

# PEARLS OF WISDOM: PASTORAL COUNSEL FOR MINISTERS IN TRAINING

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## Introduction

In these following comments you will find *pearls of wisdom* from 175 graduates of Scott Theological College in Kenya. After 36 years of ministry in Kenya, we felt compelled to visit as many of our graduates as we could before retiring. These Scott graduates are serving faithfully in seven nations of Africa as pastors, teachers of Bible, church leaders, chaplains, church workers and missionaries. We engaged them in extensive interviews. The last question discussed was this: "What spiritual wisdom, insight or advice have you gained from your years of experience which you would like to share with students in a theological College or Bible School to help them mature and become what God wants them to be." Their answer to this one question is found here.

For ten years we had led TAG research teams in Kenya, composed of pastors and Bible School teachers, exploring and researching issues that face the churches. This was a ministry of the Theological Advisory Group (TAG). The underlying assumption was that wisdom in Africa is to be found in people, seldom in library books. In order to research marriage in Africa, for example, we could not turn primarily to books but to people with experience and wisdom.

During those exciting years of working with these experienced ministers of the gospel, I was always amazed at the wisdom that was found when all their comments were compiled together. No one had full insight but everyone had a contribution. When compiled together, their thoughts represented something significant and useful for the Church of Jesus Christ in Africa.

Following are the few thoughts from each of the 175 Scott graduates, collated and categorized in a manner to provide counsel and advice for every servant of God who is preparing for or engaged in the ministry of the gospel in Africa.

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As a parent and teacher, how often I had wished for the ability to take the understanding and insight that God had given me through experience and learning and implant it in the mind and heart of my child or student. If only we could do that! How many children would be spared from the disastrous consequences of poor decisions! How many ministerial disasters would be averted! How many spiritual casualties would be prevented! If only!! But the sad truth is that we cannot do that.

The responsibility rests on each person to exercise humility and a teachable heart to ponder this advice and embrace it. Here we present what experienced men and women of God have learned through the exacting school of experience. This is their counsel to you. We believe that what they say is true. Take it, chew it and eat it. Let these *pearls of wisdom* guide you in your days of preparation for ministry and years of service.

Remember what the Word of God teaches:

*"Whoever gives heed to instruction prospers..."* Prov. 16:20

*"Listen to advice and accept instruction, and in the end you will be wise."*  
Prov. 19:20

*"Instruct a wise man and he will be wiser still..."* Prov. 9:9

*"The way of a fool seems right to him, but a wise man listens to advice."*  
Prov. 12:15

*"Perfume and incense bring joy to the heart, and the pleasantness of one's friend springs from his earnest counsel."* Prov. 27:9

## **Outline**

The pastoral counsel of these graduates in ministry has been collated in four basic categories. Not only are the individual *pearls of wisdom* helpful; their emphases are significant. It is instructive to see where the bulk of their advice is found. Wherever you see the most extensive comments, you will find the weightiest advice that springs from their deep experience in the ministry.

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## THE MINISTER IN TRAINING

### **The Call to Ministry is Essential**

“Ministry is a call. That must be established very clearly. This calling must come from God himself to that individual. Once that call is there, then God can lead. There are a lot of problems, frustrations and disappointments in ministry. For example, when I came out of College I thought I would be employed by the church with a salary. But this was not the case. If I had no call, I would have left. Another Sudanese friend went to College but could not finish. He had no call and went to a different profession. He is also involved in heavy drinking. It is sad to say that drinking ended his life prematurely. This ministry is a ministry and one must be called. This entails perseverance and wisdom. God will meet our needs and wants. He will give the desires of our hearts. My advice, if you are not called, it will be rough. Frustrations can come even from fellow Christians. But over time I have purposed that come what may, God has called me. It is a privilege to serve God. It is also a responsibility. It is upon that calling that I am going to persevere; I will endure hard times.” (Missionary)

“I can say, to know that I am called and to know that my Lord is always close to me – this has kept me going. That is the secret. Being called is basic. He called and he will provide what is needed.” (Church Leader)

“Where God sends, he gives the grace and strength to endure the hardship one might find. All spiritual resources are at our disposal when we are in God’s will. God will not abandon his sent ones.” (Pastor)

“When one is trained in College, he should have a vision. I don’t like the idea of a student about to graduate who doesn’t know what he should do. I don’t believe God takes you through four years of College and you don’t know what your calling is.” (Pastor)

“It is not easy to fulfill the call. You need patience, perseverance, knowledge of the Word of God. You need to know how to preach, how to interpret the Scripture, how to encourage people in the ministry.” (Church Worker)

“About the call, you must be very sure of the purpose for which God has called you so as not to waste time. You might beat about the bush and spend half of your life without doing the right thing. It may be good, but not the right thing.” (Pastor)

“One needs to be clear of one’s call. While some Christians are called to politics, this is not the calling of the church. There was a strong wind in the African Church for some to become involved in politics. But they are casualties today. When you align with a party, you cannot speak to other parties.” (Pastor)

“One must remain conscious of your calling all along. With my little experience, I see many seeking further education. It is a form of escape from realities of the church. You go to teach in higher schools but you cannot face the reality of the local church. If change is to take place in the church, you must not lose your conviction of the call. It is so difficult to change the system. They don’t want change.” (Pastor)

“One must keep his calling because there are so many pressures. For example, going to school, then doing something else; there are so many pressures to distract one from his calling. One must keep his eyes on his calling from God. This has helped me a lot. If it were not for that, I would be somewhere else today.” (Pastor)

### **Focus on God**

“Focus your attention on God. ‘Cursed is the person who relies on men.’ (Jer. 17). If I focus on people, they let me down. If everyone abandons me, I will not have a guilty conscience because I am serving the Lord.” (Pastor)

“Seek the Lord, seek his kingdom first. Read God’s Word, pray. Be a man of God.” (Teacher)

“Remind them of God’s mercy. God is a merciful God. We are what we are because of God’s mercy. Because of God’s mercy on us, this will make us to see people we serve in a different way. ‘If God would regard iniquity, we could not stand before God.’ I am what I am because of God’s mercy. That affects my attitude towards God and others. Why should I boast if I am what I am and if I have what I have because of God’s mercy?” (Teacher)

“Above everything else, draw near to the Lord. Paul determined to know nothing but Jesus Christ. This is first.” (Teacher)

“I would encourage them all to look upon the Lord, to trust in him in all things. Just focus on the Lord because he is able even in hardships, problems – he leads them. Be faithful to your calling.” (Church Worker)

“One spectacular lesson: Never, never lean on people! Lean on Jesus. I could have fallen if I had leaned on people because people change but Jesus does not. I’ve never argued, ‘People say’; but I announce, ‘The Bible says.’ The

Bible overrules people. God gives strength and wisdom to deal with big Goliath like problems.” (Pastor)

“The Lord who called me knows me and works with me. And I will live with him forever. Like Jeremiah, God knew me in my mother’s womb. When he sends me to minister, he knows. We will live with him eternally. If I concentrate on the ministry, he will make me prosper. But the way of the wicked people will perish... God knows. He leads me and knows the date when he will call me home.” (Pastor)

“God is faithful. They should be faithful to God and to themselves. God will not leave them. As I remember my pilgrimage – the problems on the way – but God is faithful.” (Teacher)

### **Devote Yourself to Prayer and the Word**

“Begin developing a relationship with the Lord in the early stages, not later when problems arise.” (Church Leader)

“If I were to go back to College, I would give priority to my personal devotions. One thing that keeps you going in ministry is your devotional life. If you graduate with a ‘C’ average but with a devotional life, you will shine.” (Pastor)

“Much of what we learned in College was only an opener to vast resources of practical experiences. That is, College only provided guidelines, but in the field, where the rubber meets the road, it depends on spiritual depth to handle problems. If you have no time to deepen your spiritual life at College, out in the field, no one encourages you, people expect miracles from you.” (Pastor)

“Develop a prayer life. This is very important. Get prayer partners and devotional materials.” (Pastor)

“There are four important things to be a successful Christian: (1) Prayer; (2) Prayer; (3) Prayer; (4) Reading God’s Word. Great men of God testify that they are always in prayer and always reading the Word of God. We should not forget this but mention it to people in the church.” (Teacher)

“I have learned to rely on the Lord in prayer. Prayer is a major thing. Without prayer, all is in vain.” (Pastor).

“It is good to be prayerful. Don’t just rely on what you know. You should be ready for everything.” (Church Worker).

“Let them be men of prayer. Prayer accomplishes much. When problems come, let them pray.” (Pastor)

“They should not forget the devotional life. This is very important; having time with God.” (Teacher)

“Develop the devotional life. If it were not for my daily devotions of meditating on the Word of God, I would not have persevered. Every morning I read the Bible or the Daily Devotional Guide.” (Church Worker)

“Reading the Bible and being prayerful – those are most important. This goes along with a devoted life.” (Teacher)

“Stick to the Word of the Lord and all the paths it teaches. Cultivate the habit of talking to the Lord with others and by yourself.” (Teacher)

“What I’ve learned is that the best child of God is the one closest to God. That means there is need for constant reading of the Word of God and prayer and seeking him. I found out that wisdom is not in books. It is from God. If you lack wisdom, ask God. I don’t belittle books. I buy books all the time. Most of my money is spent on good books. God the Holy Spirit uses books. But being close to God and reading the Word of God, that is it.” (Missionary)

### **Study Diligently in Bible College**

***Work hard in classes:*** “First of all, they should take their work seriously. Because I believe that if I wasn’t trained, I would have failed. I thank God for College and the training I received there. If I were not trained, I would not be in the ministry because of the problems in the church.” (Pastor)

“Commitment to studies! You are there for a future ministry so you should be committed to studies.” (Teacher)

“Take things they learn at College seriously.” (Teacher)

“Laziness! Every student should be encouraged *not* to be lazy. The opposite should be encouraged. They should be able to arrange a schedule to finish their work. I determined to do work on time. As a mother, a wife – yet I determined to finish my work. Wisdom – they should know how to arrange their work to do it on time. Some students complain a lot. They have the idea, if this is not changed, I won’t do it. I compare students in the schools I attended. A few students urged the class to complain to a teacher that the work was too much. Yet the teacher with many demands and assignments is appreciated. Afterwards you have mastered the subject with hard work.” (Teacher)

“I would advise students that they should use the four years at College to the maximum in every aspect. When students at College, they should be prepared to work with people in church, to train them, rather than working alone.” (Chaplain)

“Encourage them to train and be prepared in all situations to face challenges. Do your best in your studies. Don’t waste any minute in College. Study properly.” (Pastor)

“Students should take advantage of the opportunity they have at College. It is not an opportunity that you will always get to sit and learn. Don’t let time be wasted.” (Pastor)

“One must be serious in school. The things you learn in school are very important. Students need to work hard. The things I learned in school are helping me.” (Pastor)

“Students should be serious with their work at College. They will never recover one hour that they have lost. If they fail to do the readings, they will fail. They must take seriously the golden opportunity of study. In ministry, there are no libraries. Take notes seriously, do well and they will not regret it. If they joke and fool around, they will lose their golden opportunity of study.” (Pastor)

“When writing papers, you should research well and put your heart into it. That shapes your understanding of the ministry. It is not a paper for the teacher. I saw this – ‘last minute people.’ You need to do your best so that you can benefit later from what is written.” (Pastor)

“One needs training. Study hard when in College to prove yourselves good stewards of God’s work.” (Church Worker)

“We should not be naïve and fail to study. I’ve seen pastors with a library of only the Bible and a hymn book. We need to avoid sin and study thoroughly. Moses was highly educated and God used him to write a lot of the Old Testament. Also Paul – highly educated and he wrote much of the New Testament. After the disciples trained and got skills from Jesus, they needed the Holy Spirit at Pentecost. We need to explore books and become scholars.” (Teacher)

*Learn from many sources: Books:* “Read as much as you can in College. It will help you in the future.” (Pastor)

“In College there are so many good books, but little time to read. Students should be encouraged to read books at College that are not found elsewhere.” (Pastor)

*Every class:* “There will be some things in the curriculum that look unimportant. For example, typing, I pleaded with the teacher to be excused from typing because I did not see its value. But today I type my own documents

without paying a typist. Those courses that look useless are useful. I regret that I did not work hard on the last section of Greek – it is very sad. I was not happy with the course on Curriculum Development and did not want to take it but with that course I can now develop my own Bible studies.” (Pastor)

“They should not take anything they are learning for granted. Everything they get, they should note down, for it will help them in the field. Anything in class, outside of class, put down in writing for it will help them.” (Pastor)

*Listening:* “I’ve learned that listening is important. The best students listen carefully. Some look out the window. Even more important than listening, aim to get the best from what you are taught. It is good to listen and to get the best, that which will help you as a Christian and in the Christian ministry.” (Teacher)

*Mentors:* “Learn as much as they can from their mentors now. Learn from their experiences now – use their own failures in examinations as lessons for the future. Their problems now should be seen as opportunities for ministry in the future.” (Teacher)

“You need to be patient to gain experience to learn something new. Don’t assume you know everything. Through patience, learn from every area – from teachers, fellow workers – be ready to learn new things.” (Church Leader)

*Principles for application:* “Don’t go to College with the mentality of being shown how to do it. When you graduate, it is not done that way. Then you will have no chance to improve. Students face the risk at College of being spoon fed. Pastors need to initiate ministries without being told how to do it beforehand. They need initiative and creativity.” (Pastor)

“They should be concerned about their lives, and not simply about their ministry. In every course, think how this relates to them as persons, not merely to the ministry. For example: ‘How does this apply to me as a father?’” (Teacher)

*Ever Learning:* “They should be people who desire to discover things – in College and outside. They should always be a student.” (Pastor)

### **Develop Skills for Inter-Personal Relationships**

“I would like to encourage them to benefit from the wealth of interpersonal relationships that is so rich in a theological setting. If they cannot solve conflicts between themselves at College, they should not expect to do better out in the church or elsewhere. The challenge is greater there.” (Church Worker)

“They need to have co-operation in College. Friendships should be cultivated in College. They need to sharpen one another. This extends after graduation. If they are not co-operative in College, they will not co-operate in the Church when they serve together in the same DCC. Not being friendly at College continues after graduation.” (Teacher)

“Pray to the Lord for wisdom to interact with people at all levels – spiritually, educationally, culturally, age wise etc. Relationships are major at varied levels.” (Church Leader)

“If you want to be encouraged, you need to encourage others. We all need encouragement. It is reciprocal.” (Church Leader)

### **Avoid a Complaining Attitude**

“Students complain about little things – the food is not cooked as they wish. I encourage our students to pray for the cooks and talk with them to see how they can help them, instead of complaining. To be understanding in whatever situation they are in. Because these same things they complain about will face them in the ministry. I would encourage them to learn from the mistakes of teachers and students. This will help them to face problems in the ministry. The problems outside will be greater than in school. Therefore, they should learn from the mistakes of others.” (Teacher)

“Students like to complain – too much work. In my years of study, those who complain never last in the church. They develop problems instead of solutions.” (Teacher)

“In College we complained that those in ministry do this and this. We expected a lot from those in ministry. They need to be careful what they say in College. They should not accuse others. They should wait and be careful.” (Church Worker)

### **Recognise the Importance of Field Education**

“First, they need to take Field Education very seriously. That is very important. The things they do in Field Education are exactly what they will find in the ministry. They should take their courses and Field Education seriously.” (Teacher)

“What we learn is not useful if we do not put it into practice. For example, reading books on counseling is of little value unless practiced. They should begin to think of problem solving now. The world is full of problems, for example, famine and the church. How can I solve that problem? We need to think in a rounded way. The spiritual affects the physical. Jesus Christ went

about preaching and teaching and healing. He integrated the practical with teaching.” (Teacher)

“Students at College should consider ministry in the church as true ministry and not simply wait until after graduation. This is not merely school work but ministry.” (Teacher)

“Students need to minister now in churches where they are sent as if they were in the ministry. They need to be faithful now, because wherever they go, it makes an impact where they serve, even if they are first year students. Students need to be careful how they serve in churches or homes, because it doesn’t change much after graduation. A successful person now in churches while being a student at College will be successful after graduation.” (Teacher)

## **THE MINISTER AND HIS RELATIONSHIP TO GOD**

### **In Ministry, Devote Yourself to Prayer and the Word**

“When people come from Bible College they think they have the answers. It is very easy to neglect the devotional life. When this happens, you are unfit to serve. Relationship with God is top priority.” (Pastor)

“If you want to succeed in ministry, spend a lot of time to know the Lord, rather than preparing something for the congregation. You walk with the Lord first, then you will have something to share. It will be deep and profound, something heart to heart, something the Lord has taught you.” (Teacher)

“They should learn to have a good devotional life. That will keep them going. In College you can keep going with chapel and Bible lessons in class. You are kept in a safe and caring atmosphere. But in the church you must have a devotional life. The devotional life has kept me going. No member prays for you but asks the pastor to pray for them.” (Church Worker)

“Before you react to complaints and criticism, you need to go before God and take time to pray. This is how I succeeded in the children’s home and being a pastor. The chairman of the District Church Council was always after me. I sought the Lord.” (Church Leader)

“They must keep up with their walk with the Lord, their personal walk in holiness, reading the Bible and applying it for personal benefit, not just for the pulpit, and spending time in prayer. When faced with problems, always seek God’s face in prayer.” (Church Leader)

“One must have times to seek the Lord throughout the year. There must be periods of time to strengthen your faith.” (Church Leader)

“I would say that we have a very big weapon in prayer. We need to schedule special time for devotions and prayer. It is a big weapon.” (Pastor)

“You need to be a man of prayer. We are in a fight.” (Teacher)

“Importance of prayer! Prayer has kept me when things are difficult. God has sustained me.” (Pastor)

“Of absolute importance is to be a man of prayer. Have a number of your members pray for you daily. Be a person of the Word.” (Pastor)

“Prayer – there will be times you feel alone, left out. Only with prayer and fellowship with God can you survive.” (Pastor)

“We need to be men of prayer and close to God and his Word; also reading Christian literature. Christian literature has been a great help to me. Some people are afraid of coming to the pastor to encourage him and correct him and help him. You encourage them to come but they don’t. Reading Scripture and Christian literature, God corrects me through that. They were as my pastor. They correct us. I like reading.” (Pastor)

“I keep working on my prayer life and communion with the Lord. That kept me going – my devotional life. Reading the Bible brings insight and wisdom.” (Missionary)

“Depending on the Word of God makes you sharp in dealing with problems in the church. They will face issues but they should not fear. Use the Word of God and a little wisdom.” (Pastor)

“Be a life time Bible student of the Word of God. If it were not for this, I would have forsaken the ministry. Some College graduates have left the ministry but I thank the Lord that the more problems I had the more I desired the Lord. I know what people go through and I want to be a testimony to them. The Lord also gave me discipline. By 3:00 A.M. every day I am ‘connected.’ I used not to be prayerful. It has helped my family. My family stood by me.” (Teacher)

### **Trust in God**

“Foremost, you go into ministry serving God directly. You need to trust him in all you do in daily needs and work, because things will be hard. The main thing is to trust the Lord. That is the foremost thing I would say.” (Missionary)

“I’ve learned to trust God in every situation. No matter how dark it is, God is in control. God has seen me through difficult situations. The more I’ve been in ministry and face challenges, I think I can do it. I am not scared as I used to

be. God will see me through every situation. Keep on plodding on. I know God is there to lift me and to carry me through.” (Chaplain)

“God is true to his promises in the Bible. I’ve seen this over the years. One promise given us is: ‘I will be with you.’ In school it is easy to believe. But in ministry you face problems. You need to cling to these promises. Depend on the leading of the Spirit because without this you become bankrupt in what you do.” (Church Leader)

“I’ve come to believe that biblical faith is real as exemplified in Abraham. Faith remains the key to Christian ministry and life. When everything is done – our studies and we know many things – we must ask who Jesus is and see the importance of faith. Abraham was like us. He failed a few times but he truly walked with God.” (Teacher)

“When students go out, there is no one to turn to. Classroom work has ended; one must have faith that God will meet your needs. This does not come automatically. This involves the Word of God, prayer, worship, obedience and surrender.” (Church Leader)

“Trust in God in all circumstances because as I said, there will be times of trials, lack of help, but God is always faithful. He will see his people through. People outside to whom we minister, they are not looking for what we have in mind. They are not looking for what we know, but they are looking to see if whether what we say we know has impacted our lives. They learn more from our lives than from what we say.” (Pastor)

“They should trust upon the Lord in everything they do.” (Pastor)

“They should not depend on an organization but entirely depend on God.” (Teacher)

“Don’t look to people but to God as the supplier of every need. People leave you, forget you, but God does not.” (Pastor)

“I’ve learned to trust God in my day to day life. Many people may not like what you are doing. You may loose friends as a result. Life in the ministry is a sacrificial life because you must sacrifice in many areas.” (Teacher)

“In everything, trust the Lord with all your heart and lean not on your understanding.” (Teacher)

“Trust in God always and not in men. That is the best thing to learn.” (Teacher)

“One thing I would tell the students – your faith affects your theology. Theology at the end of the day is an attempt to understand who you believe in

and to articulate your faith so that it makes sense to you and others. Therefore, you cannot play with your faith, for your theology is a product of your faith. The teaching of Scripture is determinative. But your faith is affected by your context. You live your faith in this context; expressing your faith is not something you can compromise. It is my faith as understood from the point of my experience.” (Teacher)

### **Serve God with All Humility**

*Be humble:* “What I learned from the attitude of our Lord is humility. This calling to ministry, if humility is not there, you will fail. This does not mean you don’t explain your convictions but you state your convictions under God. You don’t force people or manipulate them.” (Church Leader)

“You need to be humble. Theological training can lead to pride unknowingly. You know theology, Greek and then you look down on others. College students need to realize this.” (Teacher)

“One other thing! Don’t try to show that you know everything and that others know nothing. Try always to listen to other people’s opinions. Show humility.” (Church Leader)

“We should be conscious of our attitude toward people. There is a feeling that people from College are proud. How can we remove this attitude from people? This attitude is always there. Their feeling is that we are a threat. We need to find ways of overcoming this attitude from our co-workers. My suggestion is that we must be as humble as possible. For example, the way you say something, the way you talk shows that you feel you know it. This is not good. The way you make a suggestion should not be authoritative; instead, say, ‘May I suggest...’ Be wise in how you pass your information to others.” (Teacher)

“One needs to be humble, regardless of the challenges; people will see you as a threat. It is not good to retaliate. Let God be the one to retaliate.” (Teacher)

“When you are humble, you honour others. When you honour them, they will respect you. If you fail to respect others, they will not respect you.” (Pastor)

“Be an example of not proving you are really educated. People at College don’t understand this. Humility is not telling people that you are well educated. People want to see what you have without you telling them. People need help but don’t want to know about your education. When you help them they say you are really educated. My mother and grandmother don’t need to know that I am

educated, but they need my help. To brag that you went to College spoils your reputation.” (Church Worker)

“After graduation, the paper they get is not enough until subjected to the guidance of the Holy Spirit. They should not feel that they are educated enough and the way will be smooth. They must come down – some with the B.Th. feel they are educated. But they must come down to minister to the people at their level.” (Pastor)

“They should be prepared to start with humble beginnings. If they are sent to a small church, they should accept this. They should not feel that they must go to a large church. In an established church there is a bed rock of problems. It is good to start with humble beginnings till God says that this is the right time for a larger church. Humility! Be humble enough to let the Lord lead them.” (Pastor)

“Humility is a tool that will keep you warm in spirit. You will lead properly. You become effective when you humble yourself. The Bible teaches us to be humble and God will lift you in time. Therefore, humility is a tool for ministry.” (Pastor)

“Learn from the old people. It is easy to have a ‘know it all’ attitude. Students should know that older people also have good ideas.” (Teacher)

“Humbling yourself is first before the Lord and then before church leaders. The elders pay you 500/sh. monthly. If you don’t humble yourself before them, you will quit. Most young men when they experience problems don’t think that the Lord knows about them. They must know that the Lord allows this problem. They give up quickly; they rebel or resist the leadership. They need to humble themselves and pray.” (Pastor)

*Knowledge is vain without humility:* “Humility! Those who go to Bible School have head knowledge. But in practical areas, they need to learn from the church leaders. They should not be proud. Knowledge is vain without humility.” (Teacher)

“Humility! Throughout my years of ministry, I’ve learned that it pays to be humble. You may have Greek, Hebrew and Theology and you find that the elders have very little. You want to display your knowledge. It doesn’t work. Go down where they are. You grow together. Let them discuss your knowledge; don’t display it.” (Chaplain)

“Don’t think that you know it all. Be willing to learn from a Sunday School child. Be humble.” (Pastor)

“They should not be a ‘know it all’ person. There are some in the field who never went to a Bible School but they have helped people and they have long experience.” (Chaplain)

“As they come out of College, let them not assume that they know more than the elders who served in the field. Let them associate with the pastor who has been in the field for a long time. Let them humble themselves before the Lord and seek the mind of God.” (Pastor)

“One thing I’ve learned: we never know everything no matter how much we learn.” (Teacher)

***Self-confidence is a threat to humility:*** “The Bible teaches, ‘God has not given us a spirit of timidity.’ But self confidence can bring problems. When we become self confident and put the Lord aside, we can make mistakes. When we fail, we go back to the Lord. It is not good to rely on oneself but to rely on God. I’ve learned this from experience.” (Teacher)

***See all people as God sees them:*** “See people as God sees them. We are all equal in the eyes of God. I’ve had the privilege of being pastor in the scum of the slums as well as the cream of society with managers, big shots (some have 4-5 cars and carpet that you cannot afford in your whole life). But when you get down to the spiritual needs, you find their spiritual needs are the same. I don’t see their cars or bare feet. I know they are sinners and they need Jesus Christ. They should not be cowed by what people possess.” (Chaplain)

***Avoid false humility:*** “Avoid false humility. ‘Here is \$10.00,’ someone says. ‘I have enough,’ you reply, when actually you have nothing.” (Pastor)

“When you find yourself going wrong, it is always best to admit your mistakes. It does not help to refuse to admit. It is better to be humble yourself and admit.” (Teacher)

***Humble yourself before the leaders:*** “As pastors who graduate, we need to humble ourselves before God and our leaders; without humbling ourselves before leaders, they will not accept us. They will feel we are seeking their positions. Even with low pay and hard situations, respect of leaders will help us to be effective.” (Teacher)

“Pastors should accept the structure of the church. Young people are not submissive to the Councils.” (Church Leader)

“Obedience! Elders and evangelists are placed there by God. When they assign you to do something, you should obey. For example, teaching in Sunday School or washing the guests’ feet. When elders tell you something, you should do it. You need to do little things.” (Teacher)

*Never seek for positions of power:* “I’ve seen people struggle to get into positions, especially in the Church. This struggle for positions! Most of them are not humble people. I would love to see people in the ministry who humble themselves. Then God will lift them up. They should be humble and not fight for positions.” (Teacher)

“Students should humble themselves before the Lord and should not see anything beyond the local church where they are assigned to serve. They should see the local church – and not beyond that. I mean, they should not see a chair somewhere – of the District Church Council or Bible College or a Committee or to become the Bishop. We are not called to serve committees but the church. Today’s church is faced by a variety of challenges. For example, changes in politics are leading the church to conform more to what is happening in the world of politics. If the church leaders are not careful, it is easy for the church leaders to use political tactics to retain their position in the church. God should choose you. I’ve seen this is a problem. If a pastor uses such tactics, he may not qualify to be God’s chosen leader, one that is used by God. For example, I passed through College and I am not teaching Bible College. If you ask me, which of the two should be given priority, the church or Bible College, I would tell you the church. It is not bad to teach, but the church should be given the priority – not the office. If I am elected to be Bishop, let it come. But your mind should not be there. I will serve in that capacity if chosen, but I will not covet it. We are shifting our priorities from the church to some other things.” (Pastor)

### **Be a servant leader**

“Simply, be a servant leader. Our experiences are different but if we are servants in our different circumstances, we will come out with lessons that are appropriate.” (Church Leader)

“To sum up my outlook and sense of calling, if I would advise younger pastors, it is the aspect of servant leadership. I would tell them, you are called to serve the interests of others. Paul taught that we should not look on our own interests but on the interests of others. When we serve the interests of Jesus Christ, it will be seen in serving the interests of others, rather than serving our own interests and gaining materially. When I reported to College, I carried my heavy metal box. I called from town and asked to be picked up and was told to

wait. Two teachers came to pick me up. One picked up my box. I least expected that. That was a very remarkable thing I will never forget. So in addition to all the spiritual teaching, that made a very big impact on my life.” (Missionary)

### **Cultivate Godly Virtues**

“As much as studies with academic knowledge are important, there is no substitute for godly character. Godliness is foremost. I believe with all my heart that what I have is important. *Who* I am is more important, that is, character. There is a tendency to think that the more degrees I have, the better I am. The *Being* part is the key. Down the road, aim at being what God wants you to be. It doesn’t matter whether things are going well. The core is character – *Being*.” (Teacher)

“The bottom line is not your degree that will count but your personal walk with Christ; your personal walk with God. Christian growth and maturity – spiritual growth – is not about books. People don’t want to hear about books. They want to learn from you. Even those without degrees but with a personal walk with Jesus Christ, they make greater impact on the church than those with degrees but with a shallow walk with Christ. Your personal walk with Christ is what people want to hear and see.” (Pastor)

“A combination of drawing near to God and study puts them on a cutting edge. In ministry we only stand if our character is above reproach. Tell them – have a philosophy of ministry as in the Bible. Jesus Christ said, ‘My meat is to do the will of God.’ Paul said, ‘For me to live is Christ.’ Everyone should have a purpose statement.” (Teacher)

“Be above reproach, as much as possible. If there are scandals of church money, be clean. For example, when used clothes or food are given in the church for a particular need, make sure it goes there.” (Pastor)

“Let them know that people don’t respect you for what you know but for what you are. There is no need to get an ‘A’ in class if you don’t integrate that with life. There is nothing good learned in school that is not good in life. People divorce what they learn with what they are. This dichotomy should be destroyed. Ministry is who you are.” (Pastor)

“As ministers of God, we must be the first people to practice what we say.” (Teacher)

“One thing I’d like to say to the young people: They should have the fruit of the Spirit, especially patience, gentleness, faithfulness and self control; because in the church there are many problems. In the past people feared God, respected

and admired the ministers of the Word. But in these days people do not care so much about the Word of God. They don't have such regard for ministers. People mind their own business. They think of getting money and educating their children. They think of amassing wealth – getting many plots to build houses and rent. People are very worldly minded.” (Pastor)

“A major one! Be yourself. What you are in the house is what you are in church and the councils. There is a temptation to be different with your wife in home and in the pulpit when preaching. When my children see me preaching, they see the same daddy, without pretence or piety. Just because we are in church, we should not pretend to be pious.” (Pastor)

**Be faithful:** “No matter what happens, be faithful to the Lord. If you are tempted to steal, to take advantage of the people, just be faithful and God will supply. Just hold on.” (Chaplain)

“I've learned to be faithful in my work and to be committed.” (Church Worker)

“In the ministry, though people may not recognise you, be faithful and God in his own time will do something for you.” (Church Leader)

“There are so many rapid changes. In the midst of change, it is important to remember that Jesus Christ never changes. His promises do not change. We should not change for the sake of change. We must ask: ‘what would Jesus do?’” (Teacher)

**Be loving:** “We should be people of love. We instruct people to do this or that. But we have a problem of communicating this in love. You may have many good ideas and visions, but you cannot do it without other people. So you must not offend them. One should be flexible to accomplish your goals.” (Teacher)

“One must love the people you work with. Unbelievers are looking for love from us Christians.” (Pastor)

“Hatred is a vice. God's people should do away with hatred. Unless we want to be punished by God, we must not hate. Envy and hatred go together. For example, someone has a nice suit. They say malicious things about him. *Majini* are associated with anyone who succeeds.” (Church Leader)

**Be patient:** “Before they enter the ministry, prepare for action. The ministry is not easy with human strength, but with God we can make it. Ministry needs patience. I've learned that the fruit of the spirit is patience.” (Teacher)

“Tolerance and patience! Those are two basic ingredients. You meet people of all kinds. Sometimes you are tempted to shout. Those two issues – tolerance and patience with church members and leaders! People are different to work with. As pastor you give assignments, resolutions are passed in the councils but they are never done. Years go by and they still are not done.” (Pastor)

“Let them be quick to learn what people speak, but slow to speak. They should learn to be quiet. They need to learn to digest what they say. ‘An empty tin makes the loudest noise.’” (Pastor)

“There is need for patience and humility, because if you want things to happen quickly you will be discouraged, because people may not understand the ideas you come up with and cannot accept them.” (Pastor)

“Lots of patience is needed. Do not expect instant results for they won’t last.” (Pastor)

“Changes must be slow. They need to be wise and change slowly.” (Pastor)

“First thing, they have the best knowledge, but they should use it patiently. People will not listen to them straight away. They should first build relationships and confidence.” (Pastor)

“What you learn in class is completely different from what you learn in the field. In the field you get a horse and must teach a wild horse to be tame. You encounter different kinds of people. Sometimes it takes awhile to make decisions. You must be patient. That fire is in you; that is good, but you need to be patient and leave the results to God instead of manufacturing results.” (Pastor)

“Something else I experienced. We should be prepared in our understanding. We will not find it easy to begin the ministry. Frustrations are there. We need to be patient. It is easy to run away. We need patience in the early months of ministry. You don’t know where to begin.” (Teacher)

“They need to be patient. For example, last Saturday I waited two hours for a service where I was invited to speak. But it had been cancelled and no one told me. Patience is necessary.” (Teacher)

“The other thing we need is to be patient. When I came from College, it was wonderful. I had studied theology. But it took time to be accepted in the ministry. It takes patience.” (Pastor)

“Patience is very important. ‘There is no hurry in Africa.’ That is also true in the church.” (Teacher)

“The big thing is patience. The pastor needs this: to smile when there are problems. One should see God in every problem. Longsuffering! Every successful minister needs this.” (Teacher)

“You cannot see things happen overnight. You see how things fall short of the great ideas you learned. Changes take time. We get into trouble when we leave College. Not that we are puffed up, but we know well. But we cannot do it. Change comes slowly.” (Teacher)

“They should be patient. They should not be eager for posts or positions in the church. Rome was not built in a day. In time God will give positions they want.” (Pastor)

“Finally, they should have lots of patience. Just to wait and wait and wait.” (Church Worker)

**Be holy:** “I challenge people when I am clean and not when I am dirty like they are.” (Pastor)

“They should be willing to be crushed, melted and molded by God. Let God mold them.” (Teacher)

**Be forgiving:** “Forgiveness – sometimes you will be really hurt from persecution, from brothers, even from elders or church members. You must learn to forgive and forget.” (Pastor)

**Be forgiven:** “About the past – there are things in the past that have bad effects on your ministry. Then you should pray over it; for example, bitterness or a broken relationship in the past. This can hinder the Holy Spirit from working. Or your parents may be opposed to you becoming a pastor. They committed you to other things. You need to pray about this so that you are not haunted, so that you are released. Or you may have been named after a certain forefather who was a magician and you were expected to follow in that way of life. If idol worship was there, you must pray over this so that your ministry will not be hindered.” (Pastor)

**Be content:** Learn to be content. Godliness with contentment is great gain. The Lord has promised not to leave them.” (Teacher)

### **Persevere in Your Calling for God is Faithful**

“We need to persevere. There are painful things to the ministry, slander and rejection, but we need to look to God and keep on going.” (Pastor)

“In the ministry, we need perseverance because of the challenges of many kinds. Perseverance and trust in God are the keys.” (Church Worker)

“I’ve learned that if I am called by God, there is no quitting. Regardless of what comes my way – slander, suffering, discouragement, and unhappiness – I must not quit. One must not be distracted from my focus which is on Jesus Christ. I must keep on going. This is not easy. To be a Christian – the name is a very nice word – but to live it is not easy. I must live the name I have. I must be serious with what I profess. Sin must remain sin as God names it. I must be straight forward ambassador of Christ in my thinking and speaking.” (Teacher)

“It is good to be devoted to the Lord’s work regardless of circumstances. God will always be with you and even open other doors where you can serve the Lord. For example, when people hated Jesus, he withdrew and went to other people for ministry. It is still the same today.” (Teacher)

“One thing is to challenge students to stand firm in faith against the challenges of the day. Like, in these days, one-hundred years after the church was founded in Kenya, support of pastors is very low. When there is no promise of salary, can they stand strong?” (Missionary)

“When difficulties come, they should not run away from them, even conflicts. For conflicts can bring people together.” (Teacher)

“Perseverance and seeking counsel go together. If I had been hasty, you would have heard that I was no longer in the ministry. We graduated from College with a lot of knowledge. But we must persevere with leaders who lack this knowledge.” (Pastor)

“By persevering in what God has called you to do, even if the going gets tough. Stay there.” (Pastor)

“There is always a tendency to quit. You run all over the world. It is good to persevere in God’s calling. Be steady. Don’t give up. Pursue it. God can bless you wherever you are. You don’t need to be a preacher in a big church. He can bless you in whatever place you are, even in the slums.” (Pastor)

“No one should look at the ministry as a means of achieving their human desires. Those who look at the ministry in this way will jump here and there. They will not see fruit. How has God used them? We need to stay, be there and take our time.” (Pastor)

“Let them go into the field, not afraid of what they will eat. God is faithful. They should not doubt God. They have chosen a noble job. It is the highest calling one can receive. If I would start all over again, I would be a pastor again. I want to assure them, that God is faithful. My wife and I can testify to this. We have never gone hungry.” (Church Leader)

“Years of training in College are sweet years of knowledge expansion, but success in the ministry will depend on one’s love and commitment to the Lord. There will come difficult times when you would need a high degree of patience, prayer and wisdom at least for the Lord to clear the cloud and bring the awaited answer. A minister should just remember that when he falters or staggers in the midst of crisis, the whole church too follows the same pattern. So one must love and be committed to the Lord. To me, I have no other key to success in ministry apart from this.” (Pastor)

“Be sensitive to the Lord’s leading. I say, what is your calling? When someone moves from place to place, I ask: ‘Did the Lord call you to all those places?’” (Church Leader)

“The call to the ministry is good. Let them not be afraid of the call to the ministry. For example, Jeremiah was afraid, he felt too young. God promised to put His words in Jeremiah’s mouth. The call is good and they should not give up.” (Church Worker)

“Church work requires the whole self. It is not lip service. You must work for the church wholly. If you serve in the church and your mind is on something else, maybe further study after one year, there is a lot you will miss. You will never learn. Go to work for three years in the church after College graduation so you know what the church needs are, so you know what God’s will is. You might become a professional student rather than a servant. It is not education that I need. Have I exhausted what I have learned? Students should not rush to further studies but go back to their home churches before more study.” (Pastor)

## **THE MINISTER IN MINISTRY**

### **Know the Unique Calling for Your Life**

“First, from personal experience, let God use you the way he desires, let God make you to be what he wants, not what you want. We are so diverse in our thinking and ability and God prepares us and fits us for the ministry. Let God use the abilities you have without copying others. We are all unique.” (Teacher)

“More and more I realize that we must retain our uniqueness and we must not try to become like others.” (Pastor)

“Be yourself and let the Holy Spirit continue to mold you. You cannot be like others. Be like Christ. You cannot be a Billy Graham.” (Church Leader)

“When you are in the ministry, you compare yourself with others. But God has a different programme for each. Most of my fellow students already have their Master’s Degree.” (Teacher)

“One should be able to discern the gifts and develop them, and to know where they fit into the ministry. Not all fit behind the pulpit.” (Pastor)

### **Enter the Ministry Wisely**

*Recognise the difference between the classroom and church experience:*

“First, when they get out, they should be aware that practical ministry is different from paper work. Life inside College is different from the outside world.” (Chaplain)

“Being in the field is so different from being in College. Experience is the best teacher.” (Pastor)

“I’ve learned that theological training alone cannot make one an efficient pastor. We must integrate theological training with daily activities. We cannot come from College and feel that we will make effective ministers.” (Pastor)

“I suggest that after school what you expect is not what you get. You expect a smooth life but it ends up being rough.” (Pastor)

“When one is at College, he may have dreams. But things in the field are quite different. We should put ourselves at the Lord’s disposal. You must give yourself to the Lord completely, trusting him fully.” (Pastor)

“True, we are generally prepared for ministry with given skills. But one thing we need is the application of the skills. We may not find conducive situations; we must adjust to the situation. We cannot use these principles directly. There is the question of knowing how to adjust to the setting where the Lord sends us; that is very important. We can be frustrated if we cannot apply our knowledge directly. For example, when I returned back home, the question of planning arose; how to pass this knowledge, how to help them to do this. You cannot go straight and tell them to do #1 and #2. You need to educate them to plan in the home and in the ministry.” (Teacher)

“One crucial thing: never bank on your papers for a fruitful ministry. Never say that this degree or diploma is what I have. Degrees are not the issue, because if one brags about theological education, one will not get anywhere. What matters most is to tell the lay people the simple truth about God and demonstrate this in your life. Classroom and Field are two different things. Yes, it is good to be learned. But experience also is important.” (Chaplain)

“I would advise that when you graduate you feel inadequate. Some things you meet in church which you did not learn in the classroom but in time you become an expert in them. For example, I’ve learned to deal with people of different ages. As a result of interacting with people, I learned to solve problems, like marriage problems; also, to experience how to approach different people. For example, all the elders are older than me. But I’ve learned to deal with them. This cannot be learned in the classroom but through experience.” (Pastor)

“While I was there at College, we thought that when we would graduate, all things would be the same in the church as in College. We never knew that in service there were problems. Students must prepare themselves to meet problems they will face in the service. They must be patient.” (Pastor)

*Be committed to the church:* “I believe that first and foremost the church needs leaders. It needs leaders who have the church at heart. Many come from the Bible Schools and do not have the church at heart. Students should evaluate why they desire to be a pastor. One must have a passion for the church.” (Pastor)

*Introduce changes slowly:* “When they join the ministry, they need to be very slow to speak but quick to listen. One must not be quick to condemn. Elders say: ‘We always did it this way. We saw you grow up. Don’t correct us.’” (Pastor)

“College students should come down when they go out. They should not think they know a lot. Just observe. When you come down, you win the confidence of people. Then you can use the knowledge that you have.” (Teacher)

“When you leave College, sit and listen. Be slow in acting and making decision. Learn from others. Some may not look spiritual but they have experience. Learn from them. Arrogance and pride are dangerous.” (Pastor)

“It is very important to build a consensus among your church leadership and congregation. Many times we waste a lot of time squabbling over trivia at the expense of God’s work. We are in the business of Christ’s Kingdom and it is necessary to avoid controversy where possible.” (Pastor)

“Don’t rush to issues. In the ministry, many issues come up, many burning problems. They desire comments or decisions right away. Don’t rush. Take your time. Apply wisdom. You need to be wise in ministry and depend on God.” (Chaplain)

“Especially for pastors, begin just as a good listener and do not be quick to reply and say what you think. It is said of one pastor who was slandered that he said nothing. You need to be patient. ‘Be quick to hear and slow to speak.’ Practically, it works!” (Church Worker)

“When you leave school, you leave with lots of theory that is not practical. You try to apply the theories, but you become discouraged when you find that your ideas are not bought by the people. It takes time. You need a lot of patience. You need perseverance in selling good ideas.” (Pastor)

“We learn a lot in school. We think we can pour it out and bring change immediately. But change comes slowly.” (Pastor)

“‘Learn before you teach.’ To be effective in the ministry, you must learn from people first. Why do people accept me as an elder? If you root him out, there must be a reason. He may take half of the people with him.” (Pastor)

“It is good to have training and good to have plans of what to do after graduation. But don’t be rigid when you try to apply what you learned at College. The field is completely different. What you want to do does not happen automatically. To convince people is most difficult. Be ready to change in order to work well with people. Be wise! You think that you know how to use or apply your knowledge. This may take more time to apply.” (Church Worker)

**Seek divine guidance:** “We need to wait upon God. In everything we do, in every change we want to make, we must wait on God in prayer. Quick decisions can be disastrous.” (Pastor)

“The knowledge I got from College was excellent but I needed the Spirit of God to guide me to make right decisions. Without the leading of the Holy Spirit, I would give dry messages.” (Teacher)

“Most important – be sensitive to the leading of the Holy Spirit in every situation. If anything arises, and you are in fellowship with God, you will not make blunders as many do.” (Church Worker)

“This is important for a Christian leader: to identify the problem that exists in his community, to see God’s wisdom to work on it. If he fails to identify the problem, he will not be relevant. The leader must seek wisdom to identify the problem and come up with a solution.” (Teacher)

**Anticipate the problems in the field:** “The comforts of a Bible College are not very realistic when you come to the real world and meet the real situation. Life can be tough.” (Chaplain)

“Students must know that they will definitely experience problems in ministry. There is no leader in the Bible without problems. God uses leaders who are wounded. These difficult experiences prepare one for ministry. When going through difficult times, you must have a bigger picture, have a godly perspective. It may be painful. But one must wait and pray and seek counsel – this has really helped in my ministry.” (Church Leader)

“At College, you have uncertainty about the future after graduation. It would be good if students would prepare themselves for anything. Life in the church is not what they think it is. Since life changes, they should learn that what they need more is to serve God and that means serving mankind as God’s vessel.” (Pastor)

“One thing I learned at College that is not practical outside. College students expect a lot, like positions, honour, money, food, *matatu* fares. They feel life should be easy. But in the field it is not that way. The reason is not because God is not in control, but because this is part of the nurturing process. The hardships in ministry nurture you if you take them positively.” (Pastor)

“In class you do things theoretically and it looks like it is automatic. But in reality it is not easy.” (Chaplain)

“When they graduate, they should be prepared mentally to face challenges.” (Church Worker)

“Whenever graduates are appointed, they do well. One graduate was given too much work. He almost went out of his mind. The doctor told him to rest. This is a warning. College students are good but in the end it will drain you. The much work will affect your personal study, you become tired and there is no time for personal development.” (Pastor)

“When people come to Bible School they have high hopes, that life will be very smooth after graduation. They do not learn until after graduation. It would be helpful if those in the field could come and teach students what to expect.” (Teacher)

“When I first came out of College, I thought that working in a church would be a wonderful experience because you are working with Christians and there is no way you cannot work well with them. But I found trials and opposition – not very much from non-Christians but from the Body of Christ, some in leadership. So I would advise the students to prepare for that so they will not be surprised.” (Pastor)

“Not all pastors are there for you. Some will propose you to do something else; probably because of problems and discouragements they have faced in the ministry. Competition is an issue. They don’t want them to compete. For example, in our church district only one other pastor and I have degrees. Others have a diploma.” (Teacher)

“There are a lot of hardships in our church, especially in our day. It calls us to rely on the Lord.” (Teacher)

“One thing! Accept that field work is not easy. Students blame leaders in the classroom, but they must accept the fact that it is difficult to serve in the church. Be prepared to face problems in the field.” (Church Leader)

“It is not easy to build a ministry. It requires everything. Things are not the way you see it in College. Our dreams are shattered and blown away. Our friends are no longer with us. We are all alone struggling. We must be prayerful. We should be praying in the College, not to mess up after College. Prepare seriously for ministry after College. The real paper or degree is in the field; it is practical.” (Pastor)

“It is easy to go through College and learn theory, but in the field you are faced with things not learned. You need to ask God for discernment to deal with situations, such as when you do counselling.” (Chaplain)

**Respond to people wisely:** “Genesis 12:3 is a verse which always encourages me. God called Abraham and he obeyed the Lord. Verse 3 gives all I need. ‘I will bless those who bless you.’ ‘Don’t fight for yourself because God will fight for you.’ God will represent me in the Council, even when a witch doctor scratches himself hidden under a bed when cursing me. God blesses from which ever place you are. Just give yourself to God and he will bless you.” (Pastor)

“If wrongly treated, it is better to let the Lord vindicate you if they refuse to accept your testimony. Speak the truth but don’t force it. Jesus Christ taught by conviction and not by force.” (Teacher)

“A servant of the Lord should give up his rights rather than prove that he or she is right. For example, going to church without a head scarf; trying to refuse, showing you are right. We need to relinquish our rights. People argue over things that are not important.” (Teacher)

“In light of the difficulties and problems, I endeavoured to respond to problems positively; trying not to justify myself but just committing it to the Lord. I found joy. I could have accused people but I kept it to myself and

prayed. After it was over, I did not care if people looked at me fearfully. I continued with the ministry. I am amazed that I did not do things in the worldly way of retaliating. I credit this to the Lord.” (Missionary)

“Another lesson I just discovered which came as a result of prayer. When Saul was made king, some did not respect him but he did not fight with them. (At the end of his life he became proud and boasted.) I wanted to do just the opposite. In my first place of ministry I would argue with people on issues. I should have kept quiet if I had been wiser. I would advise College students to be cautious in the beginning. They need to go to the ministry to learn first. They should not argue and insist on their own way.” (Chaplain)

“Teach before you discipline. If you discipline a person and he does not know, he becomes an enemy. If you teach a whole congregation the truth, they will help in the discipline.” (Pastor)

“Do not be afraid of titles, such as professor of physics, because they do not know the Bible.” (Chaplain)

**Respect others:** “Respect one another in the ministry. There are graduates from different Bible Schools, Institutes and Colleges. College graduates tend to be proud. Respect others. During the holidays they will meet pastors, graduates from other institutions, because they are servants working in the same garden (*shamba*).” (Pastor)

“We should highly respect one another. We are not competitors but should recognize that we compliment one another. We are yoke fellows.” (Teacher)

“Respect those who deserve respect, those in authority.” (Pastor)

“It is easy to judge others out there in the churches. After graduation it is easy to become like them. Students need to find out why pastors and church leaders out there are doing what they do and then avoid that because those pastors and church leaders today were once in school and criticized those out there and now they do the same things.” (Teacher)

**Identify with people:** “What I have seen and learned, once you go out, you need to identify with the people you minister to. If I minister to the Turkana and they are still naked – I must go as one who is trained with Greek and Hebrew, but I need to listen to their struggles and eat their food, so that they see me identify with the people. You need to be at the level of the people you minister to. Know that these people are suffering and seek to meet their needs. This does not mean giving food but at least giving spiritual food. If you have nothing to offer, they go away. To minister in such an area, how will I do it?”

Ask people, ask the elders, what has been going on, instead of just giving what you have. You need to learn from the people. When people are willing to do this, people will teach you and love you.” (Church Leader)

“I worked with people to get to know them in their homes, getting close to people. I find people opening up to me and being able to minister to them.” (Missionary)

*Be prepared for work:* “Hard work! God blesses you proportionately according to your work. Compare a faithful farmer in the writings of Paul. The Lord repays those who serve faithfully.” (Teacher)

“Utilise opportunities that show up. Don’t neglect or procrastinate.” (Teacher)

“Once you do something, you must engage with the whole heart. It may be your only time to do so.” (Teacher)

“You must do your share and if others fail, you must fill the gap.” (Teacher)

“One thing I am working out. I give my very best, consistently, every time I do something. People work hard when an exam is given so they can pass it, or when a sermon is preached with people watching. But later, what comes out does not match when the circumstances are different. If we strive to do our best, I am sure we will succeed in ministry. God calls us to do this. This encompasses several things: study of Scripture, spending time with the family, in office working, organising a seminar.” (Missionary)

“Be prepared to work. We are in Africa. There may be no roads or vehicles.” (Pastor)

“Like Paul, when one graduates one must learn to earn his living. Paul worked. I am not saying you should not be committed to ministry. But a pastor comes out, he finds members who walk long distances, yet he organizes a *harambee* to buy a car. But people have always walked long distances.” (Teacher)

“This is the fourth month of not being paid. Land is given to teachers. I spend hard work to dig, but it all dried up. I did not get a spoon of food. We struggle. I teach so many courses. Teachers are leaving. Next term I expect more courses. To have my own time to do my own things is by grace. I am devoted to teach and am invited to preach. My first priority is teaching. I am given new courses and must prepare over night. I have no notes. And I struggle to get food and am called to preach but have no means of transport – must walk. If I say ‘no,’ they accuse me and blame the College. To plan for our lives

is hard. We don't have a place to erect a house. I cannot plan. I walk, dig by hand, we are not lazy. So we say, God be glorified. We don't know our future. If we are not patient, we can run away. But we say, 'God is good.'" (Pastor)

"Success in College does not mean success in ministry. Even if you succeeded in one thing yesterday, this does not ensure success for the future. Face each day with fear and trembling. Avoid getting used to the ministry." (Teacher)

***Train others to do the work of the ministry:*** "I've learned that it is so rewarding to equip people to do something, instead of doing everything myself. Don't get trapped in the busy syndrome. I got into the same problem. I was so busy but not producing. I went around putting out fires, but after I left the fire broke out again. I asked, 'What am I doing?' I decided to let people do it. I only counseled and preached. I was influenced by the book, *Becoming Unbusy*. The author extolled the virtue of reproducing yourself in others. I feel very happy with pastors who do a marvelous job." (Church Leader)

"They should not fail to recognize that each member of the church has some potential in helping the church to grow. Therefore, they need to train them through seminars, to become great evangelists, preachers etc." (Teacher)

"God has gifted us differently. Each person in the church has a gift. We need to identify and develop it. No pastor can do the ministry on his own. In the church where I pastored we had six Bible studies, nineteen prayer fellowships and two classes of BEE (Biblical Education by Extension). They all continued after I left because I had trained others so that everything would continue. I preached twice per month, invited one guest to preach per month and once per month a layman preached. I trained elders to preach and visit during our monthly seminars for elders." (Teacher)

***Recognise your own limitations:*** "When I left College I thought I knew everything. But I faced life and realized that I knew almost nothing. I learned that I needed to trust God for everything." (Teacher)

"When students come out of College, they think they know everything. But when you come into the church you feel you know almost nothing. People do not want to see your knowledge. They know you have a degree. They want what you can give them. You must stoop down and reach all ages and even the unlearned. That is why I always go back to that verse in Proverbs 3:5,6. That has helped me." (Chaplain)

"When they graduate, they should not feel that they are learned, that they are theologians, that they have gotten everything. But what I've learned is to

rely on the Lord completely for him to use me. You can use what you have gained to reach other people. But if you graduate and say, 'I've been to this school,' this will not help you. People don't accept us because of knowledge we have acquired but they learn more from what they see in our lives, the way we talk to them and reach them. Then they will come to us for help. It is practical Christian living that is important and not what you know." (Church Leader)

"As much as experience is important, your experience belongs to that time alone. Many have killed the church by saying that they have been in the ministry long, but don't realize they need a new experience." (Teacher)

**Be practical:** "In the church outside College, they don't need all this theology. They read the practical Jesus in you. Let students read. This is important. It will help you. For example, I never took Sunday School seriously at College. Then I had to teach Sunday School teachers in church. But people are not interested in theology. Can you tell us how to avoid stealing, fornication etc.? They want practical Jesus in you; the day-to-day problems of our people. Tell us in simple language what Jesus can do to help me in my life." (Pastor)

"Education is good but communication should be at a very low level. Need to come down. Don't overwhelm people with what you have acquired in the classroom." (Church Leader)

**Be wise:** "Wisdom and discernment! Once out in the ministry we need to be discerning. The people we meet, our co-workers may not have the vision as we have. We need discernment to know how best to sell our vision to them. One can put across good ideas in a poor way and it is rejected." (Church Worker)

"Act discerningly. Be careful of the gifts people give you because they may be a trap. They may want to buy you. I'm very careful when I receive gifts." (Pastor)

"One must learn for yourself. At College you learn many things. If you come to the village with a B.Th., you will not fit. But you must come with knowledge to help. Leave the degree for yourself and go with knowledge. For example, Greek helps you get knowledge, but leave Greek." (Pastor)

"Learn to use the Bible well to determine what you should die for in the ministry and what you should not die for." (Teacher)

"In church issues, take care not to take sides in church politics." (Church Leader)

"Caution: let pastors not be friends of politicians. The pastor is for God's kingdom but politicians want pastors for their own gain." (Church Leader)

“The main thing: College gives you the *How* to, not the *What* to. *What* is different in each context. Students are taught *How* to preach, lead, and develop theology. Be born in the situation. See how you can integrate your skills into your context. See your vision, how to bring people from one point to another.” (Pastor)

“Deal with controversial matters; don’t repress or ignore them. For example, should ladies preach? Which political party to be a member? What of the polygamist man in church, witchcraft, leadership wrangles, church discipline? Don’t ignore them but deal with them biblically, ethically and morally.” (Pastor)

“One should seek help and counsel of other people; especially young pastors should seek counsel of the older ones. This can help them a lot.” (Church Leader)

“They should not depend on the members because they may turn you down. This will lead you to move from one church to another.” (Pastor)

“I’ve taken the principle of Abraham when his workers were fighting with Laban. He moved to a different location to avoid conflicts. I see more people suffer in conflict and they waste their energy. Not to run away but God says at times, it is time to move on.” (Chaplain)

### **Develop Skills of Inter-Personal Relationships**

“Ministry is people. It is not money or certificate or degree. Those coming to ministry need to know that they are dealing with people – some are sinful and selfish. Until we know how to deal with people in their context, we cannot succeed.” (Church Leader)

“One thing, first of all, they must be people oriented, especially to be involved with people. This means understanding and loving people, being concerned with people. If they are not concerned, if they do not listen to people, their ministry will fail. You cannot rush; you must be a good listener. Think of how they feel, feel with them.” (Teacher)

“I’d advise them to learn to appreciate people. This is very important. Not just people who do good to them. We can offer words of encouragement for them. Thank God for the group or team of people with whom they work. Appreciation of people! Wherever they go, they will be with people. People matter to God, not computers or cell phones.” (Teacher)

“They must be ready to cope with other servants in the ministry. They must fit in with others and have good relationships. If they look down on older

pastors and don't respect them, they are in trouble. They must respect them and have fellowship with them." (Pastor)

"Whenever you serve in a set up, try to work with people. Try to understand them and accept them even with their problems. Reason together with them and life will continue." (Church Worker)

"The relationships with other people are important. At College people related well. All are learned. Outside, you work with learned and unlearned. A very big gap! I am ready to fill the gap. Pastors or anyone in the office as leaders must fill the gap." (Pastor)

### **Develop Good Relationships with the Elders**

*Recognise the experience of the elders:* "In ministry, there are two things: knowledge and experience. If one is not careful, we will claim knowledge: 'I've learned everything.' To avoid a clash with those with experience, we need to integrate the two." (Teacher)

"One major thing! Though they have head knowledge learned at College, the elders in the church have been in the ministry for a long time. These elders can help them become capable pastors in the future. Those elders have potential." (Teacher)

"Old people in the church, though not educated, have been leaders for generations past. One should acknowledge what has been done. We have no leadership vacuum. We must not forget they have been there. We need to learn what they know in order to lead them to know new things." (Pastor)

"For a student in school, he has a lot to do with the Bible and theoretical things. In church the elders have lots of experience. For success, there must be a balance between lessons learned from the experience of elders and the theoretical lessons learned in the classroom. We need each other. I have much to offer the elders and the elders do too. We must appreciate what they have. We have this attitude: 'I have everything. I will show them.' But with this attitude, you will not accomplish anything." (Pastor)

"One College student when he graduated said this: 'No untrained person will stand in the pulpit with me.' That one factor brought him down in the ministry. Those untrained elders were caring for the church when he was in College. Our education only helps us use our gifts properly. We should not allow our education to overshadow our gifts." (Chaplain)

**Respect the elders:** “They should respect church elders. They often get out and fail to respect church elders. When they rebuke elders, they should do it gently and with love.” (Chaplain)

“Elders (*wazee*) are very good. At College everyone spoke of elders (*wazee*) of how difficult they are. But elders (*wazee*) are very good. You must work together with them. If you work with them, they will help you. You need to respect them. Students should be ready to listen to them.” (Church Worker)

“Appreciate what has been done. You may find many problems, but if you find the local church with people, that is everything. Even if things are bad, don’t be critical. Thank God for what has been done, even if it is not all it should be. I’ve learned to appreciate, appreciate, appreciate! How can you do that? Depend on the Lord, pray, read his Word and God helps you to appreciate on your own. Depend on the Lord, pray, praise God for what he has done.” (Teacher)

“Everyone requires respect. Recognise the members and their work. Respect what they are doing. When you are in church, if you don’t speak positive things to church members, and if you quarrel with people, they will say, ‘We don’t want him.’ He may be a good preacher, but if he does not respect them, they will not want him. The same thing applies to leadership. You need to honour their contribution. Show that they are doing something in that Council and they will respect you.” (Pastor)

“Respect those who deserve respect, those in authority.” (Pastor)

“During graduation, I hear an elder or board member comment that College graduates should not think that the lay people do not understand things too. College graduates should not think they know all and the elders know nothing. Elders also have wisdom and experience. Elders should be viewed with positive attitudes.” (Pastor)

“Be willing to be led by the church leaders. Respect those in authority. Ask God to direct them in their vision for you.” (Pastor)

**Work with the Elders:** “When you go to a ministry, be sure you are working with elders. If you work alone, you fail. If you work with elders, you succeed.” (Pastor)

“Learning cannot be ignored. We need that. Many elders may not have that learning but they do have experience. Elders from experience know when people hurt and how to scratch them where they itch. Pastors must utilise the experience of the elders. The only way College graduates can succeed is in

putting together their knowledge they gained at College with the experience of the elders. I've seen pastors who understand this; they incorporate experience and wisdom of the elders and they succeed. College graduates who learn from experience in church, do much better than those who go on from school to school. Zachaeus was high up in the tree and Jesus said to him, 'Come down.' Some people are trained so high, they need to come down. He is an Mzee in the church for forty years. He knows people so well. If the pastor comes down to where people are, he can help them." (Teacher)

"In the ministry, identify God fearing elders with whom you can share your problems and pray together." (Church Leader)

"The way the Africa Inland Church is structured, the elders have a lot of say. Once they graduate, they should be humble. Don't be change agents immediately. Don't rush; with humility work with the system and change comes from within." (Pastor)

**Learn from the elders:** "You must learn from your elders. There are those elders in the church who are very influential in the Church Council. You must identify them and then every time you want an idea passed by the Council, talk to them in private in advance and convince them. This may seem like manipulation but it is not! Such people like to be consulted and since you are doing the necessary projects for the kingdom and you will not bribe him, it is worth the effort. It works wonders." (Pastor)

"They need to listen to the elders, and not look down on them as if they were nothing." (Pastor)

"I learned that to have knowledge is one thing, but to reach people with it, is different. This requires interacting with the culture, with people and how to relate and apply what you have learned." (Chaplain)

"'Let them read the signs of the times,' I advised some in College. Up until last year this one College graduate is unemployed. I told them in College: 'Don't underestimate the elders. Study them, follow them, and study the signs of the times.' But some did not listen and are not employed up to this moment. I emphasised this in College." (Church Leader)

**Be patient with elders:** "Those who work with the Church need to be patient when working with elders." (Pastor)

"After College I felt I should change the system. I saw many things going wrong. But I realized that you cannot change things over night. It takes time to be accepted into the system before you can bring change. Therefore, when you look out there, you see a bow legged person in the field. Don't use a hammer to

straighten it; apply oil (oil softens the stiff joints). A hammer is a direct attack and breaks. Oil is tactful. You help the person and help him straighten up. ‘Do not sharply rebuke an elder.’” (Pastor)

“In dealing with church elders – when they find irresponsible, annoying church elders – let them begin by teaching them the Word of God. When these elders are not co-operative, teach the Word. Caution! Let the pastor be fair to all church elders. Let the pastor visit all church elders and not be a pastor of one or two church elders.” (Church Leader)

“We are not in the ministry to fight. We meet very old elders (*wazee*). Some are very arrogant. At least we should understand them and their age. We should understand that they did not have opportunity to study as we have. If we want to bring them to our level of understanding, it will not happen.” (Pastor)

## **THE MINISTER AND HIS PRIVATE LIFE**

### **Care for Your Family**

“You must keep fellowship with your family first, then your church second. You need to help your family grow in the Lord. When you are right with the family you do well in the church. Create an atmosphere in the home that is good so that you can do well in the church.” (Pastor)

“Commitment to the family has more impact in the church than words. Actions speak louder than words.” (Teacher)

“An important issue is the family. God deals with us as families. Our relationship with our family determines our effectiveness in ministry. Take seriously family relationships.” (Pastor)

“I’ve learned a lot through family fellowship and sharing that helps in church ministry. The church wants to see how you conduct your family. They want to see how you relate to your family.” (Pastor)

“It is necessary to have family commitment. The family is being attacked today. One needs to demonstrate a Christian life in the family.” (Church Leader)

“Have commitment to your family. This means you eat well, you seal off possible failures because you are a model to others.” (Pastor)

“It is important to take care of your family. Develop your family. When you are in trouble, your family provides the cushion. Love your wife, be good to her, and develop real fellowship with her and your children. When all people reject you, your family is your refuge. Get them involved in ministry.” (Chaplain)

“Approach the ministry holistically – balance your family, ministry and life. Face the ministry as a human being and not as a spirit. Some people pretend they come from heaven.” (Teacher)

“The unmarried should pray for a supportive wife. When your marriage collapses, the ministry collapses. If the wife does not understand the meaning of ministry, there will be trouble. Young men need to be advised.” (Teacher)

“Plan leisure, to relax and rejuvenate.” (Pastor)

### **Always Continue Learning**

“We did get a good education at College but you can’t go with the idea that you know it all. You must go out to learn. You fail if you rest on your College education. Be happy. But there is more to learn out there. Learn how to apply knowledge in a humble way. Put it into practice. Implement it so people can benefit.” (Teacher)

“We are not yet done. We need to strive to grow; we need an open mind. At College, one becomes full of knowledge, but one needs to continue learning.” (Teacher)

“Learning is a process. It doesn’t end with graduation. In every situation, we should use them as mentoring situations. At school, learning does not stop. Much learning continues afterwards.” (Pastor)

**Learn from books:** “I’ve learned that when they leave College, they should continue reading. Reading should be a tradition. By private studies you can keep abreast. Every time we are getting new problems, so we need to read newspapers and books. Otherwise, we will be outdated.” (Pastor)

“They need to keep reading books. When students leave school they need to update themselves by reading. They should keep up with things happening in the world – politically, socially, etc.” (Pastor)

“I’ve learned that we need to keep reading. What we get in College is excellent. But we need to keep going back to those notes, for example, to see about counseling.” (Pastor)

“The greatest wisdom is not far from books. Be a reader of books. It has helped me to grow and sharpen my skills. It is not enough to finish school and then stop reading.” (Teacher).

**Learn from experience:** “They should be ready to get into the school of experience, the school of God. Books are not enough. At graduation they should not feel they know it all. Let them keep studying. Don’t bring their files when they go home.” (Teacher)

“Most ideas you have when you leave College are very shallow; they are developed afterwards. For example, a story is told of a man out of College who wrote a book: *Ten Commandments for Parents*. When he got a child, he revised the book and called it, *Ten Suggestions for Parents*. After his children became teenagers, he revised the book and called it, *Ten Possible Ideas for Parents*. What I’ve learned at College, the foundations remain; but you must grow. The key thing is growth. When you leave training you feel you know everything.” (Chaplain)

“Do not walk out of College with a degree and assume you know it. It is one thing to be in the classroom and another to be in the ministry. The time you go to ministry, that is the time you begin to learn.” (Church Leader)

“The five qualities of success I mentioned (patience, humility, teach-ability, self control and faithfulness) will never be learned in the classroom. There is no course on humility or on patience. You learn that in ministry with your interaction with people. In College you learn theory; but when in charge of a local church, that is when someone brings a problem and you need patience, humility, self control and faithfulness.” (Pastor)

“Youth jump here and there. They desire to quit. It is part of God’s training. Pain is part of God’s training. The best training in my life has been in tears and pain. I’ve learned to forgive others, to guard against hurting others by what I say or do because it was done to me. ‘Help me not to hurt them as I was hurt,’ I pray. I’ve been the chairman of a Branch Church Council, the Vice Chairman of a District Church Council, but no one has accused me of hurting him.” (Pastor)

“Many things are learned in the field or through personal spiritual growth. You grow through experiences.” (Pastor)

“In school you learn head knowledge. When you go outside, that is where school starts. You meet problems that you never learned about in class. You must seek the Lord for his guidance and help. When they go to the ministry, let them not feel that ‘I know it, I can make it.’ Rather, let them surrender to the Lord.” (Chaplain)

**Learn from others:** “They should understand that they will not learn everything in College. They will be green. But give yourself to the ministry. Allow yourself to learn, be willing to listen to others. They will teach you, how to do it. Therefore, they need to be humble and to listen to others.” (Pastor)

“There is nothing greater than to have a heart to learn: to learn the truth and obey it. Always have a desire to learn from God. Keep on learning. This

has helped me. Learning from others! Listen to other godly men and women. Read books. Sit with people and listen to what they are discussing.” (Teacher)

“If you are used to the classroom and library – when you graduate you need to forget the classroom and learn from people. There is a wealth of knowledge in people.” (Church Leader)

“Another thing, knowledge comes from people whom God created. We learn from each other. They should not despise the young or the old. You need elders who are fully experienced. Failure to recognize them and get their wisdom lands you into trouble.” (Pastor)

“When you graduate from College, you need to go and be willing to learn from those in the field and work with them. It is a healthy way of looking at it, rather than trying to turn things around because that leads to resistance.” (Teacher)

“One should be willing to listen to anyone in the congregation. The person may be a child, youth, woman, man, elder or deacon. You should give time to everyone who comes. Listen critically. Never put off anyone. Instead of putting off – you may think it is garbage – but that person may have a point. Listen to everyone. Prayerfully ask God to help you give wise advice. Every one needs attention and desires to be listened to.” (Chaplain)

*Learn from current events:* “It is good to keep oneself informed on current affairs and the leadership the world is offering. We should also become lifelong learners. Being a graduate of a prestigious College or University will not make a difference if we remain dormant academically. We should allow our faith to inform our learning everyday.” (Pastor)

### **Guard Yourself Against the Love of Money**

“Don’t go into the ministry for money. The ministry is a calling, a vocation of service.” (Pastor)

“We need to beware of the love of money. Lust to get more money! In Bible College students need to face this problem. It is threatening the Church. Contentment is necessary. Pray for it. I may not have things but I have Jesus and that is enough.” (Pastor)

“Watch materialism. Godliness with contentment is great gain. If God gives more, you open your hands and give thanks.” (Pastor)

“If they are looking for payment, if they went to Bible School for payment in the church, they have been misled. There is very little money in local churches. Some churches in town or elsewhere are able to pay better. But

usually, generally, the payment is very low. They need to trust God to meet their needs. Otherwise, the church will be left without pastors.” (Pastor)

“One big thing! What Paul said to Timothy. People think godliness is a means of getting gain. One might serve in a place where the salary is not enough. I have learned never to complain; by doing that I have seen the faithfulness of God. It is true; with food and clothing we should be content. I was thinking that with food and clothing – then adding school fees. Therefore, we don’t need to grumble. It does not help. Instead, grumbling weakens one’s faith.” (Church Leader)

“One must be single minded. See Matthew 6:33. This is what the Lord says, ‘Seek first...’ That is what I decided. I must be faithful in doing what God wants me to do and God will add the rest. I have not looked for greener pastures. One man said, ‘If God calls me, God will provide a Toyota car, money to run it, and a house to live in.’ But he was not successful. He is not in the ministry today. Money does not make one successful. For those preaching the prosperity gospel, one must appear successful by wearing a smart suit.” (Teacher)

“It requires much wisdom. I have been asked by two schools to be chaplains. The pay is Kshs.15,000 I am not yet on the pay roll of the Church District. Perhaps in January I will receive Kshs.5,000 monthly.” (Pastor)

“A pastor should keep off of money. Suspicion is there. Money can bring problems, especially if people use money in different ways and the pastor changes it so that it seems right to him. Those who use it wrongly question the pastor in using it wrongly. A pastor should not decide about money by himself. He invites trouble that way. It needs to be decided by the committee.” (Pastor)

“Be above reproach, as much as possible. If there are scandals of church money, be clean. For example, when used clothes or food are given in the church for a particular need, make sure it goes there.” (Pastor)

“Be careful not to be influenced by evil things in the field. You can be influenced by them. For example, when you become a District Church Chairman and you receive the Christmas collection with instructions to take this to a certain office – then an elder suggests that you help divide it. You’ve been compromised.” (Pastor)

“I’ve prayed to God, while lacking support; sometimes without support to buy food, especially when teaching the pastor’s course. I taught without any support. I told them I am working to serve the Lord, and not men.” (Church Leader)

“Be prepared to serve with remuneration or not and rescue the perishing. This may not be taken kindly. They may be forced to serve with little but God always pays in his time.” (Pastor)

“It is asking and receiving. Putting five children through High School is no joke. But the Lord provided. Sincere friends helped me.” (Pastor)

“Don’t expect to be rich over night. Many crave for riches. This should not be the desire of pastors. If one desires to work faithfully for the Lord, he should not expect material gain. You need to be content. Many pastors are spoiled by expecting much from the ministry. They end up being unfaithful by mishandling funds.” (Pastor)

“Don’t fight for your rights, for what you know is yours. For example, an increment of your salary, living in a better house. Just be faithful to the Lord. Be transparent. In time God provides. It doesn’t pay to fight for yourself. You share with the elders the needs of the ministry. Feel free to share that, such as your need for transportation to visit people in the city.” (Chaplain)

“In our denomination the future depends on young people, but we don’t see young educated men serving in the churches. They eat and run. They go to other denominations or to schools to teach. Most educated graduates run away from the rural areas, perhaps it is because of low income in rural areas. Perhaps it is because they feel church leaders and leaders of the church are hard. But running away does not help the church. I feel that when people learn, they must focus on serving in the church. When students study away from home, they need to come back to help in the local church. Learned students/pastors can help by giving/preparing sermons for the lesser trained pastors. In our church we have learned people but they are not helping the church. When people get learned, they differ with each other – some follow Paul, others Peter. They need to unite to help the church. They need to learn to live with whatever the church provides. They run away because of money. They need to trust the Lord to provide in his own time and way.” (Church Leader)

### **Guard Yourself Against Immorality**

“In the church, for single pastors like in my situation, young people going out of College need to be very cautious. Some women are every tricky. They may take you into adultery and vices. There was a situation – God helped me. A lady wanted to come to my house. ‘What is your problem?’ I asked. It is a very slippery situation for single pastors.” (Pastor)

“Have some principles, for example, ethical, moral and spiritual principles. I have made it my principle; I do not visit a lady alone. I refuse. I don’t become a member of a party because you hurt others who don’t belong. Explain your stand in love. Have courage to rebuke in love.” (Pastor)

“When they go to ministry, take care of relations with the opposite sex. Many women try to trick you, especially when counseling. Do not counsel in closed places. We have lost many pastors because of women. This is very important.” (Church Leader)

“When doing counseling and visitation, one must not go alone. Take an elder or your wife or another. This is true in the city and rural area. This protects you from the devil’s attacks. Even if one is devoted, he must be careful. One must be careful of women and money. Those two things are very dangerous.” (Teacher)

“Watch the devil’s traps. The devil uses pride and women to trap you.” (Pastor)

“Some people outside are ready to destroy pastors. Ladies are there. Unless you guard your heart you can fall into sin. Some rich man gives you Kshs.2,000, then later another Kshs.1,000 and you only receive Kshs.500 per month. You must be very careful with such items.” (Pastor)

“They should not forget that there are those who would not like to see them succeed in the ministry, through discouragement, being gossiped about. Some in the ministry will see that you do not succeed, especially if you are young and unmarried. They see you walking on the road with a young lady...” (Teacher)

## **CÔNCLUDING RECOMMENDATIONS**

“Don’t hurry. The work will not be finished. The work is still there. It belongs to you. That is my strongest point.

Listen; be yourself.

Learn; shut up. Don’t open your mouth in the beginning. Don’t suggest to people in the beginning what to do.

Maintain a very, very close, intimate walk with Christ. If you do that, no one can accuse you.

Don’t show off.

Let your life speak, not your words.” (Pastor)

“Surely, they will fail if they don’t remain faithful to God, depending on God’s guidance of the Holy Spirit.

They should be transparent in the use of church funds.

They should live what they preach.

They should be willing to serve anywhere. They should listen to the voice of God and not to people.” (Chaplain)

*keeping up with contemporary Africa . . .*

## BookNotes for Africa

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