



## ***An Open Letter to Pastors and Lay Leaders***

***(From One Who Has Been There)***

Or: *“Lessons from the Top Ten Mistakes I Have Made in Ministry.”*

### **Equipped: Part 3: The Art of Mentoring**

**Some counsel from the king: Proverbs 27: 23-27**

<sup>23</sup> Be sure you know the condition of your flocks, give careful attention to your herds; <sup>24</sup> for riches do not endure forever, and a crown is not secure for all generations. <sup>25</sup> When the hay is removed and new growth appears and the grass from the hills is gathered in, <sup>26</sup> the lambs will provide you with clothing, and the goats with the price of a field. <sup>27</sup> You will have plenty of goats' milk to feed you and your family and to nourish your servant girls.<sup>1</sup>

If I were to offer a few thoughts on equipping for pastors and lay leaders, it would be these:

1. **Build a Solid Leadership Team.** If you have the luxury of a larger church, then build a team with two components, one in organizational leadership and one in spiritual shepherding. Then learn how to delegate authority to them, which will require being pro-active in both teaching and follow up. Delegation without accountability is not delegation, so let your leadership team hold each other accountable for what has been delegated.
2. **Meet With your Leadership Team on a Regular Basis, at Least Once a Month.** The recommendation is for bi-weekly meetings,( I always met with my head elder on a weekly basis.) The purpose of meeting with the leadership team is to share your hopes and dreams for the congregation and then teach them how to shepherd the flock. The elders are primarily shepherds; they are responsible for the spiritual condition of the congregation. The natural tendency when you are working with elders will be to discuss organizational items, but this detracts from their very purpose of existence in leadership. Teach them how to be spiritual shepherds.
3. **Talk About Your Church.** Spend your time together discussing the spiritual needs of your church. Talk about the high calling of this community of faith and discuss what a healthy functioning body of Christ looks like. Dream the dreams- the vision of what this church could be for God in the community. Be pro-active in defining the areas of strength and weakness in your church and then plan how to lead the church to the next level of health and outreach. There is a difference between management and leadership in a church. We need managers who react to problems and try to solve them as they arise; they deal with crises and try to put out the brush fires. Visionaries dream and plan for what could be and how the Holy Spirit could use the congregation.
4. **Pray Together:** Then spend an equal amount of time in prayer as you do in team building and shepherding. Learn to pray together, not the cursory prayers of petition, but become skilled at how to intercede for each other and for people in your church. Mentor each other on the power of a prayer of intercession and then talk about the joy of answered prayer. Practice the humble cry for the power of the Holy Spirit in your lives and watch the amazing results. Pray for the masses in your area, people whose longing for inward peace

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<sup>1</sup>The New International Version, (Grand Rapids, MI: Zondervan Publishing House) 1984.

is like a starving man looking through the window of a lavish bakery longing for food.

**8T. p46** *Shall we not wrestle with God in prayer, asking for the Holy Spirit to come into every heart? The presence of Christ, manifest among us, would cure the leprosy of unbelief that has made our service so weak and inefficient. We need the breath of the divine life breathed into us. We are to be channels through which the Lord can send light and grace to the world. Backsliders are to be reclaimed. We are to put away our sins, by confession and repentance humbling our proud hearts before God. Floods of spiritual power are to be poured forth upon those prepared to receive it.*

Next week: **Section Three: Empowered: The Ebbing Tide**

*Blessings, Ken Crawford*



