



Clergy/Associate Minister “Cross” Training

Following Pastoral Leadership
& Supporting Your Pastor’s Vision
Monday, April 27, 2026 @ 7:00PM (Zoom Only)



Meeting ID: 964 319 7945 Passcode: CBA1 Conference Call: (301) 715-8592

This is an “All Position” training. All positions are invited to attend.

The Servant Leadership Classroom opens at 6:30PM for early arrivals and announcements. Class will begin promptly at 7:00PM and last until 8:45PM or 9:00PM.

Tonight’s Associate Minister Training Focal Points

- I. The Doctrinal Associate Minister
- II. The Relational Associate Minister
- III. Moses/Aaron Conflicts
- IV. God’s Response to “Aaron Disobedience”
- V. Discerning Your Moses

Dr. William H. Whitaker, II – Founder/Ministry Trainer
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I. The Doctrinal Associate Minister

All ministers are called to serve and lead according to the church's _____.

Different Meanings of “Associate Minister”

The Associate Minister – A “_____” minister licensed to preach the Gospel that is _____ to a particular church/Body of Christ.

The Staffed Minister – A minister _____ as a part of the church's _____ team/staff usually assigned to a specific area of ministry.

A. 2 Primary Forms of Doctrinal Faith

1. _____ (Peter) Succession Doctrine
2. _____ (Paul) Congregational Doctrine

What/Who is “The Rock”?

People Led Doctrine

(Focused on the Person)

Peter, the person is the rock. A person is at the head of the church.



¹⁸...you are Peter, and on this rock I will build my church... (Matthew 16:18)

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The Petrine Ministerial Mistakes & Causes of Conflict

Being a minister/leader in a church that practices the Petrine Doctrine of hierarchy leadership, but...

1. Not following the discernment and leadership of _____ (the Bishop) or _____ (the Pope).
2. Trying to make _____ and _____ decisions as a local congregation without the input and guidance of the Bishop, Pope, or _____ body.

The Baptist Preference vs. People Preference

Christ, not People Over us.

Replace “_____” as the “_____” with our doctrine (belief and understanding) of who Christ is to us.

Testimony Led Doctrine/Polity

Our Faith, not Us.

Christ is the “Rock”

Matthew 16:16 & 18

¹⁶ Simon Peter answered, “You are the Messiah, the Son of the living God.”

¹⁸ And I tell you that you are Peter, and **on this rock I will build my church...**

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The Pauline Ministerial Mistakes & Causes of Conflict

Being a minister/leader in a church that practices the Pauline Doctrine of hierarchy leadership, but...

1. Not _____ (i.e. the Pastor is the *Spiritual Leader*, but is passive in his/her leadership and is unable or unwilling to lead the congregation).
2. Not Respecting _____ (i.e. the Pastor is Spiritual Leader, but portions of the congregation refuses to follow his/her pastoral leadership).
3. Leading in “Unofficial” _____ of _____ (i.e. Members usurping and overthrowing the leadership of those positioned by the congregation).

II. The Relational Associate Minister

Essential Relationships ALL Associate Ministers are called to develop, maintain, and preserve.



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The Relational Associate Minister ...is able to _____ &
_____ appropriate relationships in each area of his/her life.

The Relational Associate Minister Mistake: Believing that, as an Associate Minister, you will _____ be able to maintain effective relationships in each area of _____ life at all times without effort.

The Relational Associate Minister's Reality: Each relationship area will be _____ requiring more _____, _____, _____, and _____ in different seasons of an Associate Minister's life.

A. The Moses Responsibility
(Moses as the Associate Minister's Spiritual Leader)

The _____ is God's "Moses" in the church whom God has prepared, called, and supported to lead and Pastor the congregation.

Moses (Pastor) as the Associate Minister's Spiritual Leader

The Pastor is viewed as "Moses" in the modern-day church. God directs the Pastor in _____ of the church and the _____ of church leaders.

God _____ the Pastor during times of ministry and life related hardship and difficulty.

B. God's Expectations for You as an Aaron (Associate Minister)

Which Qualities of Aaron Prompted God to Choose Him (Aaron)?

"Is there not your brother Aaron the Levite? I know that he speaks fluently. And moreover, behold, he is coming out to meet you; when he sees you, he will be glad in his heart." (Exodus 4:14)

C. God's Way of Communicating with You as an Aaron
(Associate Minister)

1. **God _____ to Your Moses (Pastor) First**

In matters of your church, God speaks to you _____
your Moses (Pastor). God speaks directly to you (a follower of
Christ) in your _____ matters, but indirectly to you
(the Associate Minister) through your Moses (Pastor) about
_____ matters.

Your "Moses" is God's " _____ " in your church.

God's Speaks to Your Moses (Pastor) First

Exodus 4:15-16 (NIV, Message, & Amplified Bible)

2. **Your Moses (Pastor) Speaks to You (Aaron).**

"^{15a} You [_____] shall speak to him [_____]
and put words in his [_____] mouth..." Exodus 4:15^a

3. **God Enables Both Your Moses (Pastor) and You (Aaron) to
Speak.**

"^{15b} I will help both of you [_____]
speak..." Exodus 4:15^b

4. **God Teaches Your Moses (_____) What to Do.**

"^{15c} ...and will teach you [Moses] what to do."
Exodus 4:15^c

5. **God's Aaron is (You are) _____ to Your Moses (Pastor) and God and You Share the _____ of Your Moses (Pastor) to the congregation.**

“^{16a} He [Aaron] will speak to the people for you [Moses]... ”
Exodus 4:16^a

6. **God's Aaron (You) Ensure that You are _____ with Both Your Moses and God.**

“^{16b} ...it will be as if he [_____] were your [_____] mouth and as if you [Moses] were God to him [Aaron].”
Exodus 4:16^b

God's Way of Communicating to Associate Ministers About Church Matters

1. God Speaks to Your _____/Pastor _____
(Exodus 4:15 -16)
2. Your Moses/Pastor Speaks to _____ (Exodus 4:15a)
3. God _____ Your Moses/Pastor and You to Speak (Exodus 4:15b)
4. God _____ Your Moses/Pastor What to Do (Exodus 4:15c)
5. You Speak in _____ the Words You Received from Your Moses (Pastor) which He/She Received from God (Exodus 4:16a)
6. You Ensure that You are _____ with God by Being Obedient to Your Moses (Pastor) as Your Moses is Being Led by _____ – See #1 (Exodus 4:16b)

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Church Business Administration Network
May/2026

Churches-in-Transition & Pulpit Committee Training Month

ALL churches of ALL sizes are in some form of transition. Come learn how to lead believers during congregation-wide *Seasons of Change.*

(All Believers & Ministry Positions Welcomed.)

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Children's Church		
Curriculum	\$ _____	
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Curriculum	\$ _____	
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Youth Activities	\$ _____	
Scholarships	\$ _____	
Lock-in Purchase	\$ _____	
Special Seasons Material		
Christmas	\$ _____	
Easter	\$ _____	
Thanksgiving	\$ _____	



Your Church Title		\$ _____	
10% of Weekly Offerings		\$ _____	
Personnel & Administration			
Salaries			
Pastor		\$ _____	
Church Administrator		\$ _____	
Bookkeeper		\$ _____	
Building Supervisor		\$ _____	
Maintenance Technician		\$ _____	
Church Secretary		\$ _____	
Minister of Discipleship		\$ _____	
Minister of Music		\$ _____	
Food Service Personnel		\$ _____	
Salary Bonuses			\$ _____
Summer Minister Intern			\$ _____
Intern/Program Support			
Professional Counselor		\$ _____	
Interns		\$ _____	
Security Guards		\$ _____	
Banner Staff		\$ _____	

Transitional Leadership: Projecting & Preparing a Budget for Organizational Changes

Monday, May 4, 2026 @ 7:00PM (EST)



Janiel E. Youngblood, CPA
Founder & Principal Owner
Richmond, Virginia

Zoom Meeting ID: 964 319 7945

Passcode: CBA1

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CBA1

Church Business Administration Network LLC

Transitional Leadership

Pulpit / Search Committee Training *(Formation, Processes, & Responsibilities)*

Leading the People of God through a Season of Change

Monday, May 11, 2025 @ 7:00PM (EST)
Zoom Meeting ID: 964 319 7945 Passcode: CBA1



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Church Business Administration Network LLC

Discerning vs. Deciding: Seeking God's Direction During a Pastoral Transition

May 18, 2026
7:00PM

Zoom Meeting ID:
964 319 7945

Passcode:
CBA1

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III. Moses/Aaron _____: When Associate Ministers Disagree with Their Pastors

The Book of Numbers...

Written during the Israelites' 40 Year journey to the Promised Land. While Moses led the Israelites to the Promised Land, his sister Miriam and brother Aaron _____ with and _____ the leadership of Moses.

A. When Aarons (Associate Ministers) _____ with Their Moses (Pastor)

¹ Miriam and Aaron began to _____
_____ Moses because of his Cushite wife, for he had married a Cushite. ^{2a} "Has the Lord spoken only through Moses?" they asked. "Hasn't he also spoken through us?" (Numbers 12:1-2 NIV)

"Miriam and Aaron _____ against Moses
_____ his _____ because of his Cushite wife (he had married a Cushite woman). They said, 'Is it only through Moses that God speaks? Doesn't he also speak through us?'" (Numbers 12:1-2a The Message Translation)

When Associate Ministers Disobey Because They Disagree with Their Moses (Pastor)

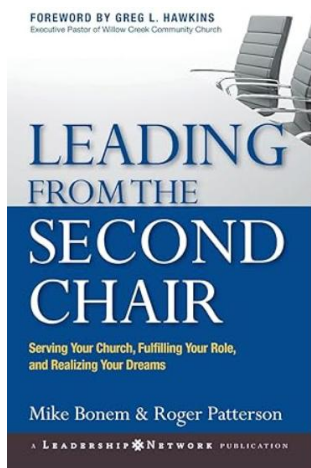
Aaron ...along with Miriam disagreed with Moses and spoke _____ against him behind his back.

Aaron and Miriam were _____ of Moses wanted more of the _____ that God was giving him (Moses).

What was the "True" _____ of Miriam and Aaron in Numbers 12:1-2a?

A. Disagreeing with Moses

- B. Speaking openly against Moses and talking about him behind his back
- C. Being jealous of Moses
- D. Wanted more of the spotlight in ministry that God was giving Moses.
- E. All of the Above.



Do you feel _____ in your current role as a second chair leader? Whether you answer yes or no, your relationship with your _____ is a key part of the response. If the relationship is _____, most second chairs find a sense of freedom and fulfillment in their job, irrespective of the responsibilities assigned to them. But if ongoing _____ or _____ characterizes the relationship, it is difficult to feel successful, even while the organization is flourishing.

Chapter 3 - Taking it from the Top (pg. 27)

Just like a marriage, great things can happen when first and second chair leaders work together in a _____, _____ relationship fueled by a unified vision of God's purpose for their ministry. The importance of this strong, healthy relationship is not unique to those who have the title of executive pastor. It is needed by anyone who fits our definition of a second chair leader.

Chapter 3 - Taking it from the Top (pg. 27-28)

When Aarons (Associate Ministers) Disagree with Their Moses (Pastor)

1. **Remember Your _____**
 - A. **Moses:** The _____ and _____ Leader of a Congregation
 - B. **Aaron:** The Associate Minister, _____, and _____ of Your Moses (Pastor)

C. **Joshua:** The Servant whom God has Told Your Moses (Pastor) will One Day _____ Him/Her as the _____ (_____) of Your Church

The Leadership of _____ vs. The Leadership of _____

- _____'s leadership was to work in concert (along with Moses).
- _____'s leadership was to eventually work individually (in the place of Moses).

The Joshua Model of Spiritual Leadership

“So, Moses arose with Joshua his servant, and Moses went up to the Mountain of God.”

Exodus 24:13

The Moses/Joshua Relationship

- Moses _____ Joshua during the Israelite's 40 years in the wilderness.
- Moses _____ Joshua in his (Moses') most _____ moments with the Lord.
- Joshua _____ between Moses and the Lord and saw decisions made by Moses on behalf of the Lord.

Who has God Called You to Be?

- A. Moses, the Pastor and Spiritual Leader of a Congregation?
- B. Aaron, the Helper and Supporter of Your Moses (Pastor)
- C. Joshua, the Servant whom God has Told Your Moses (Pastor) that You will One Day Replace Him/Her as the Your Moses (Pastor) of Your Church

When Aarons (Associate Ministers) Disagree with Their Moses (Pastor)

2. Avoid Making 3 “Aaron” Mistakes

- A. Called by God to be an “_____” (Associate Minister) in your church, but acting as the “_____” (Pastor) of your church before your God-appointed time.
- B. Called by God to be an “Aaron” who _____ the Moses (Pastor) of your church, but seeking to become a Joshua (i.e. _____ for the pulpit once the Pastor is no longer in place).
- C. Called by God to be a “Moses” (Pastor) of a _____ congregation, but remaining an “Aaron” (Associate Minister) of your _____ congregation.

When Aarons (Associate Ministers) Disagree with Their Moses (Pastor)

3. Maintain the Right _____ & _____ of Associate Ministry

Which of the Following Statements Reflects the Correct “Aaron’s Heart” for Associate Ministry?

- A. I prefer to serve without the Pastor of my church. I don’t like his/her leadership.
- B. I can either serve with or without the Pastor of our church. I am indifferent towards him/her and his/her presence or absence does not matter to me at all.
- C. I desire and prefer to serve with my Pastor. I know and accept him/her as the Moses of our congregation.

Proper Associate Minister _____ with Your Moses

- 1. Have a strong, spiritual _____ with your “Moses” _____ speaking with him/her about your disagreement.
- 2. Speak _____ and _____ with your “Moses” (but never in public) about the matter(s) of disagreement.
- 3. _____ yourself in your “_____” and do not engage your Moses with “authoritative expectations” that he/she will follow your preferences.

4. Continue to _____ and _____ that God is in your Moses (Pastor) even when you _____ and don't understand.

IV. God's Response to Associate Ministers' Disobedience in Ministry

A. God _____ and _____ the Associate Minister's disobedience.

...And the Lord heard this. (Numbers 12:2b)

B. God holds the Associate Minister _____ for disobedience.

At once the Lord said to Moses, Aaron and Miriam, "Come out to the tent of meeting, all three of you." So the three of them went out. (Numbers 12:4)

C. God teaches the Associate Minister how he/she has _____ their Moses (Pastor) and _____ in ministry.

⁶ "...he [God] said, Listen to my words: 'When there is a prophet among you, I, the Lord, reveal myself to them in visions, I speak to them in dreams.

⁷ But this is not true of my servant Moses; he is faithful in all my house.

^{8a} With him I speak face to face, clearly and not in riddles; he sees the form of the Lord. (Numbers 12:6-8a)

D. God _____ the Associate Minister to answer for his/her _____ to their Moses (Pastor).

^{8b} Why then were you not afraid to speak against my servant Moses?" (Numbers 12:8b)

E. **God** _____ **those involved in the** _____

⁹ The anger of the Lord burned against them, and he left them.

¹⁰ When the cloud lifted from above the tent, Miriam's skin was leprous—it became as white as snow. Aaron turned toward her and saw that she had a defiling skin disease, ¹¹ and he said to Moses, "Please, my lord, I ask you not to hold against us the sin we have so foolishly committed. ¹² Do not let her be like a stillborn infant coming from its mother's womb with its flesh half eaten away."

(Numbers 12:9-12)

When Associate Ministers Disobey Because They Disagree with Their Moses (Pastor)

God...

- A. **Hears and sees** your disobedience.
- B. **Holds you accountable** for your disobedience.
- C. **3. Shows you how you have disobeyed** your Moses (Pastor) and sinned in your ministry.
- D. **4. Calls you to answer for your disobedience** to your Moses (Pastor).
- E. **Punishes those involved** in the Disobedience

***Your "True" Moses will _____ On Your _____ Even When You are _____**

The Joshua Model of Spiritual Leadership

"So, Moses arose with Joshua his servant, and Moses went up to the Mountain of God."

Exodus 24:13

V. Discerning Your Moses (Pastor)

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The Pastor of Your _____ vs. Your _____ Whose

" _____ " are You Called Be?

The Aaron Dilemma

Serving as Aaron (Associate Ministers) under ministers who _____ the church where you worship, but are not your _____.

Asking the question, “Who is the _____ **of your church**” is not always the same as asking, “Who is _____ **God-Sent Moses/Pastor**”?

Are you serving under your “true _____” or are you serving under the person who holds the _____ of _____ of your church?

Exodus 4:14 (NIV)

“Is there not your brother Aaron the Levite? I know that he speaks fluently. And moreover, behold, he is coming out to meet you; when he sees you, he will be glad in his heart.”

The title of _____ does not automatically make a person your _____. The title of Pastor places a preacher in position to “knock on the door” of _____. It is the _____ that the Pastor has with you as his/her congregant that opens the door to the person becoming your Pastor.

“Your _____” is more than a person who has been duly _____ to serve as the Pastor of the church where you serve. “Your Moses” is one whom you and the Pastor have taken the time to build a _____ of ministry together in the Lord.

Your Moses (Pastor) is...

...the man/woman of God who Celebrates God’s Anointing on Your Life.

He/she _____

1. Is not _____ by God’s call/anointing on your ministry

2. Takes time to _____ of training and development into your ministry.
3. Makes way (creates opportunity) for _____
4. Holds you _____ (has _____) for effective servant leadership.

Your Moses (Pastor) is...

...the man/woman of God you are willing to follow even when you do not _____ nor _____ with what they are guiding you to do. Your “followship” is not based on the need to agree nor understand.

You follow because...

1. You _____ God called and anointed them to be your Pastor.
2. You see them _____ and being _____ by the Lord in their pastoral leadership.
3. They exemplify _____ to the Lord



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The image features a blue and white logo for CBA1, which consists of a stylized 'C' and 'A' intertwined within a circular border. To the right of the logo is a portrait of a man with glasses, wearing a dark suit and a light-colored tie, smiling slightly.