

O.M.S. Holiness Church of North America Philosophy of Pastoral Ministry

New Testament Provision

The office of pastoral ministries is a gift of God to the church. Ephesians 4:11-12 sets forth the provision of the pastoral gift: “It was he who gave some to be apostles, some to be prophets, some to be evangelists, and some to be pastors and teachers, to prepare God’s people for works of service, so that the body of Christ may be built up.”

New Testament Qualifications

In several key passages, the Bible defines the qualifications of those seeking to serve God as leaders and pastors. Scriptural portions such as 1 Timothy 3:1-7, Titus 1:6-9 and 1 Peter 5:1-4 emphasize the importance of personal integrity and spiritual character. Surprisingly, these passages do not outline specific duties or tasks of the pastoral ministry. What has been perceived as the “role” of the pastor has arisen more from culture and tradition, rather than from scripture.

What is found in scripture is an emphasis upon the ministry of all believers. Ephesians 4:12 states the case very clearly: The pastor is “to prepare God’s people for works of service.” The Holiness Church of North America affirms the ministry of the Holy Spirit in distributing gifts to God’s people in order for them to be involved in the work of ministry (1 Corinthians 12:11).

Through the years, pastoral ministry has been influenced by elements of society and tradition. However, the Holiness Church establishes the authority and example of scripture as paramount in the determination of pastoral roles and responsibility.

Pastoral Ministry Expectations

One goal of ministry in the Holiness Conference is spiritual and corporate growth. This growth comes, in part, from a competent and effective pastoral ministry. Effective and productive ministry can only be achieved through the awareness of the following areas:

1. The pastor’s effectiveness will be contingent upon his spiritual gifts. Paul writes that pastors are not ‘multi-talented’ men. “Is everyone an apostle? Of course not. Is everyone a preacher? No. Are all teachers? Does everyone have the power to do miracles? Can everyone heal the sick? Of course not.” (1 Corinthians 12:29-30, TLB).

No one pastor is in possession of all the gifts of the Spirit. Thus to expect one pastor to perform all of the duties of ministry is to deny a basic principle of faith and practice. To this end, the Holiness Church must explore the potential of multiple staff ministries to supplement the gifts of the senior or solo pastor.

2. The pastor's ministry will be determined to a great degree by the needs of the local church. Any attempt to set forth a "Job Description" must be done in recognition of the specific goals and vision of the local church. Although each ministry is under the leadership of Jesus Christ, each may vary in their personality and potential. What may be appropriate and necessary in one context may not be desirable in another. Stationing appointments must be carefully considered to assure that the pastor fits the profile of the church's ministry needs.
3. Effective ministry relies heavily upon the support and participation of laypersons. The cultivation and commitment of lay leadership is foundational to church growth and health. The pastor's productivity corresponds to the level of congregational involvement.

Philosophy of Pastoral Ministry

A pastoral "Job Description" would be incomplete without an understanding of the biblical pattern of ministry outlined in the New Testament. Three principles are set forth:

1. The Principle of Direct Ministry.

In 2 Timothy 4:2, the Apostle Paul encourages the young pastor, Timothy, to be involved directly in the work of ministry as it related to his gifts and capabilities:

"Preach the Word; be prepared in season and out of season; correct, rebuke and encourage - with great patience and careful instruction."

There is no doubt that the pastoral ministry is to be a "hands on", and not an 'ivy tower" experience.

2. The Principle of Delegation

It is an important reminder that the pastor is not called to do everything in the church. He is not to be the "chief cook and bottle washer". The pastoral ministry is established upon biblical priorities. An example is found in Acts 6:2-4. Notice please, that the disciples did not react to

the crisis by “doing.” They responded to the emergency by “delegating.”

“So the Twelve gathered all the disciples together and said, ‘It would not be right for us to neglect the ministry of the word of God in order to wait on tables. Brothers, choose even men from among you who are known to be full of the Spirit and wisdom./ We will turn this responsibility over to them and will give our attention to prayer and the ministry of the word.’”

3. The Principle of Discipleship

If the foremost responsibility of the pastor is to “equip the saints for the work of ministry,” this requires a significant investment in the work of reproducing disciples of Jesus Christ. The main challenge of the Great commission found in Matthew 28:18-20 is to “make disciples of all the nations.”

Practically, Paul alludes to this in 2 Timothy 2:2 where he writes: “And the things you have heard me say in the presence of many witnesses entrust to reliable men who will also be qualified to teach others.”

The application of these three principles have a far reaching impact upon the effectiveness of pastoral ministries. The pastor in question need not be a “superstar” if there is willingness to employ any of the three principles above. What may not be in the pastor’s repertoire may be delegated or developed in others.

The Tasks of Pastoral Ministry (Job Description)

This paper reaffirms the ministry of the body of Christ. The following tasks represent ministries that may be undertaken by, but must not be limited to, the pastoral staff. All tasks listed below can come under the principles of Delegated and Developed (Discipleship) ministries. The list is not intended to be comprehensive.

1. Within the congregation
 - a) Preaching and teaching ministry - “Faith comes by hearing, and hearing by the word of God” (Romans 10:17). The Holiness church shall provide its members with solid and practical instruction from God’s word.
 - b) Visitation -evangelistic and membership well-being
 - c) Counseling - marital and crisis (though pastors are

encouraged to refer clients in extreme cases)

- d) Administration - overseeing the general health and life of the church's leadership and fellowship components
- e) Leadership - providing direction and purpose for the Deacons and Trustees meetings; instilling a sense of vision to the congregation at large.
- f) Cross-cultural specialist - establishing and maintaining harmonious working relationships with the English/Japanese Departments.

2. Outside the congregation

- a) Service to the Holiness conference level committees, programs, retreats and fellowships.
- b) Involvement and interest in missions, both foreign and at home
- c) Participation in inter-church ministerial associations and functions.
- d) cooperation with para-church organizations such as Campus Crusade for Christ, JEMS, IWA.
- e) Awareness of social concerns (hunger, homelessness)

In Support of Pastoral Ministry

pastoral ministry is not an easy task. It's rewards are rarely concrete. It's demands are rarely limited to 60 hours a week, nor do they every seem completed. Therefore, this paper sets forth two significant recommendations in support and appreciation of those whom God has given us as pastors.

- 1) The establishing of Pastoral Relations Committees at each department of each local church. The Pastoral Relations Committee should exist to meet the personal and often unspoken needs of the pastor and his family. Further, the Pastoral Relations committee is called to oversee the interrelationship of the pastor and the members of the congregation.

- 2) The establishing of a salary commensurate with the dignity of the pastoral profession. 1 Timothy 2:17-18 says: "The elders (pastors) who direct the affairs of the church well are worthy of double honor, especially those whose work is preaching and teaching. For the Scripture says, 'Do not muzzle the ox while it is treading out the grain,' and 'the worker deserves his wages'."

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