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REDEFINING BIBLICAL LEADERSHIP: DEVELOPING THE AFRICAN AMERICAN BAPTIST  
MINISTER BY USING THE GENESIS MODEL

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## ABSTRACT

## DEDICATION

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Abstract

Dedication

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CHAPTER 1  
INTRODUCTION

***Background of the Study***

Having been in ministry for over 25 years, I acknowledge with hesitation that the majority of my ministry training or knowledge of some theological teachings have all been derived through self-study. I've been a part of several Christian denominations, however, none of them served me with any specific training that would help me to evolve as a young minister. Reflecting on my journey, I surmised that most of what was acquired had been of my own volition.

Now as a member of Greater Travelers Rest Ministers of Hope in Decatur, Georgia, I became greatly disturbed by the limited amount of ministerial instruction that was being offered with this ministry. In spite of numerous leaders who transitioned throughout the program, I honestly cannot say that I've gained anything substantial as it relates to developing more in the word, church protocol or even personal growth, other than what I've received from Sunday morning messages and weekly bible studies from the Pastor. I have literally found myself in the same position I was in nearly seven years ago, under developed from a perspective of church training.

As more and more people started accepting their call into ministry and matriculated into the Ministers of Hope, my disappointment and frustration only increased. If I was not growing, was it possible that they too would not grow as well? My curiosity led me to explore some of their thoughts regarding the program and what expectations were they hoping to achieve. As I suspected, they were growing weary and increasingly desperate for something different and more geared toward them holistically. (Spiritually, emotionally, theoretically, etc.) These

ministers in training were feeling undervalued, unappreciated, not connected to their leader and just lost in the basic tenants and protocols of the church.

Incompetent programs and leaders who appear disengaged in the total well-being of the ministers who honor them as spiritual fathers, are setting these ministers up for failure. Frustration will cause you to question the validity of your own calling and wonder if the church you serve is really the church you should be serving. When minister accept their call from God, they are more that eager to hit the floor running. The initial onset of recognizing the call of God upon a person's life, inwardly stirs up a sincere commitment of obedience. Apostle Norwood makes an interesting point about the call a person receives from God. He suggests that,

“The call to the Christian Ministry is the highest call a person can have upon his life. It is work for time and eternity. Primarily, those who minister through their commitment to God and the Scriptures help prepare people for living here and hereafter. No other office, position, or calling approximates the importance of the call”.<sup>1</sup>

If this is to be true, the care of a person's call should not be taken lightly. Careful consideration from the *callee* and the *church* should be reconciled in order that the assignment God is requiring to be completed is fully manifested. The pastor is completely aware that every member is given a spiritual gift. As the shepherd of God, he/she has a responsibility to make sure they shepherd the sheep of God as God shepherds His sheep. Therefore, the church's role is extremely valuable in the development of not only the congregation but the ministers who serves the church. Al Mohler, the President of the nation's largest seminary wrote:

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<sup>1</sup> Apostle Matthew Norwood, *The Call of God to the Christian Ministry*, 2005 pg. 11

“I emphatically believe that the best and most proper place for the education and preparation of pastors is in the local church. We should be ashamed that churches fail miserably in their responsibility to train future pastors.

Established pastors should be ashamed if they are not pouring themselves into the lives of young men whom God has called into the teaching and leadership ministry of the church.

I do believe that there is a role, for formal theological education, but we should not be seen as an agency that is assigned to task of training ministers by franchise. I want to assist churches and to assist pastors in training pastors. But, after fourteen years of service in this capacity, I am absolutely certain that the finest theological seminary on earth is absolutely incompetent at replicating the actual life of a gospel congregation. I want to train a generation of pastors who will train pastors, and I want to help them in that task”.<sup>2</sup>

This study adequately exposes the desires of my heart which is to see ministers develop and grow and become more than able to teach others about the gospel of Jesus Christ. Not only that but to ensure that they also maintain a healthy balanced life style (emotionally, physically and socially) that permits them to endure this journey faithfully. Clayton King says,

Your position of leadership, whether as a pastor, a coach, a parent, or a teacher, grants you some level of authority. But it is the way you faithfully love and care for those entrusted to you that makes your worthy of honor.

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<sup>2</sup> Paul Lamey, Christianity Today “3 Keys to Training Up Leaders in Your Church” Published April 2, 2014 [www.christianity.com](http://www.christianity.com) Accessed September 20, 2017

God had authority, no question about it. But His faithful, enduring love made him honorable<sup>3</sup>.

This study seeks to identify the shepherding leadership God uses with Adam in Genesis, the 2<sup>nd</sup> chapter. Adam was not only called by God but developed by God. Whomever God calls, He equips. He sets a person on track to pursue the vision and purpose designed for their lives. The church is a replicate the behaviors of God. God has a standard for developing humanity in Genesis which it appears many clergy and leaders have overlooked.

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<sup>3</sup> Clayton King Ministries, God is a good leader 2,27,12, Accessed September 20, 2016

### ***Statement of the Problem***

This study will show that the pastor of the local assembly has a huge responsibility in equipping and developing ministers of the gospel. To many ministers who have been called by God to carry the gospel message into the uttermost parts of the earth, whether it is through pulpit preaching or providing spiritual guidance to the community or nations, they have not been adequately provided the necessary tools to function holistically in the church in which they serve.

Ineffective ministerial training programs that leads to underdeveloped ministers. Under developed ministers causes them to wonder about their calling and value in the kingdom of God. When a minister does feel they are supported by their pastor and valued by church leadership, they lose hope in perfecting their gift. All types of questions are then raised as to the validity in their calling. The shepherd must be responsible to the sheep in some regard.

God sets the standard for everything that pertains to the kingdom of God. As such, the pastor and church leadership has some responsibility in assisting with the development of their ministers and congregants. Church is not just a place for feel good moments. It is a place of developing men and women of God into kingdom vessels to be used to transform others along the way. According to Acts 20:28, *“Take heed therefore unto yourselves, and to all the flock, over the which the Holy Ghost hath made you overseers, to feed the church of God, which he hath purchased with his own blood”*.

“God is the standard for leadership. Not because He has written books on the subject or built successful systems or organizations, but because His love and faithfulness never failed His people”<sup>4</sup> The call of God is not something that should

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<sup>4</sup> Clayton King Ministries, God is a good leader 2,27,12, Accessed September 20, 2016

be taking lightly or for granted. It is a serious matter when God in trust you with an assignment and that assignment is unfulfilled. This study will expose the lack of leadership involvement and the need for specialized training.

### ***The Purpose of the Study***

The purpose of the study is to reveal that God has strategically given to those who serve in leadership positions within the church, a detailed prescription for properly developing those in whom He has called to reproduce and replenish the earth after His kind. By incorporating the Genesis Model curriculum into the local assembly as it relates to training ministers, this model will prove to be more advantageous for leadership in aiding those seeking to take their ministry to the next level.

Research has shown that there is an overwhelming abundance of books, abstracts, and articles written as it relates to various types of leadership, the qualities of a good leader, the laws of leadership, etc. However, limited literature has been composed to support that God is the original founder of biblical leadership that subscribes to the development of men and women in ministry.

I hope to authenticate through the examination of Genesis the 2<sup>nd</sup> chapter how God before the calling of Abraham or the history of the Israelites, God strategically constructed a blueprint that would advance those in ministry to replenish and reproduce in the earth after His kind.

### ***Research Questions***

This study will ask and answer the following questions:

1. Does the church have a responsible in developing and equipping ministers to lead in the 21<sup>st</sup> century?
2. What kind tools are necessary to equip the ministers to fulfil their God given assignment?
3. What value do ministers contribute to the overall mission of the church?

4. What methods should be used to validate leadership's approval of calling?
5. How does building a pastor and minister relationship fit into their overall development?
6. How will partnership or reconnecting minister with others in their field of ministry be beneficial?

