Session 1

Biblical Perspectives of Supportive Ministry

Good __________________________ doesn’t work (at least not to its optimum level) without good follower-ship.

Throughout the ages, God has used ____________________________ in ministry, teams of two or more people to accomplish his will and purpose.

- Moses had ____________________ , Aaron, Hur, and the Elders
- David had Jonathan and his “Mighty Men”
- Elijah had _________________________
- Jesus had the Twelve
- Paul had Barnabas, Silas, _________________, Titus, Mark, etc.

Very often, these relationships were not merely functional or professional. There was a knitting together of the hearts of these people. There was a divine ___________________ established whereby the people worked together for the plan and the purpose of God to be fulfilled.

Philippians 2:19-22
19 But I trust in the Lord Jesus to send Timothy to you shortly, that I also may be encouraged when I know your state. 20 For I have no one like-minded, who will sincerely care for your state. 21 For all seek their _____________, not the things which are of Christ Jesus. 22 But you know his proven character, that as a son with his father he ________________ with me in the gospel.

What are the characteristics of a Timothy?

1. Someone who inspires ________________ in the heart of a leader (I trust in the Lord Jesus to send Timothy to you shortly…)
2. Someone whose ministry and work ___________________________ a spiritual leader (…that I also may be encouraged…)
3. Someone who is __________________________ (…when I know your state.)
4. Someone who is like-minded (I have no one like-minded – this word, in the Greek, means ______________ ________________)
5. Someone who sincerely ____________________ (…who will sincerely care for your state)
6. Someone who is not ________________-seeking (For all seek their own…)

In Search of Timothy
Discovering & Developing Greatness in Church Staff and Volunteers
Tony Cooke • www.tonycooke.org
7. Someone who has ____________________ character (…you know his proven character)

8. Someone who ____________________ with a spiritual leader (…as a son with his father he served with me in the gospel)

2 Timothy 4:11 (NKJV)
11 Get Mark and bring him with you, for he is __________________ to me for ministry.

(KJV) Mark… is _______________________ to me for the ministry.

The necessary traits to being profitable to a man of God in ministry can be ________________________.

Moses had a tendency to try to do _____________________ himself, but he learned that he had to delegate and allow others to help him (Exodus 18:13-26).

In Numbers 11, Moses expressed a desire to die. He said, “I am not able to bear all these people ________________________, because the burden is too heavy for me.”

God’s solution was for leaders to come alongside Moses and assist him. God said, “I will take of the Spirit that is upon you and will put the ___________________ upon them; and they shall bear the burden of the people with you, that you may not bear it yourself alone.”

It wasn’t enough just for people to have ____________________ and ___________ descriptions; they needed to have the same Spirit that Moses had in order to properly partner with him in doing the work.

David would have never made it to be the king had it not been for the partnership and support of Jonathan. 1 Samuel 18:1-3 says, “…the soul of Jonathan was ________________ to the soul of David, and Jonathan loved him as his own soul. Then Jonathan and David made a covenant, because he loved him as his own soul.”

1 Chronicles 12:16-18, 21-22 (NIV)
16 Other Benjamites and some men from Judah also came to David in his stronghold. 17 David went out to meet them and said to them, “If you have come to me in peace, to help me, I am ready to have you unite with me. But if you have come to betray me to my enemies when my hands are free from violence, may the God of our fathers see it and judge you.”

Notice that David was looking for people:

• Who came in ________________________ – he didn’t need trouble-makers!

• Who truly came to ___________________________ – he didn’t need spectators!

• With whom his heart could truly ___________________________ – he didn’t need people promoting their own agenda.

18 Then the Spirit came upon Amasai, chief of the Thirty, and he said: "We are yours, O David! We are with you, O son of Jesse!"
Success, success to you, and success to those who help you, for your God will help you.”

So David received them and made them leaders of his raiding bands.

21 They helped David against raiding bands, for all of them were brave warriors, and they were commanders in his army. 22 Day after day men came to help David, until he had a great army, like the army of God.

Key Points:
- Paul valued Timothy because he was _______________- minded.
- Moses benefited from those who had the ________________ Spirit.
- Jonathan’s heart was _________________ to the heart of David.
- David was looking for people with whom his heart could be _________________.

Session 2
The Commitments and Core Values of Great Supportive Ministers

1. “Treat this job as though it was your ________________ calling, and as though it were the most important thing you could ever do for Me.”

“If a man is ________________ to be a street-sweeper he should sweep streets even as Michelangelo painted or Beethoven composed music or Shakespeare wrote poetry. He should sweep streets so well that all the hosts of heaven and earth will pause to say ‘Here lived a great street sweeper who did his job well.’”
- Martin Luther King Jr.

“We are what we repeatedly do. Excellence then, is not an act, but a ________________.” - Aristotle

2. “If you were a pastor what kind of janitor would you want ________________ for you? You be that janitor!”

Matthew 7:12 (The Message Version))
12 Here is a simple, rule-of-thumb guide for behavior: Ask yourself what you want people to do for you, then grab the ________________ and do it for them.

3. “Clean this restroom as though ________________ Himself were the next person coming in to use these facilities.”

Colossians 3:22-25
22 Bondservants, obey in all things your masters according to the flesh, not with eyeservice, as men-pleasers, but in sincerity of heart, fearing God. 23 And whatever you do, do it heartily, as to the Lord and not to men, 24 knowing that from the Lord you will receive the reward of the inheritance; for you serve the Lord Christ.
Session 3
The Traits of Great Supportive Ministers

“The hardest instrument in the orchestra to play is second fiddle.”
- Leonard Bernstein

1. Great supportive ministers are ______________________ people.

2 Samuel 12:27-29
27 And Joab sent messengers to David, and said, “I have fought against Rabbah, and I have taken the city's water supply. 28 Now therefore, gather the rest of the people together and encamp against the city and take it, lest I take the city and it be called after my name.”

2. Great supportive ministers have a great _________________.

When we have an attitude problem, our natural tendency is to not take responsibility for or ownership of the bad attitude. Instead, we want to blame our bad attitude on some _______________ or some _________________.

Victor Frankl, a Nazi concentration camp survivor, said, “Everything can be taken from a man but one thing, the last of human freedoms—to __________________ one’s attitude under any given set of circumstances.”

Every supportive minister should endeavor to be a __________-maintenance, high-output individual.

3. Great supportive ministers are ______________________ people; they are dependable and thorough in their work.

They pay attention to ________________ and don’t let things fall through the cracks.

Endeavor to release your Pastor (or supervisor) from menial duties. Attend to details faithfully in such a way as to relieve your Pastor of _________________.

Great supportive ministers are not just great _________________, but they are great finishers also.

“Be like a postage stamp. Stick to one thing until you get there.”
- Josh Billings

Proverbs 25:19 (NLT)
19 Putting confidence in an ______________________ person is like chewing with a toothache or walking on a broken foot.

4. Great supportive ministers “__________________ well with others.”

A. The Pastor (or others in authority) – ____________________________

Hebrews 13:17
17 Obey those who rule over you, and be submissive, for they watch out for your souls, as those who must give account. Let them do so with joy and not with grief…

B. Other Leaders and Co-workers – ______________________

- “The greatest players fit with the team. They play within the team’s style, rather than asking the team to change its style.”
  - Patrick Ewing

- “There are people with a lot more talent than I have who have been weeded out of the league because they couldn’t put their _____________ aside to fill a role.”
  - Kurt Rambis

Don’t be in __________________________ with other supportive ministers. Respect and encourage their ministries.

True success is not when you look better than others, but when everyone on the team functions with __________________________.

Ronald Reagan said, “There is no limit to what we can accomplish if no one cares who gets the _________________."

C. Those Under Your Supervision – ______________________

Diplomacy is “skill in handling affairs without arousing __________________________.”

A leader will not be a blessing to the pastor if he is always creating “collateral damage,” making _________________ that the pastor has to clean up.

1 Thessalonians 5:12-13
12 And we urge you, brethren, to recognize those who labor among you, and are over you in the Lord and admonish you, 13 and to esteem them very highly in love for their work’s sake. Be at __________________ among yourselves.

5. Great supportive ministers have a __________________________ heart.

Matthew 20:28
28 just as the Son of Man did not come to be served, but to serve, and to give His life a ransom for many.”

"The true measure of a man is not the number of servants he has, but the number of people he _________________.”
  - Arnold Glasgow

6. Great supportive ministers bring __________________ and enthusiasm into their positions.

Be a person who brings __________________________ into your work.

“History has been written not by the most talented but by the most motivated.”
  - Peter Drucker
7. Great supportive ministers are ___________________ -oriented and ___________________ people.

The words of a dying church are, “We’ve never done it that way __________________.”

“He that is flexible shall not get ______________ out of ______________.”

What are the traits of growth-oriented, flexible people?
- They are life-long ____________________________.
- They are willing to address and overcome ______________________________ in their life.
- They are open to new ______________________ and new ways of doing things.
- They ____________________ graciously to unexpected developments.
- They ______________________ to other people.
- They are willing to embrace ______________ assignments or relinquish ______________ roles for the good of the church.
- They continually seek ________________________________.

8. Great supportive ministers are self- ___________________ – They are people who take initiative.

“There are three types of people in life: Those that ___________________ things happen, those that watch things happen, and those that aren’t really sure what happened.”

Take initiative without trying to take ______________________.

9. Great supportive ministers are good ____________________.

10. Great supportive ministers __________________ themselves.

2 Timothy 2:2
2 And the things that you have heard from me among many witnesses, commit these to ______________________ men who will be able to teach others also.

D.L. Moody said, “I would rather put a hundred men to ____________________, than to do the work of a hundred men.”

In the early days of your ministry, you will most likely focus on doing ministry. The more maturity and development you experience, the more you should focus on developing __________________________.

11. Great supportive ministers are people of honesty and ______________________.

12. Great supportive ministers (who teach or preach) exercise wisdom in their ___________________ ministry.

There are some areas an assistant should stay away from in the pulpit:
- ______________________
- ______________________
- Controversial subjects that will require the pastor to clean up after you
If there is a question about something, talk to the pastor ______________ you address it from the pulpit.

13. Great supportive ministers demonstrate confidentiality and _____________________.

Session 4

Staying Free from Staff Infection – Avoiding the Common Diseases of Supportive Ministry

Supportive ministers begin their work with joy, enthusiasm, and optimism, but often find themselves fighting to maintain a good attitude and a positive __________________. Left untreated, these frustrations can weaken and cripple their ministry within the church. It is possible to stay healthy and vibrant as a supportive minister, but only if immunity is built up to these “common diseases.”

Rick Warren said, “Every small ____________________ has at least one ‘difficult’ person in it. If you don’t immediately recognize who that person is – it’s probably you!”

______% of pastors report a serious conflict with a parishioner at least once a month.

In “Well Intentioned Dragons,” by Marshall Shelley, he identifies some of the people that make a pastor’s life difficult, such as:

- The Bird Dog – always pointing out what the ________________ should do
- The Wet Blanket – exudes negativity and pessimism
- The Fickle Financier – registers his approval or disapproval with money
- The Busybody – always involved in everyone else’s __________________
- The Sniper – avoids face-to-face conflict, but takes pot-shots at the pastor behind his back

In the natural, there are certain __________________________ that can lower your immunity—your body’s ability to fight off sickness (inadequate rest, stress, poor diet, lack of exercise).

In the ministry, there are also conditions that can lower our ability to fight off “Staff Infection.”

1. ______________________
2. ______________________
3. ______________________

Frustrations are often due to ____________________________ expectations.

"Lower your expectations of earth. This isn’t ________________, so don’t expect it to be”
- Max Lucado

Biblical Examples of Staff Infection:

1. The Disciples of __________________________
2. ____________________ – the Brother of Moses

Exodus 32:1-2
1 Now when the people saw that Moses delayed coming down from the mountain, the people gathered together to Aaron, and said to him, "Come, make us gods that shall go before us; for as for this Moses, the man who brought us up out of the land of Egypt, we do not know what has become of him."
2 And Aaron said to them, "Break off the golden earrings which are in the ears of your wives, your sons, and your daughters, and bring them to me."

Aaron was more interested in being _______________________ than he was in standing on principle.

3. Ahithophel

2 Samuel 16:23
23 Now the ______________________ of Ahithophel, which he gave in those days, was as if one had inquired at the oracle of God. So was all the advice of Ahithophel both with David and with Absalom.

2 Samuel 17:23
23 Now when Ahithophel saw that his advice was not followed, he saddled a donkey, and arose and went home to his house, to his city. Then he put his household in order, and __________________________ himself, and died…

Ahithophel was ______________________ when things weren’t done the way he thought they should be done. He lost his sense of objectivity, and took things way too personally.

4. Absalom

2 Samuel 15:1-6
1 After this it happened that Absalom provided himself with chariots and horses, and fifty men to run before him. 2 Now Absalom would rise early and stand beside the way to the gate. So it was, whenever anyone who had a lawsuit came to the king for a decision, that Absalom would call to him and say, "What city are you from?" And he would say, "Your servant is from such and such a tribe of Israel." 3 Then Absalom would say to him, "Look, your case is good and right; but there is no deputy of the king to hear you." 4 Moreover Absalom would say, "Oh, that I were made judge in the land, and everyone who has any suit or cause would come to me; then I would give him justice." 5 And so it was, whenever anyone came near to bow down to him, that he would put out his hand and take him and kiss him. 6 In this manner Absalom acted toward all Israel who came to the king for judgment. So Absalom _________________ the hearts of the men of Israel.