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**Adventist Risk Management**

**Church Rentals**

By Bob Kyte

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Almost 4,000 Registered for CALLED Convention
By Dave Gemmell

By the time you read this report almost 4,000 individuals will have registered for the June 28-July 1 CALLED Pastors Convention in Austin Texas. Although the early bird rate has expired you can register at the regular rate through March 31. Many pastors are bringing their spouses and children. Click to watch Hawaii President, Ralph Watts' invitation.

Some may not have registered yet because of financial questions. Here are some of the sources that other pastors are looking to for help:
Most Conferences and Unions have voted a travel budget for you to attend. Check with your Conference Ministerial Director or Treasurer.

Some are using Continuing Education Budget to attend. Check with your Conference Ministerial Director.

Many churches took up a collection during October's Pastors Appreciation Month for your spouse and children to attend. Check with your church Treasurer to see if your church is participating.

"You will grow spiritually, professionally and personally; its going to be a rich time!" --Ivan Williams

Let's Talk About Your Best Practices for Ministry

Best Practices is looking for articles about what is working for you in ministry. Articles that are one-subject focused and tightly written - 300 to 700 words. We are also looking for top-flight sermon illustrations. Pitch us an idea. Send us an article. Be sure to include your picture and ministry title. Together we can make Best Practices for Adventist Ministry a go-to tool box for NAD pastors and church leaders.

Ideas, Events, Resources, Announcements

Let's Go To the Movies - This weekend Old Fashioned, a romance
movie that embraces Christian values, goes up against *Fifty Shades of Grey*. The Old Fashioned website offers free resources for pastors - sermons, guides, video clips, and other printed materials that will equip them in creating church programing centered on love and relationships. Registration on the website home page will also prompt alerts as **New Resources** become available. Resources with a **Focus on Millennials** are also available.

The 12th annual **Andrews University Music and Worship Conference** will be held Feb. 26-28 on the Andrews campus. It will provide biblically grounded training opportunities for church musicians, pastors, worship leaders, and anyone involved in worship ministry. The theological focus will concentrate on biblical worship through the lens of the Book of Revelation.

The **GAiN Conference** this year will be a live online event from February 11 - 15. Each presentation and discussion will be repeated three times to make it easy for those in every time zone to participate. GAiN is a community of Seventh-day Adventist technologists and communicators who connect to discuss the creative use of Internet technology in their work and in the lives of those whom they serve. Sign up now to join in!

**Previous resource links:**

- 7 Things You Can Do If You Want Things to Change ... And No One Else Does
How do you work for the church and not become cynical? Some of the superstars of the church are leading double lives. Some of our pastors are struggling with secret addictions. Some of our elected leaders are incompetent for their roles, and others abuse their power. How can I stay positive and stay in the ministry when there is so much duplicity?

Exercising positive leadership in pastoral ministry is an expression of your aliveness. However, your energy, creativity, compassion, and love can seep away as you think about the realities you describe. You may feel tortured, betrayed, and powerless to change these realities. It is easy, then, to turn enthusiasm into cynicism. Many of us have been there. At least some of us have learned some ways to relate to this without numbing ourselves to the church in which we are invested.

Perhaps the most important piece of counsel I can give you is that you be intentional about protecting and nurturing your inner self, your soul, and keeping your heart from closing up. A common danger in pastoral ministry is to confuse one’s self with one’s role. The all-too-common result is that you lose yourself in your role. When this happens, it makes it difficult for you to interpret and decipher what’s going on all around you without internalizing it.

Discover and practice the disciplines (spiritual, emotional, physical) that work for you to stay alive in your soul. This will go a long way to enable you to be faithful to whatever is true about your life and purpose, without acting out or fleeing.

Secondly, remind yourself periodically of those things that moved you to enter pastoral ministry, and those elements that generate passion for ministry today (These elements may change as you journey over the years). These are usually much bigger and grander than what people are and what people do within the church. They transcend the politics, policies, practices, and personalities in the church. This will help you anchor yourself in the calling to which you have committed.

Thirdly, be willing to acknowledge the brokenness that exists in the world and in the church. The issues you name are human issues, not just Adventist issues. While we have expectations that pastors and leaders will “lead a life worthy of [our] calling, for [we] have been called by God” (Eph. 4:1, NLT), we must also “be patient with each other, making allowance for each other’s faults because of [our] love” (Eph. 4:2,3, NLT).

Fourthly, adopt an advocacy role and work for change and progress. There are numerous causes within and without the church that relate to the human condition and how it can be improved upon for the common good. Find one that appeals to you and become proficient at being an advocate for it. This may be one of the issues you have specifically named or it might be something else. Besides the rewards of your ministry, in general, such advocacy will bring you added energy, joy, and fulfillment.

Finally, seek sanctuary. This not only means to retreat periodically to a place of reflection and renewal – it also
means to have a small and intimate community of confidants. Your confidants may have to be those outside the church’s boundaries. They are persons with few, if any, conflicting loyalties, who can provide you with a place where you can say what’s in your heart without being condemned or rejected.

The demands of ministry in the early decades of the 21st century on a pastor are heavy enough to be overwhelming for anyone. Add to that the disappointing actions and conduct of those in leadership and the situation becomes even more demanding. Pastors can, and must, take intentional steps to remain alive to their calling and effective in their roles.

Dr. Raj Attiken served as President of the Ohio Conference
Ministry Partners

Provo Adventist Community Center

By Linda P. Walton

Ten years ago, the Provo, Utah Seventh-day Adventist Church decided that our "double classroom" wasn't enough for all of the activities taking place on our campus. So began the fundraising, planning, building and eventual completion of our community center with a gymnasium, kitchen, rest rooms with showers, yard and parking for 75 vehicles – all attached to our existing building which was erected in 1962.

In our area, a church without a gymnasium, etc. is unusual – Mormon churches have well-designed facilities that accommodate everything from basketball to wedding receptions. Most churches, however, aren’t open to the general public for use. This creates a great opportunity!

Because of the poor economy in the last few years, many charities and community groups have either folded or suffered because of reduced funding and volunteerism. I started getting phone calls.

"Could our Red Cross classes be held in your church?" "What about the clinical pastoral training/chaplaincy classes?" "Habitat for Humanity meetings/dinners?" "Provo Fire Department (our neighbors – they have a key)?" "Basketball/exercise programs?"

Now we already have our Sabbath services, Pathfinders, Adventurers, prayer meetings, potlucks, Sabbath School, birthday parties, and even regional church meetings in our facility (Provo is centrally located in Utah). But our events usually involve Wednesdays and Sabbaths. What about the other 5.5 days?

Because Adventist Community Services has always been a central part of our congregation and denomination, we "mingle" with many organizations during disasters. Provo Adventists wanted to take it to another level.

What about a karate, Zumba, soccer, pre-school or kids' gymnastics class? Yep. Done.

Music – we've got the community hand bell choir, a children's choir and the Utah Valley Symphony Orchestra (their prior location burned down), that all rehearse in our facility.

Community Health – Provo Adventist Community Center hosts the National Kidney Foundation, Red Cross Blood Services, and Utah County Health Department – flu shots, etc.

Student Outreach – About 75 college students from the East coast bicycled across country building homes for Habitat for Humanity. They landed in Provo for two nights and enjoyed hot showers and good food! And they joined with volunteers in our valley to build a home for a family that had been homeless!

In the last six months, we have had 10-15 student visitors from both Brigham Young University and Utah Valley University, who are taking comparative religion classes, visit every Sabbath morning.
Community Business – What about employment and business development? We host the Micro Business Mentoring group and Community Action Circles program.

Community Churches – We have hosted the National Day of Prayer commemoration. Sunday churches have worshipped here. We routinely have meetings and lunch for the Utah Valley Ministerial Association (representing 38 faith groups).

Community Services – We've had car washes to benefit various causes and a yard sale to help a scouting group. Oh yeah, and we also have MOU's (memorandums of understanding) with FEMA, the State of Utah, Utah County, Provo City and the American Red Cross to use the facility for a command center, shelter or warehouse, in the event of a disaster.

All groups sign contracts for liability purposes. Some groups pay, most don't. The Utah Valley Symphony will perform a benefit concert on April 1 to raise money for our program. One Sunday church pays “rent” as it is able. The hand bell choir plays for our church services.

Several of our members have taken the businesses course and started their own businesses. Many in our congregation have taken Red Cross first aid courses, at no charge. I'm not sure how many deaconesses have taken karate . . .

We routinely have "regulars" ask if they can use the facility for a personal event – weddings, birthday parties, etc. Our facility is now their facility – they feel completely comfortable. We try to accommodate everyone.

Late one afternoon as a noisy activity was going on in the gym, I walked into the church to get something from the secretary’s office. As I passed through the hall I noticed some movement in the sanctuary. Several of our patrons had migrated to the sanctuary to enjoy the peace and quiet. They needed someone to talk to – I listened. Wow.

"Evangelism" can take many paths.

Our goal – "To wear out the entire building until there is nothing left and then Jesus will come!"

_Linda P. Walton is director of Provo Adventist Community Center; president of the Walton Group – a full-service public relations and advertising agency; and chaplain at Utah Valley University_
Ministry Partners

A Celebration of George R. Knight’s Contribution to Adventist Thought
Adventist Maverick
By Floyd Bresee

Purpose of Book – The book is a Festschrift, which Webster defines as “A collection of articles by the colleagues, former students, etc. of a noted scholar, published in his or her honor.” This book has been written by 19 Adventist scholars, most of them Knight’s former students, each writing a chapter. The book is edited by Gilbert Valentine and Woodrow Whidden II, and published by Pacific Press. Few of us will ever read everything Dr. Knight has written, but you’ll find here a significant overview of the man, his lifework, and what he wrote.

As Friend – It’s my privilege to know George Knight as a personal friend. When he and his wife Bonnie retired from teaching at Andrews University, they moved to Medford, Oregon where my wife and I also had retired. George and I both attended the Medford church, took turns teaching the same Sabbath School class and preaching from the same pulpit. (George is an outstanding preacher.) We’ve often enjoyed our friendship and extensive discussions in one another’s homes or vacationing together.

As Speaker-Teacher-Writer – George came to Medford to retire, but his seminars and sermons have been in such demand, he’s traveled extensively ever since. “In one of his trademark exaggerations, he quipped almost apologetically, ‘I was basically a writer, and teaching was a job to support my ‘habit.’” (p. 55) On a more serious note, he says, “I discovered that I genuinely loved teaching.” (p. 226) He taught for 37 years and wrote 41 published books.

Knight on Knight is the book’s final chapter. Knight gives a brief autobiography. He says he led “the rather precarious life of a ‘provocateur’.” He states, “My real aim in the church was to be a mediator between the right and left wings of the Adventist world.” (p. 246)

His Contribution – George insists, “In Adventist circles, thinking has often been treated as a virtue in rhetoric and a sin in practice. (p. 32) He rather enjoys playing the maverick, but he’s a loyal Adventist and leading thinker in three major domains: denominational education, history and theology.

“...by recounting its history, Knight shows that Adventism has never been theologically static. Whether realized or not, at any given time Adventism makes its way from tension to crisis and back to tension again. By doing this, it continues to follow the path of its founders who believed in the reality of present truth and the concept of progressive revelation. (p. 119)

Knight writes, “One area where I like to think I have had a bit of success in helping to shape the denomination’s future is in my twenty-year advocacy of trimming down the denomination’s administrative structure.” (p. 241)

“Knight has characterized his stance within Adventism as a ‘radical conservative.’ He considers himself a ‘conservative’ in terms of his loyalty to historical truth and values, but ‘radical’ in that he uses historical truth to
assertively prod the church and its educational system toward what he sees as needed change.” (p. 59)

If you enjoy keeping abreast of leading-edge Adventist thought, you’ll enjoy this book!

**Floyd Bresee is a retired General Conference ministerial director. He lives in Santa Rosa, CA and is still actively pastoring and preaching to a congregation in his retirement community.**
Renting Your Church

Tips for Creating Good Relationships
By Robert E. Kyte

The Any Town Adventist Church purchased a spacious parcel of property for its future location. Plans were expansive to include a school building, sanctuary with attached fellowship hall, Sabbath school rooms and offices. There was even room for more expansion on the back portion of the spacious campus. Eventually, the school was built and then a church building with sanctuary, fellowship hall, office and Sabbath school rooms. But as time passed the strain of the continued cost of maintaining the facility, much larger than the congregation had previously occupied, started to be evidenced through lack of maintenance, and church board meetings that dragged on late into the night as the board wrestled with the need to increase funds in the church and school budget to pay for the utilities, insurance and repairs, as well as doing routine maintenance. Preventative maintenance was a long way off the priority list.

Several opportunities soon came along that gave the church board and the congregation hopes on its financial challenges. A Sunday church congregation, the Sunday Christian Church, about the same size as the Adventist congregation, was in need of a church home. Surely this was a great opportunity to rent out the church and make extra money to pay for the costs of the maintenance. A short time later, a group of real estate professionals approached the school wanting to rent its gymnasium weekly for a friendly game of basketball. They were willing to pay $100 per week for the use of the gymnasium for two hours. That extra $400 per month would be a great help paying utility bills for the school. A third opportunity presented itself when a nonprofit soccer league offered to rent a large parcel of vacant land at the rear of the property to have its soccer games played. The league would also pay the costs of maintaining the property it used including mowing the grass and watering it. All of these arrangements were gratefully agreed to by the pastor and the church board.

How often do scenarios like this play out across the North American Division? Thankfully most of these scenarios work out in a positive way. But let’s look at some of the potential consequences and how to deal with them. Before we do though, let me add that this article is not meant to discourage you from renting out your church facility. There are many good reasons to do this including helping out a Sunday church in need of a place to worship and to help recoup some of the operating costs for the church or school. Okay, let’s look at some problems that could come up.

The Any Town Adventist Church signed a letter of understanding in which both pastors agreed that on Sundays the church facility would be used by the Sunday Christian Church. It was written in the spirit of friendliness that the pastors wanted to share in this arrangement. However, as the months went on some things started to happen that created problems. The Sunday Christian Church allowed its members to smoke just outside the church and the janitor complained about all the cigarette butts around the building. A member of the Adventist congregation requested the use of the church on a Sunday afternoon for his daughter’s wedding but the Sunday Christian Church insisted they had the right to the church all day on Sundays. The Sunday Christian Church wanted to leave their Sunday school and other materials in the church rather than transport them weekly but there was nothing
anticipated for storage in the letter of understanding. The worst thing that happened, though, was when the Adventist church secretary came in on a Monday morning and discovered the Sunday Christian Church had used the kitchen facilities and someone had left the gas stove on. The Adventist pastor was not aware that the Sunday Christian Church was using the kitchen too!

She wondered aloud to the pastor—would our insurance cover the loss if a fire had started?

Meanwhile, over at the school the real estate professional’s basketball group came weekly and played. All went well there until the principal stopped by one evening to check on things and discovered that the players brought coolers with them and enjoyed cooling off with some chilled beer. He wondered what would happen if one of the players got intoxicated and was in an accident driving away from the game. He supposed this would not create liability for the school. He also wondered what the reaction would be if parents found out that alcohol was being consumed on the premises.

The pastor was growing concerned about the Sunday congregation issues and nearly forgot about the soccer league use of the field at the rear of the church. However, he was jarred to reality on this when the league started up its activities in the spring and suddenly the first Sabbath of the soccer season when the members came to church they were met by a parking lot full of happy soccer playing kids and their parents. Somehow the pastor forgot that Saturdays would be a busy day for soccer matches and failed to put any restriction of use on the property for Sabbath games. When the congregation arrived and realized that the church property was being rented out for Sabbath games, the reaction was not positive. If this were not enough, the local county tax assessor showed up the following Monday morning indicating that he had heard the church was renting out it properties for purposes that were other than for use by the church for its religious exempt purposes. He was there to assess the value of the property for charging property taxes because of this use.

What—this would never happen? It has and does happen when renting of a church, school or other property is not carefully considered, documented thoroughly and the extent of the impact determined.

So here are some tips that you should consider in renting out your church or school property:

- Have a written agreement that covers all aspects of the rental arrangement. What is included? What is excluded? Since the local conference is really the owner of the property, consult with the conference treasurer. If possible, use the conference lawyer to assist in the drafting of a rental agreement or lease. Do not use a standard form rental agreement as it generally will not cover everything you need in the agreement for a church or school facility. An attorney who assists you needs to know more than real estate law. The lawyer must have understanding of the tax consequences of such an arrangement for a tax exempt organization. Taxes in this case may be for property tax or even unrelated business income tax.

- Be careful who you rent to. Does the tenant have a stable congregation and income stream to pay the rent and are they willing to abide by the spirit and letter of your agreement?

- Before you sign an agreement, know what the consequences are to your church in terms of taxes. In some jurisdictions you may be ending significant tax exemption benefits through renting your church or school. Find out what you can and cannot do in your jurisdiction before you rent. In some jurisdictions renting the church or school merely to raise money to offset your costs will terminate a tax exemption, whereas a shared use where the tenant congregation pays something to offset the costs of their use may be okay. Rental of church property for religious use, or a school for education use may not trigger a tax, but rental for other activities (e.g. the soccer league or the basketball group) may cause a tax liability.

- Be sure the tenant congregation has ample insurance for their use of the property. We suggest requiring the same amount of limits that your church must insure according to NAD policy. They need to name the Seventh-day Adventist Church as an additional insured so that if an incident caused by the tenant occurs, their insurance will cover your church. Check with your conference treasurer on the exact name that should
be included as additional insured. Remember, the property is owned by the conference legal entity, not the congregation.

- Be sure the agreement includes an indemnification and hold harmless clause that clearly states that the tenant will cover all costs and damages associated with any claim related to the tenant’s use and that they will protect the SDA church as landlord from any such claims arising.

- Be clear what space is rented and what is not rented. Also include any equipment they have rights to use and equipment they cannot use.

- Your written agreement should be clear as to what is permissible activity and prohibited activity. For instance, how do you address smoking on the property or consumption of alcohol? What about alcohol used in communion services? Does the congregation have the right to use the kitchen, and what about the type of food permitted on the premises (meat or pork)? Do you allow dancing in the fellowship hall? Do you permit or limit marriages in your church such as same-sex marriages? We are not suggesting how you address these issues but they often come up after the fact and can create frustration within the SDA congregation because they assumed the tenant would not do certain things.

- Who is responsible for clearing sidewalks and parking lots if there is snow or ice on a Sunday morning or some other time the tenant uses the facility? A slip and fall on the church property raises liability issues for both the landlord and the tenant.

- It is smart to appoint someone to be the facility liaison with the renting congregation other than the pastor. It is best to keep the pastor in a position that he can be neutral if problems arise. The liaison should work with the tenant congregation on property and other concerns that come up during the tenancy.

- Be clear how the tenant should leave the property each week and then monitor it. Should papers and debris be gathered or is that the role of the SDA church-provided janitor? Conversely, the SDA congregation should be mindful of the needs providing for a clean facility for the renting congregation.

- Are there provisions for your needs to use the church facility on the same day as the other congregation and how do you accommodate this? For example, what if the other congregation rents the property for all day Sunday and one of your church members wishes to use the church for a Sunday wedding? Figure this out in advance as it is a lot less frustrating to everyone than waiting till it comes up.

- If a potential tenant wants to rent the church or school property for uses other than religious services (remember this could impact any tax exemption), be equally careful in how the liability is addressed and the details of the arrangement. For example, I have worked with churches and schools that rent their fields for soccer leagues. This is a great community program but don’t lose sight of the impact to the church. Soccer leagues like to play on Sabbath. Parking can be a big issue whenever they are using the fields even on other days when church activities are being conducted.

Many times we have seen an Adventist church that has been damaged by fire or other events turn to a local Sunday church for rental accommodations during reconstruction. Similarly, an Adventist church is a very obvious place to turn for Sunday congregations who have needs. While there is inherent risk in any such activities, these risks can be addressed if they are carefully thought through and planned for. Our encouragement is that if you are willing to help out another congregation, use this as an opportunity to show others that we are helpful to the community and that the Seventh-day Adventist Church is a friendly landlord to work with. Much of that can be addressed by anticipating the needs of both congregations and outlining the relationship in advance so that during the course of the tenancy the congregations can view each other as supportive of their respective religious and facility needs.

Robert Kyte is the President of Adventist Risk Management.
7 Things You Can Do If You Want Things to Change … and No One Else Does

Being impatient, critical and blaming others is counterproductive. So what do you do?

So what do you do if you want things to change and pretty much no one else does?

- Your team doesn’t appear to be listening.
- The leaders or board above you are opposed.
- The culture in your organization is stale.

That’s a tough situation in which almost every leader finds themselves from time to time.

Clearly, you should pray. God uses our circumstances to push us closer to him. But what practical responses should you formulate?

Many natural instincts are unhelpful in situations like this. Being impatient, critical and blaming others is counterproductive.

So what do you do?

There are at least seven things you can do if you want things to change and no one else does.

1. Cast Vision.

Nothing attracts people and resources like vision. And vision always precedes people and resources.

If you’re having trouble attracting people and resources to a better vision of the future, it might be because you simply haven’t cast a clear enough vision of a preferred vision.

It eventually becomes difficult not to follow a visionary leader. And if your vision is faithful to scripture and a sensible interpretation of where to head in the future, it will likely be compelling.

Will it always work? No. (See below for that.)

But far too many leaders quit before their vision is even articulated in any kind of compelling way.

You shouldn’t get angry at people for not following a vision you never told them about.

2. List All the Reasons You See for Change.

Maybe the change you want to make is obvious to you, but that doesn’t mean others see it.

So list every reason you see for the change. In writing.
You don’t have to show it to anyone. Just write it out for yourself.

This will do two things:

1. **You’ll become privately convinced of the strength of your argument.** Note: This cuts both ways. If there are few good reasons for the change, you could also talk yourself out of it (which would, of course, relieve your angst).

2. **You’ll be more convincing when you talk about the change you’d love to see.** Not that you’d walk around saying, “And here’s another reason ….” But if you’re cogent and make sense in conversation after conversation, you might change the tide of the discussion.

So grab a piece of paper or your Evernote, and make a list.

**3. Change Yourself.**

You’re human. You’ll be tempted to focus only on the changes you’d like to see.

But the best leaders also see a great opportunity in a stalemate. They focus on changing themselves.

A stalemate is a great opportunity to grow in character and skill. If you become the healthiest, most self-aware, kindest member of the team, people will be attracted to you and what you have to say.

And you won’t be as busy trying to change them. Which might be a nice turn of events in some cases.
My Best Advice: 12 Encouraging Words for Pastors

"Change a few words around and I'd give this advice to any leader," says Ron Edmondson.

I love pastors. Each week, through this blog and my personal ministry, God allows me to partner with dozens of pastors, helping them think through life and ministry issues. I've learned that many pastors struggle to find people who will invest in them and help them grow as individuals, leaders and pastors.

Recently I had a pastor ask me for my “best advice” for other pastors. Wow! That's hard to say. I've learned so much through the pastors who have invested in me and by experience. It's hard to summarize all that I've learned. It could probably fill a book or two…but at least more than one blog post!

I put some thought into the question and decided to come up with a list of encouragement, one that I would give to all pastors, to answer his question. I'm sure there's more (and you can help by adding yours), but this post is at least a start. Of course, wisdom is transferable to other fields, so change a few words around and I'd give this advice to any leader...some of them perhaps to any person.

Here are 12 words of encouragement for pastors:

Choose your friends wisely…but choose friends.

Don’t attempt to lead alone. Too many pastors avoid close friendships because they’ve been hurt. They trusted someone with information who used it against them. Finding friends you can trust and be real with means you’ll sometimes get injured, but the reward is worth it.

The church can never love your family as much as you do.

Your family needs you more than the church does. They can get another pastor. Your family doesn’t want another you. You’ll have to learn to say “no”, learn how to balance and prioritize your time, and be willing to delegate to others in the church. (You may want to read THIS POST from my friend Michael Hyatt on saying “no” with grace.)

If you protect your Sabbath day, your Sabbath day can better protect you.

You'll wear out quickly without a day a week to rejuvenate. God designed us this way. Take advantage of His provision. Take time to rest. You may not rest like everyone else...for me rest doesn’t mean doing nothing...but you need time away from the demands of ministry regularly. Lead your church to understand you can’t be everywhere every time. You owe it to yourself, your family, your church and your God.

You have influence...use it well.
The pastorate comes with tremendous power and responsibility. It’s easy to abuse or take for granted. Don’t. Humility welcomes the hand of God on your ministry.

**No amount of accountability or structure will keep you from temptation if you’re heart is impure.**

Above all else, guard your heart. (Proverbs 4:23) Avoid any hint of temptation. Look for the warning signs your heart is drifting. Keep your heart saturated with God’s Word and in prayer.

**Let God lead.**

You can do some things well. God can do the impossible. Whom do you think should ultimately be leading the church? You’ll be surprised how much more effective your leadership will be when it’s according to His will and not yours.

More from Ron Edmondson or visit Ron at [http://www.ronedmondson.com/](http://www.ronedmondson.com/)