 3.13; 10.24-25; 1 John 1.7).
8. **Worship** with the brethren and privately (Deuteronomy 6.13; 26.10; 1 Chronicles 16.29; Psalm 2.11; 29.2; 96.9; 99.5, 9; 132.7; Jeremiah 7.2; Matthew 4.10; John 4.23-24; Romans 12.1; Philippians 3.3; Revelation 4.10; 14.17; 19.10; 22.9)
9. **Share the Gospel** (Psalm 9.1; 26.7; 35.28; 96.2; Proverbs 11.30; Mark 16.15; Acts 2.47; 1 Peter 3.15).
10. **Be disciplined** (Proverbs 1.8; 4.1; 6.20; Eph. 4.11-13).
11. **Make disciples** (Deuteronomy 4.9-10; 6.5-7; 11.18-19; 32.46; Psalm 78.3-7; Proverbs 1.8; 4.1; 6.20; Joel 1.3; Matt. 28.19-20; Ephesians 4.11-13; 2 Tim. 2.2).

1. **PRAY:** Pray often for your family, friends, fellow employees, employer, church members, pastors, and city, state and federal politicians. Pray with your family daily and with church members on a regular basis. Begin and end each day in prayer, and pray throughout the day. Pray that God teach you each day as you study His word.

2. **LISTEN TO SCRIPTURE:** Play recordings of the Bible and listen to sermons and Bible studies.

3. **READ SCRIPTURE:** Make a reading program and stay with it. If you read three chapters a day in the Old Testament and one in the New Testament you will read the Bible through in one year. It is also important to read one chapter of Proverbs each day. It does not take more than a half-hour a day to read five chapters. If you watch TV have your Bible handy and read a chapter during commercial breaks. Anyone could read ten chapters a day by just taking a Bible break during commercials.

4. **STUDY SCRIPTURE:** Choose a book of the Bible or a topic to study, and stay with it until you finish it.

5. **MEMORIZE SCRIPTURE:** Memorize key verses from both the Old and New Testaments.

6. **MEDITATE ON SCRIPTURE:** Once you have a few verses memorized you can meditate on them any time of the day, and wherever you are. Until then keep a pocket Bible or pocket New Testament handy. Keep a Bible and a few New Testaments in your car at all times for yourself and others. Get into the habit of giving out Bibles and pocket New Testaments.

7. **FELLOWSHIP WITH THE BRETHREN:** Become an active member of a church. Support the church with your time, talents, treasure and spiritual gifts. If you cannot find a real church meet with believers in a home.

8. **WORSHIP:** It is so important that there are more commands to worship God than to pray, study the Bible, memorize Scripture or meditate on the Word. Every believer should spend time each day worshipping God. We worship Him by being silent and meditating on the blessings He has given you; by thanking and praising Him by rejoicing and singing.

9. **SHARE THE GOSPEL:** Once you learn how to share the Gospel be ready to do so 24/7. Be sensitive to the leading of the HOLY SPIRIT to share the Gospel. Carry tracts with you and hand them out as you are prompted by the HOLY SPIRIT. If the person(s) wants to talk – speak with them, but if they do not want to talk ask them to read the tract, and pray as you walk away. Keep a diary of your witnessing. When you lead someone to the Lord invite them to church and make sure they become an active member. If you are not mature enough to disciple them ask your pastor(s) to find someone to disciple them.

10. **BE DISCIPLED:** Find someone to disciple you or find a good book on discipleship such as *Make Disciples of all the Nations*.

**11. MAKE DISCIPLES:** Once you have been disciplined, start to disciple others. If you are a husband disciple your wife. If you are a father disciple your children. If you are a mother disciple your children with your husband. If you are single lead a person to the Lord and disciple him/her. Never disciple a person of the opposite sex unless you are engaged.

If one develops a discipline in these basics of holy living he will become a *disciple* of YAHSHUA. It does not happen overnight. It takes many years to become a mature *disciple*, but it starts with the daily discipline of being in prayer, in the Word and in regular fellowship with other believers.

Pray in the morning, throughout the day and before you go to sleep. Set up a daily Bible reading program. Buy an audio copy of the Bible, and listen to it at home and in the car. Buy DVDs of movies about the Bible and watch them often (*The Gospel of John, Peter and Paul, The Greatest Story Ever Told, King of Kings, etc.*). Memorize Scripture. If you memorize one verse a week you will have 52 verses memorized in one year. Meditate on Scripture and let the HOLY SPIRIT teach you. Learn how to share the gospel. Ask your pastor to train you, and then share your personal testimony and the gospel as the Lord leads.

Verses that every believer should have memorized are those dealing with the Gospel and evangelism:

**All have sinned** – Romans 3.23

**The wages of sin is death** – Romans 6.23

**Judgment** – Mark 8.36-37; Hebrews 9.27

**Jesus is the only way** – John 14.6; Acts 4.12

**The gift of eternal life** – John 1.12; John 3.16; Rom. 6.23

**Faith in YAHSHUA** – Romans 10.9-10, 13; Eph. 2.8-9

**Evangelism** - Matthew 28.19-20; Acts 1.8

Choose verses on specific topics that help you in your daily walk. Here are some examples:

**Eternal security** – John 5.24; 6.37; 10.27-29; 20.31;  
1 John 5.10-13.

**Holiness/Sanctification** – Psalm 119.11; Proverbs 8.13; Romans 12.1-2; 1 Cor. 10.31; 2 Corinthians 5.17; 6.14-18; Galatians 5.13-26; Colossians 3.16; James 4.1-10; 1 Peter 1.15-17; 1 John 2.15-17.

**Love** – Matthew 5.43-48; 1 Corinthians 13.1-13.

**Blessed hope** – 1 Thess. 4.16-18; Titus 2.13; 1 John 3.2-3.

**Brotherly love** – John 13.34-35; 1 John 3.16-18

**Peace** – Philippians 4.7.

**Prayer** – Matthew 7.7; John 14.13-14; 1 John 3.22; 5.14.

**Prosperity** – Psalm 1.

**Protection** – Psalm 23.

**Spiritual warfare** – Ephesians 6.10-18.

**Strength** – Isaiah 40.29-31; Ephesians 3.16; Phil. 4.13.

**Sufficiency** – Philippians 4.19.

**Temptation** – 1 Corinthians 10.13.

**Tongue** – James 3.1-18.

As you grow in the Lord you will pray more, and listen to, read, study, memorize and meditate on Scripture more and more. You will share your gospel more often, and spend more time in fellowship with other believers.

ALL believers in YAHSHUA should want to please their Savior every day of their life. We should be eager to study His Word daily to take in as much wisdom as possible so we can present to Him a “*heart of wisdom*” (Psalm 90.12) so when He calls us home He will say to us, “*Well done good and faithful slave*” (Matthew 25.23).



# MARKS OF A TRUE CHURCH

If you are dissatisfied with the church you attend or may be wondering if your church is a true church this book is for you.

It shows you what a true church is, what the duties of the pastors are, what the duties of the deacons are and what the duties of the members are. After reading this book you will know for certain if your church is a true church. If you discover that it is not a true church and you want to be a member of a true church it will help you find one or start one.

To order your copy of *Marks of a True Church* email – [dovbooks@yahoo.com](mailto:dovbooks@yahoo.com)



# **APPENDIX C**

## **TRAINING A PASTOR**

Most men who seek the office of pastor (1 Timothy 3.1) think it is necessary to graduate from seminary to be fully equipped. That is not true. All seminaries emphasize the study of commentaries and books by men they consider to be faithful to Scripture. This seminary course emphasizes the study of Holy Scripture and avoidance of all commentaries and books. The best way for a man to be properly equipped to be a pastor is through daily reading, study, memorization and meditation of Scripture with intense prayer. It is the Word of YAHWEH that prepares a man to be an under-shepherd of YAHSHUA, not the study of denominational doctrines, commentaries and books. Along with prayer and the consumption of the Word (1 Peter 2.2) men need personal training by a pastor.

### **Reading program**

Students are to follow the prescribed daily reading program:

Read one chapter of Proverbs and two chapters each day from the following divisions of the Bible:

- Torah (Genesis – Deuteronomy)
- Historical books (Joshua – Esther)
- Poetical books (Job – Song of Solomon)
- Major prophets (Isaiah – Ezekiel)
- Minor prophets (Daniel – Malachi)

Gospels & Acts

Pauline Epistles (Romans – Hebrews)

General Epistles & Revelation (James – Revelation)

This reading program is 17 chapters per day. It may seem like it is a lot of reading, but it is necessary. Since there are 929 chapters in the Old Testament and 260 in the New Testament you will read the OT through about 4 times, the New Testament about 8.4 times and Proverbs 12 times each year.

## **Memorization program**

Students are to memorize as many of the following 511 verses as possible. Choose a translation and stick with it.

### **New Testament**

Matthew 6.9-13; 7.12-16a, 21-23; 25.46; 28.19-20 (12 verses)

Mark 8.36-37; 10.42-45 (5 verses)

Luke 13.24; 12.20-21; 19.10 (4 verses)

John 1.1-14; 3.3, 14-18, 36; 5.24; 6.37; 7.24; 8.31-32, 36; 10.27-30; 13.34-35; 14.1-6, 23; 15.1-8, 12-14, 16, 23; 16.8, 33; 17.3, 17; 20.31 (58 verses)

Acts 1.8; 2.42-46; 6.4; 17.11; 13.48 (9 verses)

Romans 1.16; 3.10-12, 23; 4.3; 5.8; 6.23; 8.18, 29, 37-39; 9.22-23; 10.9-10, 13, 17; 12.1-2, 19-21 (24 verses)

1 Corinthians 2.10, 16; 6.19-20; 10.13, 31; 11-13; 15.1-4, 51-52 (25 verses)

2 Corinthians 4.3-4; 5.10, 17; 5.20; 6.2; 9.7; 10.3-5; 11.13-14; 13.5 (13 verses)

Galatians 1.9; 5.13-26; 6.6 (16 verses)

Ephesians 2.8-10; 4.11-13, 25-27, 30-31; 6.10-18 (20 verses)

Philippians 2.3-4; 4.6, 8, 13, 19 (6 verses)

Colossians 3.1-2, 16 (3 verses)

1 Thessalonians 4.16-18; 5.1-6, 9, 16-19 (14 verses)

2 Thessalonians 2.1-3 (3 verses)

1 Timothy 3.1-7; 6.7-12 (13 verses)

2 Timothy 2.2-3, 15; 3.16-17; 4.2-4, 7-8 (10 verses)

Titus 2.13; 3.5-6 (3 verses)

Hebrews 1.14; 3.12-13; 4.12, 15; 5.12-14; 6.1-2; 9.27; 10.12, 24-25; 11.1, 6; 13.1-2, 17 (18 verses)

James 1.2-8, 13-15, 19-20, 22; 2.10, 17, 26; 3.1, 4.3-10, 14 (26 verses)

1 Peter 1.15-16; 2.1-2, 21; 3.15; 4.1-2; 5.1-9 (17 verses)

2 Peter 1.5-7, 20-21; 3.9 (6 verses)

1 John 1.6-10; 2.15-17, 27; 3.16-18; 5.11-13, 21 (16 verses)

Revelation 3.20; 20.10-15; 21.6; 22.12-13, 17 (11 verses)

(Total verses in the NT = 332)

## **Old Testament**

Genesis 1.1-2; 15.6 (2 verses)

Exodus 20.1-17 (17 verses)

Leviticus 19.2

Number 23.19

Deuteronomy 6.4-7; 8.3 (5 verses)

Joshua 1.8; 8.34-35; 22.5; 24.15 (5 verses)

Judges 21.25

1 Samuel 15.29

1 Kings 8.60-61 (2 verses)

1 Chronicles 16.23; 28.9 (2 verses)

Nehemiah 8.3

Job 1.20-22; 19.25-26; 23.11-12; 28.24; 34.21 (9 verses)

Psalms 1.1-6; 14.1; 23.1-6; 34.7; 37.1-5, 18; 42.1-2; 45.6; 51.5; 58.3; 84.12; 90.12; 96.2; 103.11-12; 111.9; 119.9-11, 99 (35 verses)

Proverbs 1.7; 2.6-7; 3.1-12; 6.16-19; 7.1-3; 8.13, 17, 32-36; 9.8-10; 10.16, 21, 23; 11.2, 30; 12.1, 15; 13.14, 20; 14.12, 29, 34; 15.3; 16.16, 18, 20, 32; 18.15; 19.8, 17; 21.3; 22.15; 23.6-7, 17; 24.1; 25.17, 26, 28; 27.2, 17; 28.9; 29.11, 18; 30.4, 8-9 (66 verses)

Ecclesiastes 3.18; 7.2-5; 12.13-14 (8 verses)

Isaiah 1.16-18; 3.12; 9.6; 11.1-4; 26.3-4, 19; 40.28-31; 42.1-4; 43.10-11; 44.6; 48.16; 52.13-53.12; 55.9; 61.1-2; 64.6 (40 verses)

Jeremiah 2.13; 9.23-24; 17.9-10 (5 verses)

Daniel 12.2-3 (2 verses)

Hosea 4.6; 6.3a, 6 (3 verses)

Micah 5.2

Habakkuk 2.4

Malachi 4.2-3 (2 verses)

(Total verses in the OT = 217 – Grand total 549)

## Study program

Do a study of the doctrines listed below. Do not use commentaries or books. Use only Bibles, an interlinear Bible, a Strong's concordance, a word study book and Greek and Hebrew lexicons. Let the HOLT SPIRIT teach you.

**Qualifications and duties of pastors and deacons** – Do a complete study on this topic. List every qualification for a pastor and also for a deacon and explain each one. Then list the duties of the deacons. Next list the duties of a pastor and explain each one as best you can. No man should think of becoming a pastor until he has done a study of the qualifications and duties of a pastor.

**Book study** – Pick one book in the Bible and do a thorough study of it. The way to prepare for a teaching lesson or a sermon is to read, study, memorize and meditate on Scripture as much as possible. If the book is not too large, 15 chapters or less, read through it once a day for 30 days to get acquainted with it. If it is more than 15 chapters divide it up. Take two or more months to read and study through it.

During the month or so that you are reading through a book choose key verses to memorize and hide them in your heart. Study the meaning of key words checking the Hebrew or Greek. Find as many cross references for each verse and write them in your Bible. Pick a Bible suitable for writing notes in. Wide

margin Bibles are the best. When you teach – these verses and notes will be your teaching outline. Meditate on each chapter of the book. Let the Holy Spirit teach you (1 John 2.27). Lastly write your own commentary on the book. Once you have done this you will be ready to teach on that book. You should study a few books of the Bible thoroughly and be prepared to teach/preach on them by the time you finish this course. Once you become a pastor you can teach through that book and as you are doing that you can start on the next book you decide to teach through. If you can study through several books before you become a pastor it will be beneficial. Study Step 22 to learn more about teaching and preaching.

**Sin and Judgment** – Explain what sin is, what it does to man, what the results of it are, if everyone is born in sin and list as many sins as possible using Scripture. Explain whether or not man will be judged when he dies, what he will be judged for and when he will be judged.

**Grace and Salvation** – Explain what grace is, what it does, who gives it. Explain what salvation is, how one is saved, and what he is saved from. Explain what the “Gospel” is and conclude with a clear and concise presentation of the Gospel.

**Punishment of the wicked in Hell and the Lake of Fire** – Explain whether or not those who die in their sins will be punished and how long. Also explain what that punishment will be in Hell (Hades) and in the Lake of Fire (Gehenna). Make sure to explain whether or not the descriptions of punishment in Hell and the Lake of Fire are literal or symbolic. Describe where Hell is located and also where the Lake of Fire will be located. Also note whether or not the wicked in the Lake of Fire will be able to see New Jerusalem.

**Trinity** – Explain the doctrine of the Trinity as best you can. Make an exact and literal translation of Deuteronomy 6.4 and a paraphrase translation. Also give a full explanation of what it says. Describe the Father, Son and Holy Spirit as best you can. Make sure to explain as many of their qualities as you can and if

They are equal to each other in all ways. Include the Son's deity, virgin birth, sinless life and sacrifice, and bodily resurrection. Describe what you believe they consist of and where they dwell. Do not forget to explain whether They are bound by time or exist apart from it. Explain why the word Elohim is used in the Old Testament and should it be translated "God" or "Gods." Lastly, explain whether or not They think and if They can change Their minds.

**Rapture** – Explain what the Rapture is, when it will take place, if it can take place at any moment, and if all Christians will be raptured. Explain how long it will take and if there will be any warning beforehand. Make sure you explain whether there is a gap between the Rapture and the start of the Tribulation if you believe it takes place beforehand. List each position for the timing of the Rapture and give biblical reasons why you do not believe the Rapture will not take place at the other times.

**Tribulation** – Explain what the Tribulation is, how long it is and if the events described in Revelation and elsewhere concerning it are literal. Describe who the Antichrist and False Prophet are and what nations each of them will come from. Do not forget to explain what the mark of the Beast is. Make sure you explain what the creatures in Revelation nine are and who made them. List the things and events in Revelation that are literal and those that are symbolic. List the passages in the Old Testament that describe the Tribulation.

**Millennial Kingdom** – Explain whether or not there will be a literal 1000 year reign of Jesus Christ on Earth. Give as much detail of it as you can. Explain whether babies will be born and whether or not anyone will die during it. Try to calculate how many people could be born during that time. Explain what Christians will be doing during it. Also make sure you explain how a person is saved during that dispensation. Do not forget to explain what happens at the end of that kingdom. List as many passages in the Old Testament dealing with that Kingdom.

**Eternal Kingdom** – Describe what the Eternal Kingdom will be like using every passage in the Bible dealing with it.

**Free will versus election** – Find every verse in the Bible that speaks about free will and also election. List them and then explain what each one means, in context. Then explain what you believe the Bible teaches – that everyone has free will to trust Jesus or no one has a free will to be saved and that Jesus chooses the people He wants to save and then saves them. Conclude by explaining if it is necessary to explain to the lost that they have free will or not when one shares the Gospel. If you cannot come to a decision on this doctrine explain why.

**The cults** (Explain the major false doctrines that the following cults teach – Mormonism, Watchtower Society, Seventh Day Adventists, Worldwide Church of God and Church of Christ. Give a solid argument why they cannot be of God and whether anyone can be saved by becoming a member of one of them. Include a brief summary of how each cult began.

Also list and explain the major false doctrines that the Roman Catholic Church teaches. Explain whether or not a person can be saved by becoming a Roman Catholic.

## **Recommended reading list**

This is the recommended list of books each disciple can read if he does not fully understand a specific doctrine or topic.

*The Christian in Complete Armour* – Gurnall, William

*Proverbs to Live By*

*James: Bible Sense to Live By*

*Peter and Jude*

*John's Letters*

*Faith Test*

*Spiritual Fitness Program*

*How to Choose a Church*

*How to Start a Church*



## **Personal training**

Every man who has been called to be a pastor must have on the job training (OJT). One pastor or more should train him how to teach, preach, lead prayer meetings, disciple men, minister to believers and the unsaved, share the Gospel, rebuke and refute false teachers, overthrow philosophies of Satan and tear down the gates of Hell!

The Bible does not command pastors to send faithful men called to be pastors to Bible college or seminary. YAHWEH commands every pastor to personally train faithful men to be pastors. There should not be a single Bible college or seminary on Earth. Training pastors is the solemn duty of every pastor.



# MAKE DISCIPLES OF ALL THE NATIONS

This book is designed to assist believer's grow in grace from a newborn baby in the Lord to a pastor. Not every believer will need to be discipled to be a pastor, but that training is available in this book. It is not a study book designed to indoctrinate the reader into the dogmas of a specific denomination or church. It only helps the reader study the Bible inside and out and to burn the Scriptures into his soul. This workbook can be used by any and all denominations and churches.

To order your copy of *Make Disciples of all the Nations* email – [dovbooks@yahoo.com](mailto:dovbooks@yahoo.com)

# **APPENDIX D**

## **SHEPHERDING A FLOCK**

The men who have completed the training program described in Appendix C will know Scripture well enough to teach and preach the Word. They will need some guidance on shepherding a church. This appendix is designed to give them that guidance.

### **Qualifications of a Pastor**

Every man who desires to be a pastor seeks a good thing (1 Timothy 3.1), yet he must meet the qualifications for the position:

1. Be above reproach (living a holy life)
2. Husband of one wife (if married)
3. Be sensible
4. Be modest
5. Be hospitable
6. Able to teach
7. Holding fast to the Word
8. Not a novice (recently saved)
9. Not greedy.
10. Not be a lover of money
11. Be sober (not a regular drinker of wine)
12. Not addicted to any kind of alcohol
13. Not quarrelsome
14. Not a brawler

15. Be gentle
16. Able to rule his own family
17. His children are obedient
18. Have a good reputation
19. Have a love for what is good
20. Be just.
21. Be devout
22. Have self-control (1Timothy 3.1-7; Titus 1.6-9)

The qualifications are strict, but necessary. If you fall short in any of them it is best to wait until the Lord has given you the grace and strength to fully meet them all. If you are married and one or more of your children are juvenile delinquents it is best that you take a position of Bible teacher in a church. If you have divorced after being saved and your wife was saved it might be best to be just a Bible teacher.

## **Duties of a Pastor**

Once you are certain that you meet all the qualifications you need to do a thorough study of the duties of a pastor. You can read books about this, but the only way to know exactly what the duties are is to study the Bible. The primary books to study are the letters to Timothy and Titus. Other duties of pastors can also be found in Ezekiel 34.4; Acts 6, Romans 12, 1 Corinthians 12, Hebrews 13 and 1 Peter 3 and 5.

Before you become a pastor study those books and chapters to learn what your duties are. It is foolhardy to take a “job” without knowing what its duties are. Being a pastor is a “job” but it is foremost a ministry. Pastors are ministers to their flock who minister to their needs (1 Peter 5.1-3). Jesus is the Chief Shepherd over all the churches in the world (1 Peter 5.4), and pastors are an under-shepherds. A pastor’s *“lips should keep knowledge, and they [congregation] should seek the law at his mouth: for he is the messenger of the LORD of hosts”* (Malachi 2.7). *“The lips of the righteous feed many”* (Proverbs 10.21). Be very careful to not feed the flock false doctrine.

The primary duties pastors are prayer and the ministry of the Word (Acts 6.4). They must not be caught up in financial matters, individual counseling of members, and organizing activities. Pastors need to choose faithful men to handle those things or let the congregation choose them. When a pastor gets involved in those matters it takes away too much time from prayer and the ministry of the Word.

Give careful consideration to getting 501C3 status. If you do you will be under the authority of the government which can limit what you say from the pulpit. You will also need a board. If you have a board make sure it is set up by the deacons and that it has authority over the church property. A board can never have authority over the pastors. If a church has just one pastor and he violates his office he must be disciplined by the pastors of a sister church. The sheep are not qualified to discipline a pastor. If the church has three or more pastors, as all churches should have, the other pastors should deal with him.

## **Making Pastors**

Once you are a pastor train at least two other faithful men to be associate pastors with you. Every church needs a minimum of three pastors who have equal authority. When spiritual decisions must be made the three pastors are to vote. Obviously the vote will be unanimous, or two will be yeas and one nay, or two nays and one yea. A church must always have an odd number of pastors who vote on a spiritual decision so there will never be a stalemate. As more pastors are added to the staff they must be added in even numbers. If a church cannot pay the other pastors a salary they are to serve without pay.

A church must always have an odd number of pastors. Deacons or men in the church cannot have a vote on spiritual matters. Deacons and other men in the church can only vote on non-spiritual matters. Pastors should refrain from voting on non-spiritual matters. They need not be distracted by non-spiritual matters in the church. It also gives the deacons and others responsibility which is necessary in the spiritual growth

of a congregation. Pastors should not attend church business meetings. The deacons can handle that.

## Spiritual Success

Most pastors want to be successful. They want to have a big church with several ministries to help the members of their congregation. Some even want to have a radio or television ministry. There is nothing wrong with this, yet that is not success. Spiritual success does **not** consist of numbers, money, buildings, ministries, fame and notoriety. Most pastors who have those things are spiritual failures.

Spiritual success consists of:

1. Making certain that every member of the congregation is truly born from above. If you cannot spend time with every member of the Lord's flock to listen to their testimony and be assured they are saved you need to train men to help you (Hebrews 13.17).
2. Feeding every member of the flock with the Word and helping them grow to spiritual maturity (Acts 6.4; Ephesians 4.11-16; 1 Peter 5.2).
3. Setting up a Scripture reading, studying, memorization and meditation program for every member and helping them stay on it (Appendix B).
4. Getting every member involved in ministry. Determine what gifts each member has and find a way for them to use them. The more members there are involved in ministry the greater impact the church will have on the community (Romans 12.7-8; 1 Corinthians 12.7-10).
5. Putting every member of the flock to spiritual work exercising their spiritual gifts (Romans 12.7-8; 1 Corinthians 12.7-10).

6. Watching over the flock. When a member or regular attendee does not attend a Sunday morning service call and tell him that you missed him. Gently determine why he skipped and make him understand he is an important member. Explain to him that the whole body suffers when just one member is missing. Train men to help you if you have a large church. When the member is a woman have your wife or a female member of your congregation make the call (Hebrews 13.17);
7. Discipling all husbands so they can disciple their wives and children (Deuteronomy 6.6-7);
8. Discipling faithful men called to be pastors (2 Timothy 2.2);
9. Having your wife or spiritually mature women in your congregation disciple mothers so they can disciple their children (Proverbs 1.8; 6.20; 31.26)
10. Showing hospitality to every member of the congregation by inviting them to dinner on a regular basis (once a week or once a month). The deacons, Bible teachers and other men in the church can help you (Romans 12.13; 1 Timothy 3.2; Titus 1.8) as well as all members (1 Timothy 5.10; Hebrews 13.2; 1 Peter 4.9);
11. Meeting the physical needs of every member of the Lord's flock (Acts 6.1-3; Romans 12.7; 1 John 3.16-18);
12. Taking the Gospel to every home and person in your city, and discipling those who believe in Jesus Christ (Matthew 28.19-20)
13. Sending out missionaries to make disciples of all nations (Matthew 28.19-20), and assisting missionaries in their work (3 John 5-8).

Sometimes a pastor may be hesitant to let a member exercise his gift. When a pastor does not let members use their gifts he is grieving the Holy Spirit. If a man has the gift of teaching give him a trial opportunity explaining that he will only become a permanent teacher when you determine if he has the gift of teaching, and that it is the will of the Lord for him to teach. Watch what he says to make sure his doctrine is correct and determine if he has the gift. If you and the members of the church conclude he does not have the gift tell him. Then find out what his gifts are. Let everyone use their gifts so you and the congregation can see what gifts they have (1 Peter 4.10). Making up rules that a member cannot teach or exercise other gifts until he has sat on the bench for 90 days, six months or a year is not scriptural and it hinders the work of the Lord. Put every member to work serving the Lord as quickly as possible.

## **Snares of the devil to avoid**

*And he must have a good reputation with those outside the church, so that he will not fall into reproach and the snare of the devil. (1 Timothy 3.7)*

There are numerous snares of the devil that pastors must avoid. The major ones will be touched on briefly.

### **Love of money**

One of the biggest snares that far too many pastors are caught in is the love of money. When a pastor of a small church sees growth in numbers and money it is extremely hard to remain humble and live at the same standard of living. Most pastors who see growth take a bigger salary, buy a bigger house, buy extra vehicles, buy expensive clothing and jewelry for themselves and their wives, buy toys, pad their bank account, buy stock, make risky investments and spend, spend, spend.



Instead of acting as if they had won the lottery a pastor who sees growth should use the extra money to support as many missionaries as possible. Next he should make sure the poor members have their needs met (Acts 4.34). Then he should see to it that every poor person in his community has their needs met. The church can help sister churches in the community and nearby communities meet the needs of their poor members. If he still has an excess of money he can put solid Bible teachers on staff to teach the congregation the Bible, book-by-book. They would also take members through a discipleship program. The pastor would train these Bible teachers to be pastors. If the Lord kept blessing the church the pastors would then start other churches and continue doing this until the Rapture. There is never an excuse for a pastor who sees an increase in church revenue to spend it on himself.

As a church grows none of the pastors should be increasing their salaries and their standard of living. That is not why a true man of God becomes a pastor. If he is making the average income of his community why should he increase his salary? If he is responsible for the growth he could argue he deserves more money, but God says He is the one who adds to a church as He sees fit (Acts 2.47). Pastors who start asking for more money when the church grows are hirelings, they are not true men of God (1 Peter 5.2).

Instead of pastors trying to raise their standard of living they should see how they can lower it. Instead of eating out more they should eat in. Instead of going on expensive vacations they should go on cheap vacations. Instead of buying new suits and clothing they should buy what they need from thrift shops or take donations from the congregation. Instead of buying expensive watches and jewelry they should buy an inexpensive watch and forget about jewelry. Instead of buying a new car they should buy a used car from a rich church member at a discounted price.

Any pastor who does not lead a humble and spendthrift life is not a true pastor. He is a mock pastor, a fake pastor, a phony pastor. He is a hireling that Jesus Christ warned us about:

*“Beware of the false prophets, who come to you in sheep’s clothing, but inwardly are ravenous wolves. You will know them by their fruits. (Matthew 7.15-16a)*

The fruits that we judge pastors by are their lifestyle. We look at how much money they spend, what their hobbies and interests are and where they go. If they spend as much money as they can and have numerous worldly hobbies and interests and take numerous vacations to exotic locations they are wolves in sheep’s clothing.

The other fruits we judge are their teaching and service to the church. If a pastor does the following he is a hireling:

1. Give feel-good sermons and rarely teach Scripture book-by-book.
2. Rarely or never take members out to share the Gospel with the lost.
3. Rarely or never hold prayer meetings or Bible studies in their home.
4. Rarely or never minister to the needs of the congregation.
5. Rarely or never invite members to their home for dinner and fellowship.
6. Rarely or never take infirm members shopping for groceries.
7. Rarely or never do yard work for the infirm.
8. Rarely or never invite members to go with them on vacation.
9. Rarely or never drives people around who do not have a vehicle or cannot drive.

These are just a few things to judge a pastor by to know if he is a true pastor or just a hireling. You may think that no pastor does these things in the 21st century because things have changed. Maybe it is time to change them back to the way God wants them to be. The first Christians met in homes each day of the week for prayer, Bible study and fellowship (Acts 2.42, 46; 5.42). The pastors were part of this practice and all pastors today should imitate the first pastors.

Virtually all pastors teach that if a Christian gives to the Lord through a church the Lord will bless him. They say, “You can’t out give God.” Is this true of a church? If God blesses a church with more money than it needs to pay all of its obligations should not the church give that excess money to the poor and missionaries? If they do will God bless them with even more money that they can use to help more poor people and support more missionaries?

If pastors and elder boards did what all pastors preach – give and the Lord will give you back more – there would be NO poor believers in the world and there would be so many missionaries throughout the world that the whole world would soon be won for the Lord!

If money was taken out of ministry the world would be won for the Lord in a year. If every pastor, evangelist, televangelist, ministry CEO, religious author and everyone working in the religious field were given a salary of NOT more than the median income of the country or state they live in there would be a revival overnight greater than the Protestant Reformation and the First and Second Great Awakenings combined! Those who make more than the median income through writing books, selling DVDs, CDs or anything else should give ten percent to his church or ministry and the remainder to other ministries, churches or the poor. If all full-time workers in the religious field did this they would all spend more time in prayer, Bible study, Bible teaching, preaching and evangelism and less time playing around in the world and living like the wicked.

## **Fame and power**

Another snare of the devil that many pastors fall into is fame and power. When a church grows the pastor usually gets attention. He attains fame and becomes a celebrity. This celebrity status can grow if he gets on the radio and television or writes a book that becomes a best seller. With fame comes power and influence.

Most pastors and most people do not know how to handle fame. They let it go to their head and become proud. They believe the lie of the devil that they are better than others and should be treated as a celebrity. They forget that in the spiritual world the greater one becomes the humbler he will be. Instead of seeking to be treated like a celebrity a true spiritual man of God treats those around him as if they are special and more important than himself (Philippians 2.3-4).

Those who are great in the spiritual realm are servants of those beneath them (Mark 10.42-43). When a pastor or anyone gains fame the best way to handle it is to be a servant. Instead of seeking to be served he should serve others. Deny yourself and go out of your way to help those around you beginning with your family. Pastors who seek to be served and not serve others think they are greater than Jesus Christ:

*“For even the Son of Man did not come to be served, but to serve, and to give His life a ransom for many.”* (Mark 10.45)

Many celebrity pastors seek to influence those around them more than they did before they became famous. They try to get people to serve them. Some try to flex their celebrity muscles in the political and secular worlds. A few start a political movement and try to save the nation. Others become active in charity works around the world and become international celebrities. This usually ends in a ruined marriage with one’s children hating their neglectful father.

God does not need celebrities and movers and shakers in the spiritual world. He is the one and only celebrity and He is the only mover and shaker. He does not need you or anyone. He can raise up anyone He chooses to get a job done. Everyone is expendable.

## **Sex**

Sex scandals have destroyed or severely hindered the ministry of many pastors. There is no woman on Earth who is

worth more than serving God faithfully. Any pastor who thinks there is such a woman must step down from the pulpit.

History is littered with men who destroyed their reputation and or ministry by committing adultery or engaging in homosexual acts. Some of the more infamous examples are: Jim Bakker, Paul Barnes, Joe Barron, Todd Bentley, G. Michael Cocoris, Paul Crouch, Douglas Goodman, Ted Haggard, Benny Hinn, Jack Hyles, Marcus Lamb, Eddie Long, Albert Odulele, Earl Paulk, John Paulk, Michael Reid and Jimmy Swaggart.

Flee all situations that can lead to adultery. No married pastor should ever be alone with a woman other than his wife, mother or sister. Pastors who counsel women are opening the door to infidelity and those who have women on staff should make sure they are never alone with them. Even if you believe you would never be tempted to commit adultery you can be unjustly accused of such as Joseph was.

## **Teaching and preaching**

The way a pastor prepares to teach a Bible lesson or preach a sermon is not by writing a sermon outline or getting one from the Internet. Only young pastors should write a teaching/sermon outline. Most pastors have been writing sermon outlines for the last century, but that is not how God wants his ministers to prepare for a sermon.

Jesus never wrote a sermon outline. Neither did Peter, Paul, John or any of the Apostles. They taught and preached sermons based on their intimate knowledge of Scripture. They knew Scriptures so well they could teach on any book or subject without preparation. Jesus, the Apostles and pastors of the first century did not have a New Testament. Some had a few of the books of the New Testament, but none of them had all of the books. They taught mainly from the Old Testament and from the few books of the New Testament that they had. They also taught from oral tradition of what Jesus and the Apostles taught.

Consider this question: Who would you rather have as your personal teacher – fallible men who make many mistakes in

doctrine and their understanding of Scripture or the infallible God who wrote the Bible and who knows it inside and out and never makes a mistake?

Do not rely on commentaries. Instead of being taught by fallible men let God teach you as He promised He would (1 John 2.27).

The two greatest pastors of the Reformation were Martin Luther and John Calvin. They relied solely on Scripture and the teaching of the Holy Spirit when they prepared for a sermon. The only commentaries they had were written by Roman Catholic priests who were not born from above. It is doubtful they relied on them. They did not have any sermon outlines they could borrow. They were the greatest of the Reformers because of this. If you want to be a great pastor follow their example.

The way every pastor should prepare for a lesson or sermon is to read, study, memorize and meditate on Scripture as much as possible. Choose a book of the Bible and teach through it, and then teach through another book until you finish teaching through the entire Bible. Once you have taught through the Bible start over again. You can teach through the Bible in any order you desire, but teach through every book. Do not teach through the Song of Solomon if children are in the congregation. Only teach through that book in an adult Bible class.

The way to know a book inside and out is to read, read and read. If the book is not too large (15 chapters or less) read through it once a day for 30 days to get acquainted with it. If it is more than 15 chapters split it in half and take two or more months to read and study through it. As you read take notes of things the Holy Spirit gives you and meditate on Scripture as much as possible. Let the Holy Spirit teach you.

During the month that you are reading through a book choose key verses to memorize. Study the meaning of key words checking the Hebrew or Greek. Find as many cross references for each verse and write them in your Bible. Pick a Bible suitable for writing notes in. When you teach – these verses and notes will be your teaching outline. A loose leaf Bible is excellent for teaching from because you can insert

pages with extra notes and references in it. Meditate on each chapter of the book. Let the Holy Spirit teach you. Lastly write your own commentary on the book.

Once you have followed the recommendations noted above you will be ready to teach on that book. Do not write out teaching or sermon outlines. You can begin with an historical background and then start teaching through the book. Read a certain number of verses that make up a thought. In the book of James, Chapter One, you would teach on verses 1-4, then 5-8, then 9-11, then 12-18, and then 19-27. After reading a specific passage explain what it means. Next note what doctrine and truths are in the passage, and how one can apply the truths to his life. Use as many cross references as you can.

Do as much teaching from the pulpit as possible. Keep your preaching to a minimum. Remember, a sermon is just a pep talk. You do not want to give pep talks every Sunday and Wednesday. You should teach from the pulpit and only give one sermon (pep talk) once a month at the most. Teach Sunday and Wednesday nights.

Teach your flock the Bible. Give them homework and engage them in dialog. Do not stand behind the pulpit through your entire lesson. Get in the aisles and ask people questions. Do not give a lecture like professors in seminary. After you finish teaching on a passage ask questions. Ask the congregation if they understood what you taught. Sometimes you will want to ask a specific person a question and other times ask a question for anyone to answer. Try to get as many people involved in answering questions as possible.

Pastors who have large churches can still walk the aisles and ask questions. You will not be able to get everyone involved, but you should try to get as many people involved as possible.

It is the Word of God that convicts people "*concerning sin, and righteousness and judgment*" (John 16.8). The Word cuts to the heart, and the Holy Spirit teaches people as they hear, read, study, memorize and meditate on Scripture. Let the Word of God and the Holy Spirit do Their job. Do as little teaching as possible and read as much Scripture as possible:

*For the word of God is living and active and sharper than any two-edged sword, and piercing as far as the division of soul and spirit, of both joints and marrow, and able to judge the thoughts and intentions of the heart. (Hebrews 4.12)*

*As for you, the anointing which you received from Him abides in you, and you have no need for anyone to teach you; but as His anointing teaches you about all things, and is true and is not a lie, and just as it has taught you, you abide in Him. (1 John 2.27)*

## **Sample Sermon**

### **Hunger & Thirst for the Word**

This is an idea that all pastors should consider doing at least once - preaching a sermon in which they only read Scripture.

Tell your flock that every believer should have a daily hunger and thirst for God. Quote/read: Job 23.12; Deuteronomy 8.3; Psalm 42.1-2; 63.1; 143.6; 2 Peter 2.2.

Explain that hungering and thirsting for God means one desires to know Him and have fellowship with Him. The way we do that is by spiritually feeding on and drinking in His Word – the Bible. The first way of drinking in His Word is by hearing Scripture. Simply read the passages concerning hearing Scripture and then move on to verses on reading Scripture, Bible study, memorization and meditation. Next read the passages dealing with holiness and obedience, and finally the passages concerning knowing our God and Savior. After you finish reading the last verse, close in prayer.

Do not explain the Scriptures. Let the Holy Spirit do that. You may want to print out the seven topics and the passages, and put it in the bulletin as an insert for members to study during the week.



**Listening** to Scripture (Deuteronomy 4.9-10; Proverbs 8.34; Luke 8.15, 21; 11.28; James 1.22; Revelation 1.3).

**Reading** Scripture (Deuteronomy 17.19; Psalm 42.1-2; 63.1; 143.6; Revelation 1.3).

**Studying** Scripture (Deut. 8.3; Matthew 4.4; Proverbs 2.1-5; 8.34; 22.17; John 5.39; Acts 17.11; Romans 15.4; 2 Timothy 2.15; 3.15).

**Memorizing** Scripture (Deuteronomy 6.6; 11.18; 30.14; Psalm 37.31; 40.8; 119.11; Proverbs 2.1; 3.1, 3; 4.1, 21; 6.21; 22.18; Isaiah 51.7; Ezekiel 3.10; Romans 10.8; Colossians 3.16).

**Meditating** on Scripture (Joshua 1.8; Job 22.22; 23.12; Psalm 1.2; 4.4; 19.14; 63.6; 77.12; 104.34; 119.15, 23, 27, 48, 78, 97, 99, 148; 143.5; 1 Timothy 4.15).

**Holiness & obedience** are two reasons we study the Bible (John 15.3; 17.17; Romans 12.1-2; Ephesians 5.26; 6.14, 17; 2 Timothy 3.16-17; Titus 3.5 & Joshua 1.8; 1 John 2.3-4).

**Knowing our God and Savior** is another reason to study the Bible (Jeremiah 9.24; Hosea 6.3; John 17.3; Philippians 3.10; Colossians 1.10; 2 Timothy 1.12; 1 John 2.3).

**Prayer** is something that we must do while we hear, read, study, memorize and meditate on the Word. We should pray for wisdom and understanding as well as our daily needs and the needs of others (Matthew 7.7-11; Luke 18.1-8; John 16.24; Ephesians 6.18; James 1.5; 1 Thessalonians 5.17).

## **Following service (one week later)**

Open in prayer and then ask:

1. Who listened to Scripture – sermons or teaching lessons last week?

2. Who read the Bible every day during the last week?
3. Who studied the Bible during the last week?
4. Who memorized Scripture during the last week?
5. Who meditated on Scripture last week?
6. Who spent time in prayer each day apart from blessing your food?

Say to the congregation, “Those who answered no to any of these questions ask yourselves why you are neglecting Scripture. Those who answered no to most or all of them are probably backslidden or you may not be saved. Come forward and get saved or rededicate your life to God.”

Give the invitation. You may want to preach a sermon after you give the invitation. It would be good to give a sermon on the importance of the daily intake of the Word. You can use the following analogies in your follow-up sermon.

Explain that most people eat three meals a day plus snacks. Then ask the congregation, “Do you feed on Scripture three times a day? Why not? Should we feed our souls as much or more than we feed our bodies? Which is more important to you – your eternal soul or your mortal body?”

Also bring up the topic of entertainment. Ask, “Do you spend more time watching secular movies and television than you do studying the Bible?”

Another excellent analogy is that of a husband and wife. Explain that when a husband and wife are separated for a prolonged period of time they communicate by letters, email and phone calls. In the old days when soldiers went off to war they were eager to get letters from home and their families were eager to get letters from them. They would read them over and over and keep them with them at all times.

Then ask, “Should you have the same eagerness to read the letters that our Savior wrote to us, the Bible, that we have to read our emails and text messages or talking on the phone? Do you spend more time each day reading the Bible or reading emails and text messages or talking on the phone?”

Another excellent analogy to wake sleepy believers out of their spiritual coma is the baby in the crib. If you were to see a

child under a year young stand up in a crib and say, “Daddy” you would think he was making great progress. Now imagine returning 20 years later and see the same child, now fully grown, standing in the same crib and all he could do is say, “Daddy” you would be horrified! Today there are millions of believers and Christians in solid Bible churches around the world who are spiritual babies who can little more than quote John 3.16, say a quick prayer before meals, attend church once a week and give a token offering.

Also explain that they should read the entire Bible not just the New Testament. Explain that the events recorded in the Old Testament were written for our benefit (1 Corinthians 10.6).

## **Invitation to action**

This is an invitation that every pastor should make to the congregation. Ask for a show of hands for the following questions:

1. Who wants to get on a Bible reading and memory program?
2. Who would be willing to dedicate themselves to reading four chapters in the Bible every day?
3. Who would be willing to memorize one verse a week?
4. Who would be willing to stay on this program for one year?

Ask those who responded to fill out a card and drop it in the offering plate. Explain to them that a pastor, deacon or someone else will contact them and help them get started and stay with them throughout the program. Assign men to men, women to women and couples to couples. Encourage people to continue in the program every year.

Helping every member of the congregation set up a spiritual fitness program is the primary duty of a pastor. You do not feed the flock by preaching or teaching one or two sermons each week.

# The Worship Service

Every pastor has his own idea of what a worship service should consist of. Some ideas are good and others are bad. Consider the following activities for a worship service:

**Praying** – It is always good to open in prayer and to have two or more men pray during the service. The pastor should try to have as many men in the congregation pray as possible by asking different men to pray each service. He should instruct them on how to pray in public – make it short and to the point, do not preach a mini-sermon in the prayer and do not remind God or teach Him Bible or secular history.

**Singing** – Every worship service should have songs of praise to God and Jesus (Judges 5.3; 2 Samuel 22.50; Psalm 7.17; 9.2; 147.1, 7; 149.1, 3; Isaiah 12.5; Romans 15.9; Ephesians 5.19). Instruments can be used (Psalm 150.4; Isaiah 38.20) if the musicians are not the center of attention.

**Reading Scripture** – One or more men should read Scripture chosen by the pastor or themselves (1 Corinthians 14.26). It is best that the pastor does not read Scripture, but let different men in the congregation read each service. The more men a pastor can get involved in the service the better it will be.

**Sharing testimonies of praise** – The pastors can either choose members to give testimonies of praise or allow anyone to share. Do not allow a member to ramble on endlessly. Tell them to keep it short and concise. If someone wants to share every service and appears as if they are trying to get attention you will need to speak with them privately.

**Sharing testimonies of what one has learned from Scripture** – The pastors can choose members to share what they learned from the Bible during the last week or allow anyone to share (Psalm 40.9-10; 1 Corinthians 14.26). Do not let the same person share every service. Encourage everyone to share. Get everyone involved.

**Sharing personal testimonies** – In most churches few people know something about most members. A way of helping members get to know each other is through sharing one's personal testimony. Each service the pastor should invite a few members to share their testimony and a little bit about themselves. One service two couples could give their testimony or a family or a few single men and women. Over the course of a year or more, depending on the size of the congregation, everyone can learn a little bit about the other members. It is a great way to break the ice among members. It is also good to have members get experience sharing their personal testimony of coming to a saving knowledge of Jesus Christ. Pastors, make sure the members you invite to share their testimony before the congregation, share it with you first. You must make certain they have a solid testimony. If they do not they may not be saved and you can lead them to the Lord.

**Teaching the Word of God** – The pastors should teach Scripture book-by-book. After teaching on a portion of Scripture ask specific questions to see if the congregation understands it. Give them homework to do during the week on next week's lesson. Below is a sample homework assignment (answers included). Do not give the congregation the answers until after you teach on it. Print the questions without answers at – [www.makedisciplesofallthenations.com](http://www.makedisciplesofallthenations.com)

Get all the pastors involved in teaching on Sunday morning/evening and Wednesday evening. Rotate teaching assignments. No one pastor should teach every service.

## **James One**

(Study & discussion questions)

1. What is a bond-servant? (v. 1)  
A servant who decides to remain a servant for life.
2. Who did James write his letter to? (v. 1)  
The 12 Hebrew tribes.

3. What are we to do when we encounter trials? (v. 2)  
Consider it all joy.
4. What should the testing of our faith produce? (v. 3)  
Endurance.
5. What should testing of our faith do for us? (v. 4)
  - A. Perfect us.
  - B. Complete us.
  - C. Lack nothing.
6. What should we not lack? (v. 5-7) Wisdom.
  - A. If we lack this what should we do? Ask God for wisdom.
  - B. What else can we do to get this? (Proverbs 1.1-7; 2.1-10; 4.7; 5.1-2; 7.1-4; 8.13)
    1. Increase in learning
    2. Acquire wise counsel
    3. Respect God
    4. Treasure Scripture
    5. Search for it
    6. Acquire wisdom
    7. Keep the commandments
    8. Hate evil.
  - C. Does God give this to all men and in what manner?  
Yes, and He gives it generously and without reproach
  - D. When we ask for this what must we not do and why?  
Not doubt for if we do we will not get it.
7. What kind of a person will we be if we do not ask in faith?  
A double-minded person who is unstable in all our ways.
8. What should the brother of humble circumstances do? (v. 9)  
Glory in his high position.
9. What should the rich brother do and why? (v. 10-11)  
Glory in his humiliation because most are spiritual paupers.

10. Which brother is given the greater blessing by God, and which brother will have more rewards in Heaven? (v. 9-10) The poor brother.
11. What should we do when we encounter trials? (v. 12) Persevere.
- A. What will we receive if we are approved? Crown of life.
  - B. Is there something else we must do to receive the reward? Love Jesus.
  - C. If we are not approved will we still receive the reward? Probably not.
12. Does God tempt people or does He test people? (v. 13-15) (2 Samuel 24.1; 1 Chronicle 21.1) God never tempts people, but He frequently tests them.
- A. What is the difference between temptation and testing?
    - 1. Temptation is – Enticing someone to sin.
    - 2. Testing is – Showing observers how strong a person's faith, love, loyalty and obedience is.
  - B. Can God be tempted by evil? No! It is impossible for God to be tempted by evil!
  - C. Could Jesus have been tempted by evil during His incarnation? (Luke 4.1-13) No! The temptation by the devil was permitted to prove to the devil, the fallen angels, the holy angels and all mankind that Jesus is fully divine and fully God in Adamic flesh.
  - D. What causes a person to be tempted? (v. 14) Lust.
  - E. What are the results of giving in to temptation? (v. 15)
    - 1. Sin and death.
  - F. Can the natural results of succumbing to temptation be stopped, and if so how? Yes, if one stops sinning, receives medical attention, takes care of his body or the Lord heals him.
13. What must we guard against? (v. 16) Deception.

- A. Who is the father of the thing we must guard against? (Genesis 3.1-7; John 8.44; Revelation 12.9; 20.3, 8, 10) The devil.
  - B. How do we guard against this? (Ephesians 6.10-18)  
By putting on the full armor of God which is:
    - 1. Truth
    - 2. Righteousness
    - 3. Faith
    - 4. Gospel
    - 5. Salvation
    - 6. Word of God
    - 7. Prayer
14. Where does every good thing and perfect gift come from? (v. 17) From above (Heaven), from the Father of lights.
- A. Who receives these good things and gifts? People.
  - B. What is no “variation” and no “shifting shadow”?
    - 1. No variation – The blessings are the same for everyone.
    - 2. No shifting shadow – The blessings do not go from good to bad.
15. Who brought whom forth? (v. 18) The Father brought forth the saints (believers).
- A. By what was this done? The Word of Truth (Scripture).
  - B. What is a first fruit? (Exodus 23.16) The first crop of a harvest.
    - 1. Who is the First Fruit? (1 Corinthians 15.20, 23) Jesus.
    - 2. Who was among the first fruits? (Matthew 27.51-53) An unspecified number of Old Testament believers.
16. What must every believer be? (v. 19)
- A. Quick to hear.
  - B. Slow to speak.
  - C. Slow to anger.



17. What can the anger of man never achieve? (v. 20) The righteousness of God.
- A. What must never go down on our anger? (Ephesians 4.26) The sun.
  - B. Can we exhibit righteous anger? (Ephesians 4.26) Yes, but we must be careful not to sin.
18. What must all believers do? (v. 21)
- A. Put away all filthiness and wickedness (sin)
  - B. Receive the Word (Scripture).
19. What can save our souls? (v. 21) Scripture.
- A. How is a person saved? (Ephesians 2.8) By the grace of God through faith alone in Jesus.
  - B. By what does faith come? (Romans 10.17) By hearing the Word (Scripture).
20. What must all believers do? (v. 22) Be doers of the Word and not just hearers.
- A. Give a few examples of what we should do?
    1. Love God with all our heart, soul, mind, and strength (Deuteronomy 6.5; Mark 12.30).
    2. Love your neighbor as yourself (Leviticus 19.18; Mark 12.31).
    3. Draw near to God (James 4.8).
    4. Keep the commandments in Scripture (1 John 5.2-3).
    5. Cleanse your hands and purify your hearts (James 4.8).
    6. Pray for all kinds of people (1 Timothy 2.1).
    7. Share material goods with those in need (1 John 3.17-18).
    8. Be hospitable (Romans 12.13; Hebrews 13.1-2; 1 Peter 4.9).
    9. Serve each other (Galatians 5.13; 1 Peter 4.10).
    10. Visit orphans & widows (James 1.27).
    11. Humble yourselves (1 Peter 5.6).
    12. Resist the devil (James 4.7; 1 Peter 5.9).

13. Love your enemies (Matthew 5.44).
  14. Give to the Lord in secret (Matthew 6.1-4).
  15. Do not love the world or the things in the world (1 John 2.15).
  16. Do not oppress employees, widows, orphans and aliens (Malachi 3.5).
  17. Seek good and not evil, hate evil and love good, and establish justice (Amos 5.14-15; Prov. 8.13).
  18. Do not charge high rent to the poor (Amos 5.11).
  19. Do not reject knowledge (Hosea 4.6).
  20. Do not have idols in your life (1 John 5.21).
- B. How do some believers delude themselves?
1. By going to church and doing little else.
  2. By saying a quick prayer before dinner, and a quick prayer before sleeping and little else.
  3. By giving some money and little else.
  4. By watching your favorite religious TV show.
  5. By helping a brother or sister in the Lord once in a great while and little else.
- C. Should we periodically examine our faith? (2 Cor. 13.5) Yes, all Christians should examine their faith.
1. How do we examine our faith? By studying the Bible to see what it says we should do. If we are not doing those things we failed the test.
21. What one word best describes a hearer of the Word who does not obey it? (vs. 23-24) Hypocrite.
22. What is the Perfect Law – the Law of Liberty? (v. 25) (James 2.12; John 8.32; Galatians 2.4; 6.2; 1 Peter 2.16) Love God with all your heart, soul, mind and body and love your neighbor as yourself. (Mark 12.30-31).
23. What must all believers do with the Law of Liberty and what must we not do with it? (v. 25)
- A. Look at it (Study it).
  - B. Obey it.
  - C. Not be forgetful hearers.

24. What will be the result if we do what we should do and not do something? (v. 25) (Psalm 1.1-3) We will be blessed in what we do.
25. What must we all do if we claim to be religious? (v. 26)  
Control your speech.
- A. If we do not do this what will be the result?
1. We will deceive ourselves.
  2. Our religion (faith) will be worth nothing
26. What is pure and undefiled religion? (v. 27)
- A. Visiting and caring for orphans and widows.  
B. Keeping oneself pure from the world.



# FAITH TEST

Faith Test is a book that every believer needs to read. Paul exhorted the believers in Corinth to examine themselves to see if they were in the faith:

*Test yourselves to see if you are in the faith; examine yourselves! Or do you not recognize this about yourselves, that Jesus Christ is in you-unless indeed you fail the test? (2 Corinthians 13.5)*

To see if you pass the faith test order your copy of ***Faith Test***.  
Email – [dovbooks@yahoo.com](mailto:dovbooks@yahoo.com)

# APPENDIX E

## PLURALITY OF PASTORS

Every church must have at least three pastors. Paul appointed three or more pastors in every church he founded and he ordered Titos to do the same:

*For this reason I left you in Crete, that you would set in order what remains and appoint elders in every city as I directed you. (Titus 1.5)*

At that time there was only one church in each city. So when Paul ordered Titos to *appoint elders* (pastors) in every city it meant in every church. Every church needs a minimum of three pastors who have equal authority. When spiritual decisions must be made the three pastors are to vote. Obviously the vote will be unanimous, or two will be yeas and one nay, or two nays and one yea. A church must always have an odd number of pastors who vote on spiritual decisions so there will never be a stalemate. As more pastors are added to the staff they must be added in even numbers. If a church cannot pay the other pastors a salary they are to serve without pay.

There are several words used in the New Testament which refer to the office of pastor. Elder, which is used here and elsewhere, bishop/overseer (Acts 20.28; 1 Timothy 3.1-2; Titos 1.7; 1 Peter 2.25), and pastor (Ephesians 4.11). They are different words for the same position. Some translations use overseer instead of bishop. There are only two offices in a church – pastor and deacon (1 Timothy 3.1, 8).

Churches that have an office of elder that is separate from pastor have added an office which is not biblical. The office of elder is just one of many causes of the apostasy we are living in.

If your church has had only one pastor you should determine how you can have three pastors. Pay three men the same or pay one more than the other two. Yet no matter which pastor is paid the most all three pastors will have equal authority.

There is NO such thing as a “senior pastor.” That position is not found in the Bible and it is not biblical. All “pastors” have the same authority whether they are paid the same or not.

Churches that do not have sufficient resources to pay three pastors should focus on raising up pastors from within their congregation. Retired men are perfect candidates to be pastors. They do not have to be sent away to Bible College. All they need to do is follow the curriculum in Appendix C and find a pastor who can give him some on the job training.

## **Books available from Grace Mercy Ministry**

**Believer’s Soap**

**Faith Test**

**How to Choose a Church**

**How to Choose a Pastor**

**How to Start a Church**

**James: Bible Sense to Live By**

**John’s Letters**

**Make Disciples of All the Nations**

**Marks of a True Church**

**Peter and Jude**

**Proverbs to Live By**

**Spiritual Fitness Program**

**Treasure Hunt**