

ACTS² Ethics in Ministry Training, October 19, 2025, 2:00-7:00 pm

Leaders: Jim Eikenberry & Tim Fleener

- 1. Welcome and Introductions**
- 2. Opening Worship – Pastor Bryan Kuntz and team**
- 3. Meeting Each Other and Looking at the Outline of Our Time Together**

a. Get to know the other people at your table.

Share four things with each other:

1. Your name,
2. Your congregation,
3. Your current ministry, and
4. Something you like to do for fun.

4. God Calls You and Plans for You to Succeed, But to What is God Calling You?

What do you believe God is calling you to do now that you have accepted the ministry position in which you are currently serving?

A. Equipping the saints for the work of ministry, Eph. 4:11, NKJV

B. Shepherding the flock, 1 Pet. 5:1-4 ESV

Our Lord Jesus said to Peter, Jn. 21:15-17

“Feed my lambs....Tend my sheep....Feed my sheep”

C. Preaching, teaching, and speaking the truth.

a. Discovery Institute is a useful resource.

D. Making disciples, Matthew 28:18-20 ESV

What our Lord Jesus said it means to be His disciple, Mt. 16:24

When Jesus called someone to come and follow Him, it meant that He was calling them to come along with Him and be one of His disciples: to live with Him, to travel with Him, to learn from Him, to follow His example, to do the assignments He would give them to do, and all of

this with the goal of becoming like Jesus – basically, to do life together with Jesus – **and with His other disciples.**

E. **God has called us to holiness:** Eph. 5:25-27; 1 Peter 1:13-19, & many more.

There are two dimensions to holiness: 1) walking in the truth (the light) that we have, & 2) gaining more light.

3:00 pm, BREAK: 10 minutes

Pastor Bryan's team regathers us with worship.

5. What is Your Relationship with God in the Ministry?

Abiding in Jesus

- i. Read John 15:1-17 in your table group. Then discuss what it means practically to abide in Jesus.
- ii. Record on the newsprint what you are sharing so that you can share it with the larger group.

As we consider John 15:1-17, realize...

- 1) **There will be pruning in your life and ministry.**
 - a. This pruning happens because **God loves you, and wants you to have the privilege of being fruitful.**
 - b. It is never about the work God can get out of you, **but about the work God wants to do in you.** You are way more important to God than any work He can get out of you.
- 2) **There is no good fruit without abiding in Jesus.**
 - a. If we think we have succeeded in ministry without depending on the Lord (abiding in Jesus), we have failed already.
 - b. We need to model the life we are calling our people to live..

6. Christian Ethics and Professional Ethics

- a. Should pastors and other church leaders be held to a higher standard?

7. What Does Your Credentialing Body Require?

8. Issues that must be faced if a congregation is not part of a denominational connection (led by Tim Fleener)

9. What Our Government Requires

- a. **IRS requirements to not endorse political candidates**
- b. **Mandated reporting** (see handouts)
- c. **What is your church policy on child protection?**
 - i. Do your members know the policies?
- d. **Consistently follow your own church policies.**
 - i. If your church is ever sued, the first thing that the opposing lawyers will do is to subpoena your church policies. If they can show that you were not following your own church policies, you have already lost the case.

4:30 pm BREAK; 10-minutes

Pastor Bryan's team regathers us with worship.

10. Issues with the Internet, Social Media, and Artificial Intelligence –

Led by Tim Fleener.

- a. **Social media:**
 - i. Why do we do this?
 - ii. What is appropriate in talking with youth?
 - iii. What is appropriate in talking with other constituents?
- b. **Sermon preparation**
 - i. A.I. tools
 - ii. Sermon Central
 - iii. Using material from the Internet
- c. **What can we do to be authentic in the messages God is giving us?**

11. The Reality of Spiritual Warfare and the Armor of God

2 Cor. 10:3-6, not waging war according to the flesh;

Eph. 6:10-20, the whole armor of God;

Luke 10:1-20; John 15:1-17, the authority that Jesus gives to His disciples

Jim Eikenberry's four specific examples:

- a. the séance
- b. the drama class
- c. Sue interceding
- d. change we see when our prayer letter goes out

A. Using the Armor of God (Eph. 6:10-20)

B. The Occult and Demonic Bondage and Attack

- a. Two resources:
 - i. Handout by Jim Eikenberry (included in your materials). You may print it, use it, and distribute it as you see fit.
 - ii. Book by Neil T. Anderson, *The Bondage Breaker*.
Recommended by Pastor Ryan Clift from the East Fairview Church

5:45 pm BREAK for Dinner

Pastor Bryan's team regathers us with worship.

12. Vulnerabilities and Attacks and What We Can Do about Them

1 Cor. 10:12-13 ESV

God is faithful. He will provide a way of escape, but we must take it.

God's plan for us to overcome includes us taking the "way of escape" that God has provided

.

Discuss at your table.

What things make us more vulnerable to failing ethically or more likely to succeed ethically?

What are the temptations, and what are the ways of escape?

Using the word BLESS to think of areas of our lives where we might be vulnerable.

The B stands for BODIES.

Care for Our Bodies

Proper rest

Eating appropriately

Exercise

Regular doctor and dentist visits

Weariness

The L stands for LABOR & FINANCES

Managing Our Finances Well

The quantity of money coming in is not the only issue.

How we use our money also is huge.

Being Overworked

Overwork can erode will power, cloud thinking, and create a sense that we deserve to indulge in something other than God's will for us.

If we are overworked, why?

Is it because of others' expectations or our own?

Am I avoiding something or someone in another part of my life?

Am I using my work to meet my emotional need?

The E in BLESS stands for EMOTIONAL & MENTAL NEEDS

Being Aware of Your Emotions and processing them and the thoughts behind them with God, and perhaps processing your emotions with a mature Christian friend.

Emotional and mental areas to watch out for:

Neediness

Trying to Satisfy an Emotional Need Through Our Work

- Are we using our ministry to try to prove that we have value or purpose?
- You have value and purpose because God loves you and calls you. Rev. 4:11 says that you exist because God wants you.

Past wounds and vulnerabilities.

Emotional hijacking

Trauma, abuse

Stress is often experienced in connection with feeling that things are out of our control.

Pornography has become a terrible trap for both men and women, and what it leads to (at least for men).

Anger

Depression

Being withdrawn

Shame

Failure

Damaged marriage relationship

Cold heart

Feeling like we are a phony

Deterioration of our faith in God and in ourselves

Cynicism

Combating pornography

Guarding our minds

Not Flirting with Temptation

Girding ourselves with truth and exposing the lies.

I have found it helpful, when I am sorely tempted, not just to try to keep from doing the wrong thing but to have a vision for and to actively pursue the right thing.

Many other dynamics in this workshop can apply.

It is not a failure or shame to seek mental, relational, or spiritual care from a professional counselor if needed — it is a success, & I am proud of you if you do.

The 1st S in BLESS stands for SOCIAL and Relational Needs

Isolation — not having the connections we need with others.

Do you have fellowship in a Peer Group? — There are things I can share with other ministers, because they get it, that I really do not feel as free to share with others.

Do you have an Accountability Partner? A peer mentor?

The 2nd S in BLESS stands for SPIRITUAL Needs

Being honest with ourselves and with God.

Taking the time we need to process things with God.

Keeping short accounts with God — confessing and repenting

immediately — a growing sensitivity to the voice of the Holy Spirit

Meeting with God in His word just to be with God, not to prepare a sermon or a lesson.

Arrogance and the religious spirit.

13. What We Can Do for Self-care and Resilience

Most of the factors that contribute to our resilience or vulnerability are not fully under our control. Yet, it is our responsibility to take care of ourselves.

Writing a plan for self-care

Dual relationships should be avoided.

Not working outside our area of training

HALT — be cautious when any of these dynamics are in play.

H — Hungry (any strong desire)

A — Angry (Frustrated, Depressed, Discouraged, Etc.)

L — Lonely

T — Tired

Satan will try to get us to compromise, even a little bit....to think that we need to do "it" or to have "it" and that it really doesn't matter, and....thus to rationalize compromising....

- For the sake of the ministry, or
- Because we are working so hard we deserve it, or
- Some other excuse.

Having a Shadow Mission

John Ortberg talks about this.

A powerful book to help you examine bitter-root judgments and inner vows and to find freedom is The Transformation of the Inner Man by John & Paula Sanford.

Resources are available in the body of Christ.

Use them. It does not all depend on us.

Be willing to reach out for help when you are not sure what to do in a particular situation.

Mission Clarity — Being clear about our role and mission

Not just doing things to get them done — Having a vision and a sense of mission.
Doing things as an offering and act of worship to the Lord.

Not just trying to keep from doing the wrong thing but having a vision for
(remembering the importance of and aggressively pursuing) **the right thing.**

Keeping things in perspective

Asking yourself, "**Do I really want to do this ministry?**"

Keeping our priorities straight

Rank these things in order of priority: Self, Work, Recreation, Family, Friends,
Service Projects, God, Employer, Church, Nation, Community, Other

We Must Teach Our Congregations How to Take Care of Us

Have a Realistic Job Description.

Have the ability to say No.

Good Time Management

Have a healthy suspicion of your motives.

Keep Growing

Not comparing ourselves with others.

Understand How You Have Been Shaped

Humility - Php. 2:3-11; 1 Pe. 5:5; Jas. 4:6

What is humility? What does it mean to be humble?

Andy Nowlen: There is no problem so big but that a greater degree of humility will bring the solution.

Cultivating fear of God in our lives.

Knowing that life is a good gift but not an easy gift.

Trust God

God knows how best to meet our needs, and He wants to bless us.
Trust God's character, God's ways, God's will, God's promises,
Trust God's provision — that He is a good provider,
Trust God's heart — that He cares about me, desires my wellbeing, and knows
what is best for me. He knows how to satisfy my deepest longings, and will do
so.

Forgiveness

Thanksgiving

Learning to walk by the leading of the Holy Spirit moment by moment

New levels of ministry require new levels of prayer.

Find and diffuse the landmines in your life

14. Support & Accountability to Succeed as the Ministers God Intends Us to Be

What kind of structures of accountability do you have?

Take 5 minutes to quietly wait on the Lord and ask, "Lord, what practical
step(s) should I take to be more resilient and less vulnerable?"

15. Conclusion: Greater Is He That Is in You Than He That Is in the World

Finishing well.

It's about the glory of God and the good of people.

I have seen ministers whom I know, love, and respect — gifted people,
greater than I — who have gone astray. People whom I never thought it
would happen to.

Friends, the Lord wants us, the church needs and wants us, and the world
needs us.

There are at least 3 good things that we will not be able to do in heaven.

1. We will not be able to help others come to Jesus, because everyone
there will have already come to Him.

2. We will not be able to grow in our character by responding appropriately to the things that we are suffering, because there will be no suffering there.
3. We will be able to trust, worship, and walk with God there, but we will not be able to do them in the midst of enduring the hardships of this current world, because there will be no hardships there.

So let's press into those things as much as we can now while we are still able to.

Friends, people are looking to you, trusting you, and depending on you. You can make a major difference for good in their lives. Your victory is God's will, it is God's plan, and God is faithfully working for it.

Let's keep faithfully abiding in and walking with Jesus.

You are probably doing more good and bearing more good fruit than you realize.

God is still on His throne. His arm is not too short to save. We have read the end of the book, and we win!

16. Closing Worship and Prayer

Closing worship — Pastor Bryan and his team

Closing prayer — Pastor Tm Fleener

FINISH by 7:30pm

Resources named at the ACTS² Ethics in Ministry Training, Sunday, Oct 19, 2025

Book on breaking demonic strongholds, by Anderson, Neil T., *The Bondage Breaker*

Book on the Motivational Gifts (also called Redemptive Gifts or Grace Gifts):
Fortune, Don, and Katie Fortune. *Discover Your God-Given Gifts*. Foreword by
Jane Hansen Hoyt

Rev. Jay Doering recommends the website,
Discovery Institute, to help Christians think well and to know and be able to share
the solid reasons for their faith: <https://www.discovery.org> .

Book based on the Myers-Briggs Type Indicator (MBTI)
Harbaugh, Gary L. *God's Gifted People: Expanded Edition: Discovering Your
Personality as a Gift*. Minneapolis: Augsburg Fortress, 1990.

Find outstanding resources at Netzer.org. Especially mentioned today is their 20-
minute podcast

The Quiet Reformation, #137 - Living and Leading From Grace w/ Tim Doering

Book on inner healing, by Sandford, John & Paula. *The Transformation of the Inner Man*