



# Peak Pastors

## Leader's Guide

Positioning pastors for healthy life  
and leadership.

by Tom Pelt

[www.covenantchurchcoaching.com](http://www.covenantchurchcoaching.com)



# Introduction

## From the Pit to the Peak

### A Pastor's Journey

Joseph's story is a good example of the journey most pastors (and their families) take. They travel spiritually, relationally, emotionally and physically from the pit to the palace, to the prison, back to the palace and just about every place in between. They can sense the power and presence of God in profound ways one day, and feel very much alone and rejected the next. Their calling is sure, their gaze is fixed and they "can't believe I get paid for this!" They would give just about anything to do almost anything else on many a Monday because their isn't "enough gold in Fort Knox" for the toll it is taking on them, their family and lead team. Their every move can feel under scrutiny as their motives are judged and their thoughts, words and deeds (and sermons) are tweeted, recorded, posted and are otherwise on display for all the world to see on church sites that are either far better or worse images of the reality that is the ministry they lead.

Most pastors lead, not from a position of authority, but of influence, inspiration and a grounded sense of gratitude for all those taking the journey with them. They seek to give God all the glory and His people all the credit when things are going well, while often taking more than their share of the blame when momentum stalls or plans simply fail. They are shepherds who guide and guard the flock they love while often only being provided half (or less) the needed "staff" to do so. Still, they lead on, following the Good Shepherd that goes before us all.

Why Peak Pastors? Because the health and influence of our local churches and collective movements are directly linked to their well-being and ability to lead with equal parts vision, integrity, wisdom and humility. They will scarcely speak up for themselves and secretly long to share the realities they face without fear. This is why you are here today... to catch a glimpse of the world of your pastor and to come away with a renewed commitment to help them lead and live well.



# Session One: Why it matters

We all play **follow the leader.**

*“Follow my example, as I follow the example of Christ.”  
1 Corinthians 11:1, NIV*

John Maxwell reminds us that, “As go the leaders, so goes the church.”

There is a leadership **crisis.** Some sobering stats:

\_\_\_\_\_ leave the ministry each month

\_\_\_\_\_ suffer from depression

\_\_\_\_\_ feel the ministry negatively affects family

\_\_\_\_\_ will end their careers in ministry

God loves His servants **fiercely.**

*“Do not touch my anointed ones; and do my prophets no harm.”  
1 Chronicles 16:22, NIV*

God holds His servants **accountable.**

*“Be shepherds of God’s flock that is under your care, watching over them  
—not because you must, but because you are willing...”  
1 Peter 5:2a, NIV*

Leadership **health** determines ministry **depth.**

Ministry **depth** determines sustainable influence.

You don’t have to **invest** if you don’t want an **increase.**

Churches maximize **influence** as leaders realize their potential.



# Peak Pause:

Consider these questions as you seek to create a peak ministry environment and position your pastoral staff to lead healthy...

How long do pastors historically serve your ministry?

What might this say about how well they are positioned for life and leadership?



How would you describe the health of your present pastor?

What do you specifically provide to invest in the health of your pastors & their families?

Commit to having a candid conversation with your pastor and staff concerning their overall health and how you can partner to increase it. Develop a plan to inform and engage your entire ministry in this process.

Begin by listing 3 things you can provide this month to start the process:

1 \_\_\_\_\_

2 \_\_\_\_\_

3 \_\_\_\_\_