

“ENTERING ANOTHER MAN’S LABORS”

John 4:34-38

Sometimes churches have new Pastors. Very important perspectives needed.

I. LIVING FOR CHANEOVER

A. The reality is that most Pastors don’t stay in their church forever

1. Most churches have church changeovers: The church is handed on to another man
 - a. *I only know of Tucson where there has never been a change over the long-term*
2. There are many reasons for church changeovers:
 - a. *The old Pastor feels called to pioneer/go overseas* b. *Unable to gain a breakthrough – goes back for redirection*
 - c. *A Pastor gets sick/passes away* d. *A Pastor is removed for disciplinary reasons*
3. So a new Pastor takes over whatever has already been established

B. So we need to labor with an eye for the future

1. Some men labor now – and they know there are things they should change/deal with/do differently
 - a. They are lazy/discouraged/fearful of offending or losing people
 1. So they push things off to another day: Feel better because they mean to deal with things
2. But then they move on: The work they leave behind is their legacy
 - a. Reveals what kind of man they were: Immorality/no standards/lack of prayer/outreach - \$ disorder
 1. *Guy told me sorry bro about the \$...*
3. A church is a testimony – in some ways about the Pastor
 - a. *2 Corinthians 3:2 You are our epistle written in our hearts, known and read by all men;*

II. THE PRIVILEGE OF CHANEOVER

A. Human nature puts our own ego in the center of the harvest

1. What the previous guy did was all wrong/horrible
 - a. No one was really saved/committed/had revelation
2. We try and make ourselves larger by making the old guy look smaller
 - a. *Prov 22:28 Remove not the ancient landmark, which thy fathers have set.*
 1. *Make your land bigger – by making another persons smaller (With our mouths)*

B. Jesus gives the recognition of harvest

1. It involves multiple laborers
 - a. *John 4:37-38 For in this the saying is true: 'One sows and another reaps.'³⁸ I sent you to reap that for which you have not labored; others have labored, and you have entered into their labors.*"
2. There is an accumulative effect of labor
 - a. You are getting benefit from what has gone before you
 1. *Prayer/fasting/giving/outreach/preaching...*
3. Taking over a church is a privilege!

III. THE RESPONSIBILITY OF CHANEOVER

A. You are responsible for another man’s labors

1. You don’t want years of investment to be lost
 - a. *Sad: Speak to men – they pioneered/labored; Some fool came along and there is nothing there today!*

B. You are responsible for the people you are given

1. Pastors are shepherds; Who are called to care for the flock
 - a. *John 10:15 As the Father knows me, even so know I the Father: and I lay down my life for the sheep.*
2. There will be differences of opinion or difficulties – or perhaps even violations
 - a. What is best for the people? To point it out? Preach on it/rail on the past?
 1. You can actually put mistrust in the people

C. You are responsible to your mother church

1. We don’t want to spend 10 years dealing with conflict
2. We want our investment to continue – to pay off!

D. You are responsible to God for the flock

1. Ultimately every Pastor will answer to God for His care for the people under him

a. 1 Peter 5:2-4 Be shepherds of God's flock that is under your care, serving as overseers--not because you must, but because you are willing, as God wants you to be; not greedy for money, but eager to serve;³ not lording it over those entrusted to you, but being examples to the flock.⁴ And when the Chief Shepherd appears, you will receive the crown of glory that will never fade away.

TRANSITIONS

1 Kings 12:7 "If you will be a servant to these people today, and serve them, and answer them, and speak good words to them, then they will be your servants forever."

***YOU HAVE ENTERED INTO ANOTHER MAN'S LABOR**

Respect the investment of the former pastor and avoid the temptation to bad mouth. Remember that those who speak against the former Pastor are most likely to speak against their present Pastor. Loyal people may take some time but when they get behind you they will stay behind you.

Note: The quickest way to gain credibility is to stay home. Don't travel for six months (Except to Conference)

***RESPECT THE LONG TERM COMMITMENT OF THE MEMBERS OF THE CHURCH.**

Don't misinterpret the love the church has for the former pastor as rebellion or rejection. Avoid viewing or treating those who get saved under your ministry different from those saved under the former pastor. (Step children vs. your own offspring)

***THIS IS A STEWARDSHIP NOT A PROPRIETORSHIP**

You have been entrusted to this position by headship. It is our credibility that is giving you this opportunity.

***THERE WILL BE A TWO YEAR PROBATIONARY PERIOD WHERE HEADSHIP WILL PROVIDE OVERSIGHT TO MANAGE A SMOOTH TRANSITION.**

This will include evaluations at Bible Conference concerning Goldsheets/Tithes, Church attendance and any other congregational problems.