

By  
Tracey Hollingshed

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(Tracey Hollingshed)

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

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Tracey Hollingshed

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## Background of the Study

Being called by God to serve in one of the five-fold ministries as described in Ephesians 4:11, is not an easy assignment. In fact, the purpose of the five-fold ministry is, "to prepare God's people for works of service, so that the body of Christ may be built up until we all reach unity in the faith and in the knowledge of the Son of God and become mature, attaining to the whole measure of the fullness of Christ. The need to be equipped and thoroughly prepared to give an answer to every man that ask of your faith is a component of a well-trained minister.

So the call of God upon a person's life to minister the gospel message as a representation of the kingdom and the church, has always been a call of urgency. Although every Christian has been called by God to a relationship with Jesus Christ which leads them to go into the world and make disciples of Jesus Christ, as well as their individual assignments from God, not all have been called into the five-fold ministry. The call into ministry is unique calling for public service within the church.

This divine call recognizes that a holy mandate from God has been given to a person that He has specifically chosen to proclaim the gospel message about Jesus Christ. In John 15:16, Jesus told the disciples, *Ye have not chosen me, but I have chosen you, and ordained you, that ye should go and bring forth fruit, and that your fruit should remain: that whatsoever ye shall ask of the Father in my name, he may give it you.* Unprepared ministers are unable to bear fruit that remain. In fact, unprepared ministers do more damage to a person than good.

This call into public ministry is so extraordinary that adequate preparation is a must. 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>

Not only is acceptance of the call vital to the person God has chosen but preparation to thoroughly fulfill the call is just as critical. Many ministers without a doubt have recognized the hand of God upon their life and have accepted the call wholeheartedly, but somewhere along the way, they have not successfully been able to execute the call. Not knowing what to do as it relates to teaching and preaching of traditional doctrine, administration, caring for the people, ordinances of the church and just everyday life issues, leaves them overwhelmed. Erwin McManus in his article “The Changing Rules of Ministry Preparation” asks the question, “How can we be fit for ministry in the third millennium if we don't understand what kind of ministry we must prepare for? You have a desire to please God, but in essence don't know how to please God.

Sitting in church on Sunday morning listening to the sermon preached by the pastor is not enough to prepare the minister for ministry. Paul told Timothy in 2 Timothy 2:15, “*Study to shew thyself approved unto God, a workman that needeth not to be ashamed, rightly dividing the word of truth.*” When you look at other professions in the world such as doctors, CEO's, lawyers and even barbers and hair stylist, all of them require some type of training and some go as far as getting mentors or life coaches to help guide them along the way. None of these professions carry more weight than that of a minister of God. If God places so much consideration on the five-fold ministry, obviously, developing the minister will be a major factor for the church.

Incompetent programs and leaders who appear disengaged in the total well-being of the ministers, who just happens to honor them as spiritual fathers, are knowingly and unknowingly setting these ministers up for failure. Inadequacy leads to frustration and causes the minister to

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

question the validity of their calling and wonder if the church they serve really is the church they should be serving.

When ministers accept their call from God, they are more than eager to hit the floor running. The initial onset of recognizing the call of God upon a person's life, inwardly stirs up a desire and sincere commitment to obey. If we know this is to be true, the care of a person's call should not be taken lightly by the church. 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. If the pastor is completely aware that every member is given a spiritual gift, then he as the shepherd of God, has a responsibility to make sure they shepherd the sheep. Just as God shepherds His sheep.

“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>2</sup> The call of God is not something that should be taken lightly or for granted. It is a serious matter when God in trust you with an assignment and that assignment is unfulfilled. Therefore, the evidence will prove that the pastor/church's role is extremely valuable in the development of not only the congregation but the ministers who serve the church. To resolve this issue, God gives us a blueprint for pastors or the church leadership to follow to successfully equip persons called into the five-fold ministry.

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

### **Statement of the Problem**

This study addresses the problem that in the African American Baptist churches, ministers who are called into the five-fold ministry, are poorly prepared by their local assembly to preach the gospel. Those who have been called by God to carry the gospel message into the utter most parts of the earth, whether it is through pulpit preaching or providing spiritual guidance to the community or nations, have not been adequately trained by their local assembly what would allow them to function holistically, not only in the church in which they serve but within the community and ultimately the world.

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.

## **The Purpose of the Study**

The purpose of the study is to two fold. (1) To reveal that the church is failing ministers by not properly training them to carry the gospel message and secondly, to reveal Genesis the 2<sup>nd</sup> chapter as a blueprint for effective minister training that God has given to church leadership to encourage, train and develop men and women after His own heart. God has strategically given to those who serve in leadership positions, such as pastors within the church, a detailed prescription for properly developing those called to be a part of the five-fold ministry. The five-fold ministry has a responsibility to reproduce and replenish the earth after His kind.

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.

Al Mohler, the President of the nation's largest seminary wrote:

“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>3</sup>

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<sup>3</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

## ***Research Questions***

This study will ask and answer the following questions:

1. What is the responsibility of the local pastor as it relates to spiritual sons and daughters under their care?
2. Can adequate training from pastor/leader be given to ministers in active service to help promote confidence in their calling?
3. What biblical point-of-view does God give for the effective pastor/minister relationship

## Key Terms

In this study, the following subject are defined as

**Pastor** - The word pastor comes from a Latin word which means “shepherd.” In Ephesians 4:11, Paul identifies shepherding “pastors” as one function in the Church along with teaching, missionary work, evangelism, and prophecy.

Ps’-ter (ro’eh; poimen; literally, a helper, or feeder of the sheep (the King James Version Jeremiah 2:8, 3:15; 10:21; 12:10; 17:16; 22:22; 23:1-2, and in Ephesians 4:11, the King James version & the Revised Version (British and America)

Besides the literal sense the word has now a figurative meaning and refers to the minister appointed over a congregation. This latter meaning is recognized in the translation of the King James Version.<sup>4</sup>

**Shepherd**– the continual direction, guidance and care for God’s ministers and people.

The word naturally of frequent occurrence in Scripture. Sometimes the word “pastor” is used instead (Jeremiah 2:8; 3:15; 10:21, 12:10, 17:16) this word is used figuratively to represent the relation of rulers to their subject and of God to his people ) Psalms 23:1; 80:1; Isaiah 40:11; 44:28; Jeremiah 25:34; Jeremiah 25:35; Nahum 3:18; John 10:11; John 10:14; Hebrews 13:20; 1 Peter 2:25; 5:4).

The duties of a shepherd in an unenclosed country like Palestine were very onerous. “In early morning he led forth the flock from the fold, marshing at its head to the spot where they were to be pastured Here he watched them all day taking care that none of the sheep strayed, and if any for a time eluded his watch and wandered away from the rest, seeking diligently till he found and brought it back. In those lands sheep require to be supplied regularly with water, and the shepherd for this purpose has to guide them either to some running stream or to wells dug in the wilderness and furnished with troughs. At night he brought the flock home to the fold, counting them as they passed under the rod at the door to assure himself that none were missing. Nor did his labourers always end with sunset. Often he had to guard the fold through the dark hours from the attack of wild beasts, or the wily attempts of the prowling thief (see 1 Samuel 17:34.”, Deane’s David.<sup>5</sup>

**Minister** - a servant

**Minister in training** – person who has received their calling from God to be a part of the five-fold ministry

**Calling** – Invitation given to men by God to be a part of the five-fold ministry

**God** –Creator and sustainer of the University

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4 Orr, James, M.A., D.D. General Editor. “Entry for Pastor”. International Standard Bible Encyclopedia”. 1915

5 Easton, Matthew George. “Entry for shepherd”. Easton’s Bible Dictionary”. .

### *Limitations of the Study*

The research suggest possible limitations of the study:

- Time, cost and location factors
  - Study limited to one church
  - Difficulties in meeting with pastors
  - The survey may not be considered as comprehensive due to limited amount of participants
- Participants are limited to Greater Travelers Rest Baptist church
  - Some participants make take the survey casually due to loyalty to the church
  - Low number of participants

### **Delimitations of the Study**

This study was conducted using ministers from Greater Traveler's Rest Baptist Church in Decatur, Georgia. These ministers either currently attend or left the church within the last five years. A survey was comprised of 20 opened questions and distributed to 50 ministers.

### **Importance of the Study**

The importance of this study is to provide church leadership a concrete methodology of what God uses to lead and guide his people as their shepherd. 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”*.

Pastors will see that their presence and impartation to all sheep is necessary on a consistent basis. Burning Point Ministries says that:

“The role of a spiritual father is to raise up a son spiritually. A father will nurture and protect a son. The spiritual father will pour out knowledge, understanding, wisdom, counsel, and blessing to the son. A father's primary goal is to make the son successful in knowing the Lord, and fulfilling the call of God on the son's life. Spiritual father's enjoy spending time with their sons not out of obligation, but because they are truly family.”<sup>6</sup>

By using this model, retaining ministers in the church and properly developing them will prove to enhance church membership and community involvement. This study will also help to eliminate the frustration many ministers are feeling from inadequate programs.

In addition, this study seeks to shed further light on the issue that the shepherding leadership God uses with Adam in Genesis, the 2<sup>nd</sup> chapter is His intended plan for humanity.

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<sup>6</sup> <http://www.burningpointministries.com/spiritual-fathers-and-sons/> Burning point ministries, Accessed on November 21, 2017

Adam was not only called by God but developed by God to be a father to many nations.

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 and attitude of God. God has a standard for developing humanity in Genesis which this study suggest is the key to retention and whole ministers.

## **Research methodology**

For this study a quantitative approach was used. Ministers completed a pre-survey of approximately 20 open-ended questions composed by the researcher. The research subjects were chosen from the current ministers at Greater Traveler's Rest Baptist Church as well as those who had left within the past five years. After survey is completed, results will be analyzed and tallied.

The foundational scripture for the study will be Genesis 2:7-22 Adam was not only called by God but developed by God to be a father to many nations. Whomever God calls, He equips. He sets a person on track to pursue the vision and purpose designed for their lives. The church is supposed to replicate the behaviors and ideologies of God. Since God has a standard for developing humanity in Genesis, as leaders His standards should become our standards

A curriculum will be devised and use to train 5 ministers over a 6 month span. After this training program ministers will be encourage and equipped to take their ministry to the next level.

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