



In Search of Timothy

Discovering & Developing Greatness in Church Staff and Volunteers

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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...*)

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.