

# Creating a Pastoral Culture

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## I. Introduction

The health of the church is measured by the health of the people. Health is not measured only by size, but size can be one of the signs of health. Health is measured by both quality AND quantity.

Pastoral ministries are the foundation to a healthy church. Pastoral ministries is not just a department or position, it is an attitude, an atmosphere and a culture.

In order for each person to receive intentional pastoral attention, that directs them to becoming active, healthy, reproducing members, a proper understanding of the eight components of pastoral ministries must be defined.

### A. Culture defined

1. Learned and shared patterns of thought and behavior.
2. Characteristics that identify a certain group of people, including beliefs, morals and habits.
3. The total way of life of a people.

### B. Pastoral Culture defined

1. A community of believers that create an environment of love and care for every person, and assist everyone to reach their God-ordained destiny both inside and outside the church.  
**CBC = "Every person matters to God therefore they matter to me."**
2. A pastoral culture is created by and the responsibility of every believer.
3. A pastoral culture is the foundation to every ministry, department and program in the local church.
4. The Book of Acts gives us the model for a true Pastoral Ministries Culture. **READ SCRIPTURE**

**Acts 2:42-47** All the believers devoted themselves to the apostles' teaching, and to fellowship, and to sharing in meals (including the Lord's Supper), and to prayer. A deep sense of awe came over them all, and the apostles performed many miraculous signs and wonders. And all the believers met together in one place and shared everything they had. They sold their property and possessions and shared the money with those in need. They worshiped together at the Temple each day, met in homes for the Lord's Supper, and shared their meals with great joy and generosity\*— all the while praising God and enjoying the goodwill of all the people. And each day the Lord added to their fellowship those who were being saved.

5. This is what the NT church is supposed to look like. This is our blueprint, our model. We are not interested in all the latest fads and trends, but the biblical model that was given to us to follow.
6. Too many leaders today have never really defined what they're building and why they're building it. There are too many "Winchester Churches" in existence, and it is no wonder 85% churches are plateaued or declining. 50% won't add a new convert to their church in next twelve months!

#The Winchester Mystery House – In 1844, a wealthy widow, Sarah L. Winchester began a construction project of such magnitude that it was to occupy the lives of a large team of carpenters and craftsmen until her death thirty-eight years later. The Victorian mansion, designed and built by the Winchester Rifle heiress, is filled with so many unexplained oddities, that it has come to be known as the Winchester Mystery house. This house is an architect marvel. Unlike most homes of its era, this 160-room mansion has 47 fireplaces, rambling roofs, exquisite hand inlaid parquet floors and gold and silver chandeliers and Tiffany art glass windows. However, there are stair cases built that lead to nowhere, rooms with no entry or exit, to just name a few. There are 160 rooms total, 10,000 painted windows, 467 doorways, 17 chimneys, with two that suspect were built but not attached, 40 bedrooms, 6 kitchens, and 40 staircases in between the four floors.

7. Many churches are built the same, a great deal of effort, but at the end of the day, not much use and little progress toward reaching a God-intended design. A GREAT DEAL OF ACTIVITY, NO MODEL.

THIS IS THE FOCUS OF THIS SESSION – NO WINCHESTER MYSTERY CHURCHES!!!!

## II. Eight Pastoral Cultural Components

Many leaders today would reduce Pastoral ministries down to “caring for the flock.” Marry, bury, counsel and care” would be the most common attributes. However, there are many other aspects that make up a Pastoral Culture. You need ALL eight to maintain a balanced pastoral culture. These components are:



### III. A Culture of Relating-Community

#### A. Community Starved Culture

1. Pollster George Gallup said, "Americans are among the loneliest people in the world." In the midst of busy lives, overcommitted schedules and congested cities we feel alone. Despite driving on overcrowded freeways to catch overbooked flights and sitting in jam-packed airplanes, we live in isolation. That is not God's intended design.

Elementary school class was asked, "With billions of people in the world, someone should be able to figure out a system where no one is lonely. What do you suggest?"

Kalani, age 8: People should find lonely people and ask their name and address. Then ask people who aren't lonely their name and address. When you have an even amount of each, assign lonely and not lonely people together in the newspaper. (Obviously this is a girl with the gift of administration.)

Max, age 9: Make food that talks to you when you eat. For instance, it would say, "How are you doing?" and "What happened to you today?"

Matt, age 8: We could get people a pet or a husband or wife and take them places. (Makes you wonder about Matt's understanding of marriage.)

Brian, age 8: Sing a song. Stomp your feet. Read a book (Sometimes I think no one loves me so I do one of these).

2. These may be some cute ideas to solve the dilemma, but I believe God has a better plan in mind.

#### B. God's Idea of Biblical Community - Acts 2:42-46

Acts 2: 42-46 "All the believers met together in one place... they worshipped together... met in homes... shared their meals together..."

#### C. Defining Relating (Biblical Community)

# **Get responses from the crowd** - How would you define Community?. How can you make it a part of your culture? What leadership steps would you take to accomplish this?

1. Community = The intentional development of meaningful relationships, based on common biblical principles and purposes, resulting in each person having a sense of belonging, acceptance and significance."
2. Community in the God-head (Gen. 1:1) Hebrew word, "Elohim" is plural in nature.
3. Community in the family (Gen. 2:18; Eph. 5:21-33; 6:1-4)
4. Community in the church.
  - a. Love God (Matt. 22:37)
  - b. Love each other (Luke 10:27)
  - c. Love the world (Luke 6:32-36; John 3:16)
5. Relationships are the key to the church. Most all come or stay due to the depth and number of relationships established.

## D. Building a Culture of Community

1. The church is a community of faith, not a building - The church is a group linked together in unity and purpose, not some stale institution. The church is a living organism, not a structured organization. Relationships are the glue, they're the key!
  - a. Knit together – Eph. 4:16; Col 2:2
  - b. Joined together – 1 Cor. 1:10; Eph. 2:21
  - c. Built together – Eph. 2:21-22
  - d. Many members – 1 Cor. 12:25
  - e. One body – 1 Cor. 12:12-14
  - f. Every joint supplies – Eph. 4:16
2. The church is built on relationships not programs - Programs may facilitate relationship, but they alone don't build relationship.
  - a. Great leadership teams are built on relationships. #ACLT Team and Retreat-We like each other.
  - b. Great disciples are built on mentoring relationships.
  - c. Unchurched people are reached through relationships. #Mike Stewart
3. Relationships must be built intentionally – What plans do you have to build community?  
#Build time into schedule - Meet with each group weekly. DP's have in their weekly schedule.
  - a. Meaningful relationship with your leaders.
  - b. Meaningful relationship with those you lead.
  - c. Meaningful relationship with those your pastor.
  - d. Meaningful relationships with those you are trying to reach.

## IV. A Culture of Caring

Our next component we are going to discuss is Caring. Relationship and caring are sisters. You can't have a genuine, biblically based relationship with anyone without the heart to care. Imbalanced relationships can exist without care, only because they are based on what you can get, not what you can give.

### A. We live in a Care-starved Culture

1. Word-weary Society – Inundated with plans, scams, get rich quick, lose weight now, lose wrinkles, grow hair now, too good to be true offers. Plus internet, emails, newspapers, TV, advertising, junk mail by the billions.
2. Broken Promises - Hand shakes used to be all that was needed. No longer is a verbal promise a promise. Need contracts, leverage, equity, sworn statements. People are naturally suspicious.  
# 12 Year Old AIDS Girl; National spokesperson for AIDS, Carolyn/Marilyn Show
3. Lack of Trust - Fiber of trust is dissolved. Trust must be earned, it is not a given. They don't trust you! Fallen leaders, abuse in church, hypocritical Christians all contribute to problem.
4. Distorted Perception of God - Post-Christian era, Christian beliefs are no longer the standard. Rise in World Religions and over 6,000 change the playing field. Relative Truth and No Absolutes! #Rob Charnoff – White Magic, Satanist, Calvin, Jew. Care made the difference.

## B. God's idea of Biblical Care

Acts 2:42-47 They shared meals... they sold their property and possessions and shared their money with those in need..."

Romans 12:9 "Don't just pretend that you love others, really love them."

## C. Defining Caring

1. Caring = An intentional **act** of reaching out with a compassionate heart to comfort, care, and bring healing or help to an individual in need.
2. Jesus was a caring leader.
  - a. The Woman at the well (John 4:4-38)
  - b. The Prostitute (John 8:1-11)
  - c. The Blind Man (Mark 10:46-52)
  - d. The broken, bound and oppressed (Luke 4:33-37)
  - e. Feeding the five thousand (John 6:1-14)
3. We are called to be caring leaders.
  - a. It is not a program or process, but a heart issue. (1 John 3:16-18)
  - b. It is based on responsibility and not a choice (bring them to me vs. send them away).
  - c. Caring is to be extended to everyone, not just whom you choose.

**#Scott Kirkby**

## D. Building a Culture of Care

**We will spend an entire evening on this one topic alone on Sunday Evening.**

# V. A Culture of Guiding

## A. We live in a Guideless Culture

1. Guidance is the sister to care, but different. Care loves and helps, where guidance gives direction and assistance to move someone into the right direction.
2. You don't have to go very far to find someone who has made life-altering decisions that ended in tragedy. The world is FILLED with people who have lived a guideless life. Churches are filled with them.

**#Man who thought he was John the baptist who was disturbing the neighborhood, and eventually was committed to protect the safety of the public. He was put in a room with another crazy individual and immediately began his routine, "I am John the Baptist! Jesus Christ has sent me!" The other guy in the room looks at him and responds, "I did not!"**

3. A few reasons:
  - a. People have no one in their life that can give them proper guidance.
  - b. People have been given wrong guidance that has ended in disaster.
  - c. People are unwilling to receive guidance (arrogance, pride, etc.)

## **B. God's idea of Biblical Guidance**

2 Timothy 3:16-17 All Scripture is inspired by God and is useful to teach us what is true and to make us realize what is wrong in our lives. It corrects us when we are wrong and teaches us to do what is right. God uses it to prepare and equip his people to do every good work. (Guidance has purpose).

## **C. Guiding/Counseling Defined**

1. "Directing someone towards God's truth resulting in them walking in God's perfect will for their life. "
2. CBC Counseling Statement - Counseling is an expression of our pastoral ministry to assist people to become better Christians. Our goal is to aid individuals in understanding and applying the atonement of Christ to their entire lives; past, present and future. We aspire to see Christ's compassion, wisdom, and healing power demonstrated. Our frame of reference for counseling is the Bible, which is relevant to all of life's issues. We believe in the sufficiency of the application of Scripture, the dynamics of the Holy Spirit and the ministry of the church in seeing people's deepest needs met. Our counseling ministry will be most effective to those who take personal responsibility and allow the working of both the Word and Spirit in their lives.

## **D. Building a Guiding Culture**

We could spend years on this one subject alone. At CBC, we have worked hard to develop a culture that encompasses a variety of policies and procedures. However, we desire every leader to embrace and implement the following six principles:

1. Biblical guiding/counseling stretches into the lives of every Christian. (Proverbs 11:14; 15:22; 24:6)
2. Biblical guiding/counseling is based on the Word of God. (2 Timothy 2:16-17).
3. Biblical guiding/counseling is based on the finish work of Christ. (Col. 1:27-2:10)
4. Biblical guiding/counseling relies on the ministry of the Holy Spirit. (John 16:7-15; 14:17)
5. Biblical guiding/counseling is limited by the faith and response of the person being counseled. (Gal. 3:1-5)
6. Biblical guiding/counseling engages all the benefits and resources of the local church. (Acts 2:38-47; Heb. 10:17-25)

## **VI. A Culture of Building**

Most churches today have the desire to build a church filled with active, healthy, reproducing members, but in actuality have a church filled with apathetic, complacent pew warmers. There are four aspects of our church culture that must be addressed and have a strategy to build:

### **#Born Again Christians Polled**

45% say Satan is not a living being but only a symbol of evil.

28% say Jesus, while on earth, sinned like all people

15% Say Jesus never rose from the dead

26% Say it doesn't matter which faith you follow because they all carry same basic lessons.

40% say Bible isn't 100% true

29% Say being involved in a local church is top priority of their future

35% say must bend rules to get by these days, God understands

95% never led one person to Christ

### **A. Four Building Areas of the Local Church**

1. Core – Leaders (12-15% Ideal)
2. Congregation – Members (50-55% Ideal)
3. Crowd – Regular Attenders (20-25% Ideal)
4. Community – Visitors, pre-believers. (5-10% Ideal)

### **B. Building Defined**

1. "Building is a strategic, biblical mandate given by Christ to his followers as a means to build every believer into becoming an active, healthy, reproducing member of local churches, and in turn extend the kingdom of God to the ends of the earth."

### **C. Three Subcomponents of Building:**

1. Discipling – Building healthy active members. (Matt. 28:18-20)
2. Raising and Training Leaders. (Acts 16:1-3; 17:15)
3. Multiplication. (Gen. 1:28; 22:17; Gal. 3:29; 4:28)

### **D. Developing a Building Culture**

1. Building disciples is the call of every believer (Mark 16:15-20).
2. Building is based on a "Proactive Pastoral Philosophy."
  - a. Regardless of the type of church, its culture, denomination or heritage, the pastoring culture can be narrowed down into one of two types of approaches; proactive or reactive pastoring:
  - b. Reactive Pastoring - Passive, non-intrusive, and non-confrontational; waiting for the sheep to come to you. This is pre-dominate in most 21st century churches.
  - c. Proactive Pastoring - Active, aggressive, involved in the lives of others, holistic approach, not scared to ask questions, pushing towards health and maturity, etc. This is what the Bible says!
    - i. Shepherd – Break legs of wandering sheep.
    - ii. Jesus – Rebuked, encouraged, challenged, loved, etc.
3. Building is incorporated into every aspect of the church.
  - a. Church wide development strategy. (CBC- LDT)
  - b. Departmental leadership development strategy.

4. Raising and training leaders must be a high priority of every local church.
  - a. Raising leaders with an end product in mind. **#Spiritual Maturity Test – What Now**
    - i. Christian Foundations.
    - ii. Spiritual Disciplines.
    - iii. Christian Character.
  - b. Raising leaders with the balance of knowledge, experience and mentoring.
  - c. Raising leaders with a whole-life strategy approach in both the spiritual and the natural.
  - d. Raising leaders within your own house. (Acts 16:1-3)

## VII. A Culture of Reaching

### A. Two Subcomponents of Reaching

1. Evangelism
  2. Assimilation
- John 3:16; Mark 16:15-20'

### B. Reaching Defined

1. Evangelism is an intentional, proactive, consistent responsibility shared by every believer to take the good news of Jesus Christ and proclaim it to all those who do not have a personal relationship with Jesus Christ.
2. Assimilation is defined as the process in which an individual is transformed from an undesired state outside the local church into an active, healthy, reproducing member inside the local church.

### C. Creating a Reaching – Keeping Culture

1. Lost people matter to God. (John 3:16)
2. Jesus came to seek and save the lost. (Luke 19:10)
3. We are called to seek and save the lost. (Mark 16:15-20)
4. The harvest is plentiful. (John 4:35-38)
5. The harvest is ripe. (John 4:35-38)
6. The laborers are few. (Luke 10:2)
7. We are to build disciples and not decisions. (Matt. 28:19)

## VIII. A Culture of Praying

### A. 1 Timothy 2:1; Luke 1:13; 2:37; 2 Cor. 1:11; 9:14; 1 Pet. 5:8



## **B. Praying defined**

The call of every believer and the intentional act of crying out to God on behalf of yourself and others; communion and communication with God, and God communicating with you.

- Prayers
- Supplications
- Giving of thanks
- Intercession

### **Questions:**

1. How does prayer apply to pastoral ministries?
2. How would you as a leader practically implement prayer into the fabric of your pastoral strategies?

**CASE STUDY** - A church of about 80 people. Pastor is very prophetic, and strong emphasis on prayer, renewal, healing. Church hasn't grown in last 10 years, very few new people. What is the problem? Where are the weaknesses? What must change and how?

## **C. Creating a Culture of Prayer**

1. Christ left us an example of the importance of prayer. (Matt. 14:23; Mark 1:35; Luke 6:12; 3:21; 5:16; 9:18)
2. Prayer is the tool used to advance the kingdom of God.
3. Prayer is the avenue to obtain God's joy. (John 16:24)
4. Prayer keeps God's people fit and alert. (1 Peter 4:7)
5. Prayer gives God's people wisdom. (James 1:5)
6. Prayer transforms His people into His image. (Luke 9:28-29)
7. Prayer assists us with obtaining needed resources. (Matt. 7:7-8; John 14:13-14)
8. Prayer moves God's hand on our behalf. (Ex. 3:7; 14:10-11; 10:15; Acts 12:5)
9. Prayer expresses our dependence on Him. (John 15:5)
10. Prayer unleashes God's power and blessing. (2 Chron. 6-7; Acts 1-2, 4:23-31)
11. Prayer draws us closer to Christ. (Jude 20-21; Phil. 3:10)

## **IX. A Culture of Feeding**

### **A. Two Subcomponents of Feeding**

1. Preaching
2. Teaching

Isaiah 61:1; 1 Tim. 4:2, 13; Mk. 4:2; Acts 1:1; 5:42; 15:1

## **B. Feeding Defined**

1. Preaching is an annunciation of a specific message with specific recipients, with an intent to elicit a specific response; a planned encounter, a confrontation.
2. Teaching is the delivery of biblical information to instruct, educate, impart and equip believers in the ways of God, resulting in lives transformed into the likeness of Christ.

### **Questions:**

- In what ways would you go about making sure these two components are taking place in your congregation?
- What ministries would you develop to insure that every person is getting nourishment?

## **C. Creating a Feeding Culture**

1. God's people need nourishment.
2. God's people need direction.
3. God's people need encouragement.
4. God's people need correction.
5. God's people need instruction.
6. Feeding must become a core value of all church ministries.

# **X. A Culture of Leading**

## **A. Ex. 6:26; Josh. 1:2; 2 Sam. 7-8; Col. 2:8)**

## **B. Leading Defined**

A leader is one who lives a godly example and sets a course for others to follow in a way that produces results that build the kingdom of God.

## **C. Creating a Leadership Culture**

1. God's people need leaders they can follow.
2. God's people need leaders they can trust.
3. God's people need leaders that can lead.
4. God's people need leaders that care.
5. God needs leaders that can hear and discern his voice.
6. God needs leaders that can build.
7. God needs leaders that can stretch.
8. God needs leaders that know Him.

CASE STUDY - A church of about 400 people. It attracts many young families mostly unchurched and unsaved. It seems to have a big front door as well as a huge back door. People tend to stay for up to a year, but feel that there isn't much depth to the church. Everything focuses on the weekend seeker experience. They have a hard time keeping people. What are the issues?

## **Question and Answer Time**

**Pray over leaders, lay hands and prophesy.**