

[MOSES: THE SET MAN MODEL]

[excerpt from **EFFECTIVE KEYS TO SUCCESSFUL LEADERSHIP** by **FRANK DAMAZIO**]

Like most who are called to the pastorate, Moses had a heart for his people. Like most congregations, the people had many needs – or should I say problems!? Finding the balance between these two factors always requires wisdom, foresight, and the ability to delegate authority.

A senior pastor must first understand the ministry gift God has given him before he can release the gift to others. Moses' dilemma and his method of solving it provides valuable insight for us.

How valuable is a little common sense! Here is Moses, trained and educated in Egypt, a man with all the credentials. Yet to overcome his pastoral problems, he must take self-evident advice from a mere man of the desert, his own father-in-law.

In **Exodus 18:13-18** and **Numbers 11:10-17** we have the dilemma and the answers for that dilemma. Moses, the Set Man over Israel, the senior pastor of the Israelite congregation, had too many problems for one man to handle. In Moses' problem we see the folly of solitary leadership.

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| many great lives are lost in the church through excessive toil | | Solitary leadership causes undue strain upon the solitary man. Wicked men sometimes kill themselves from excess pleasure. Good men should not kill themselves from excess work, even in the service of God. Many great lives are lost in the church through excessive toil. |
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It is a principle sufficiently evident in the infirmity of man, that he cannot give himself incessantly to labor. Overwork can become a form of suicide. It is as much our duty to relax when we have overtaxed our strength, as it is to persevere when that strength is sufficient.

The experience of Moses teaches us that a man who will not delegate authority stifles would-be leaders, people who could help the leader and the rest of the congregation as well. It leaves unused a vast number of able men and women quite equal to the task,

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quite able to do the work at hand. The common congregation has many unsuspected abilities.

The words spoken to Moses by his father-in-law were words of wisdom that God Himself had put into the mouth of Jethro. Jethro said to Moses, “You will surely wear yourself out. This thing is too much for you. You are not able to perform it by yourself...That thing that you do is not good. The task is too heavy.”

Is your task **too heavy?**

These are words which all of us need to hear as the Set Man or senior pastor of a church. Those who function over departments in a church or ministry also need to listen.

As his responsibilities grew, Moses had to move from being a shepherd to a rancher. I don't mean he lost his shepherd's heart or touch, but he had to change his philosophy of leadership. A shepherd pastor cares for people with a personal hands-on relationship. He counsels the people, leads the people, preaches to the people, prays for people, visits people, etc. He is basically an on-the-job shepherd.

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As the church grows, a senior pastor must move from hands-on shepherding to more managerial shepherding.

This is what I call the rancher model. He assumes the role of leadership and management with administration of the vision by delegation and wise leadership.

The job can be divided into many smaller tasks, with someone responsible for each task. That way we can do more, and we can do it better.

Moses' responsibility as the Set Man fell into five areas:

1. Intercessory Prayer
2. Biblical Instruction
3. Providing Qualified Leaders
4. Handling Conflicts

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5. Bringing Spiritual Breakthrough

Intercession

Listen now to my voice; I will give you counsel, and God will be with you: Stand before God for the people, so that you may bring the difficulties to God.

Exodus 18:19

Moses prayed for Israel, interceding between the people and God. In **Exodus 17:9-16** he intercedes for Israel as they battle against Amalek. It was through Moses' intercession that the Amalekites were defeated.

Here is one of the great lessons of leadership. Most of our victories will come upon our knees, not on our office chairs. We must first learn to storm the throne of God before we can storm the gates of the enemy.

Wesley said, "Bear up the hands that hang down, by faith and prayer support the tottering knees. Have you any days of fasting and prayer? Storm the throne of grace and persevere therein, and mercy will come down."

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Oh that we might catch a vision today of the power of an intercessory leader! There is no man on earth more mighty than one who knows how to prevail with God and how to

free those treasures in His hand that they might be bestowed in blessing, who knows how to rock the very fortresses of hell and the strongholds of Satan, loosing the captives and bringing them out.

Isaiah 59:16 says, "the Lord wondered that there was no intercessor," no one to intervene. An intercessor is one who intervenes between God and others, whether individual, church, community or nation.

A leader will never learn how to become an intercessor simply by reading books about prayer and intercession. He will never learn to intercede until he begins to pray and intercede. He must have a daily, diligent discipline in the fear of God, spending time in

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unhurried waiting on God in the sanctuary, learning in the quiet place the wonderful ways of God. There are no shortcuts. He must wait on God, then God can begin to deal with those deep things within us which hinder the movement of God's Spirit.

E.M. Bounds states, "Prayer ascends by fire. Flame gives prayer access as well as wings, acceptance as well as energy. There is no incense without fire, no prayer without flame."

Through intercession the Set Man begins to see clearly the vision for the congregation. It is through intercession that the Set Man begins to discern those upon whom God has put a leadership call, which needs to be developed.

This is a day when God is giving vision, but only as we spend time in the prayer room waiting on God. Intercession is not rushing into God's presence with a long list of things we want God to do for us. Intercession is not bringing our pastoral problems before God, getting through with the business and on with something else. Intercession is the slow, painful process of waiting on God and hearing from God, spending time in His presence and being still before Him.

Intercession is not only spending time with God and understanding God, but it is allowing God to put within the Set Man a spiritual burden for the congregation and for the vision. The pathway of the intercessor is a pathway of pain – not physical pain but spiritual pain. The more you pastor the more pain you will feel, the pain of people's problems, the pain of poor decisions, the pain of relational hazards. There is much pain in the leadership role as the Set Man. It is only through intercession that pain can be turned to forgiveness and released to the congregation.

I have set watchmen upon thy walls, O Jerusalem, who shall never hold their peace day nor night. Ye that make mention of the Lord, keep not silence and give Him no rest until He establish and until He make Jerusalem a praise in the earth.
Isaiah 62:6-7

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It is through this kind of intercession that the church is established and becomes a praise in the earth. It is through intercession that the anointing of God is released; and it is the anointing that breaks the yoke (See **Isaiah 10:27**).

Through intercession we receive a realization that discernment is the mark of the mature church, that we might see into the spiritual realm as God sees. As Elijah says in **II Kings 6:17**, “Lord I pray, open his eyes that he may see.” Intercession is the force that touches the heart, that moves the hand, that changes the world.

It is the first job of the Set Man to pray and intercede. “Ye shall be for the people a representative before God.” Bringing the people before God is the job of the Set Man.