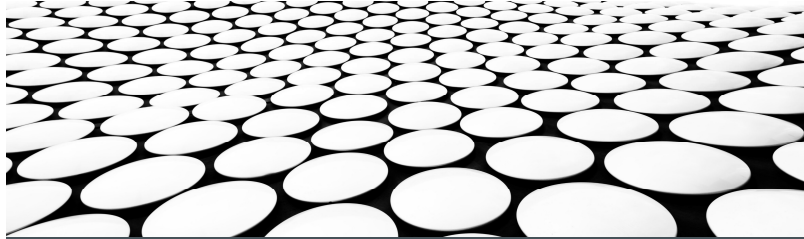


SHEPHERDOLOGY 101

FROM SHEPHERDLESS SHEEP TO FLOURISHING FLOCKS - EQUIPPING FOR MISSION



We have affirmed that understanding what Jesus says about shepherding is essential.

- I. Fundamental 1: Jesus, Our Lord
- II. Fundamental 2: Jesus' Word, Our Effective Guide
- III. Fundamental 3: Jesus, Our Model Shepherd
- IV. The Need for Shepherds - **The Perfect Gift!**
- V. The Development of Elders - **Who Shepherds?**

VI. Ten Key Passages

VII. The Essential Function of Shepherds/Overseers/Leaders/Elders

- A. **The titles, elder, overseer, and shepherd, are used interchangeably.**
- B. **Leader and shepherd are linked in one passage.**
- C. **Equip and manage / care for are used of SOLE.**
- D. **∴ Seven terms = one person.**

VII. THE SHEPHERDS CORE FUNCTION

1. Elder: Man of seasoned character and maturity
2. Overseer: One who understands his people and is watching out for them
3. Shepherd: One who feeds, cares for, and protects the flock
4. Leader: One who governs by assessing and identifying what is best

VII. THE SHEPHERDS CORE FUNCTION

5. Equipping: One who trains and outfits others for growth and effective ministry
6. Manage / Care for: One who is attentive to others in order to actively promote what is in their best interests

■ In this lesson, we will dig deeper to better understand the equipping ministry of shepherds. What, exactly, are shepherds equipping the saints to do?

VII. THE SHEPHERDS CORE FUNCTION - EQUIP

- *And He gave some as apostles, and some as prophets, and some as evangelists, and some as **pastors** [poimēn, ποιμήν, also translated “shepherds”] and teachers, for the **equipping** [katartismos, καταρτισμός] of the saints for the work of service, to the building up of the body of Christ (Ephesians 4:11-12).*
- *Katartismos (καταρτισμός) is only found in Ephesians 4:11 but the cognate verb is found elsewhere.*

VII. THE SHEPHERDS CORE FUNCTION - EQUIP

- *Katartizō (καταρτίζω) describes **restoration from sin** (Galatians 6:1) and the **mending of fishing nets** (Matthew 4:21).*
- *∴ To equip is to promote robust spiritual health and ministry effectiveness.*
- *Note that this equipping work summarizes what Apostles, Prophets, Evangelists, and Teachers do, too.*

VII. THE SHEPHERDS CORE FUNCTION - EQUIP

- *“Equipping” is not unique to shepherds. But is explicitly connected to shepherds.*
- *This reflects our Chief Shepherd: *Now the God of peace, who brought up from the dead the great Shepherd of the sheep through the blood of the eternal covenant, even Jesus our Lord, **equip** [katartizō, καταρτίζω] **you in every good thing to do His will** (Hebrews 13:20-21).**

VII. THE SHEPHERDS CORE FUNCTION - EQUIP

- In this passage from Hebrews, the great Shepherd equips saints with “every good thing” so that they can “do His will.” Great example!
- The Ephesians passage also specifies an objective.
- The **equipping** [*katartismos*, καταρτισμός] of the saints for the **work** [*ergon*, ἔργον] of **service** [*diakonia*, διακονία], to the **building up** [*oikodomē*, οἰκοδομή] of the body of Christ (Ephesians 4:12).

VII. THE SHEPHERDS CORE FUNCTION - EQUIP

- Let’s unpack what each of these three key terms means by studying the theology of work, ministry, and body-upbuilding.
 - The **work** (*ergon*, ἔργον)
 - The **building up** (*oikodomē*, οἰκοδομή) of the body of Christ
 - **Service** (*diakonia*, διακονία)

VII. THE SHEPHERDS CORE FUNCTION - EQUIP

- A Theology of Works (*ergon*, ἔργον)
 - A. Works & Salvation
 - B. Value of Works
 - C. Basis for Works
 - D. Motive for Works

VII. THE SHEPHERDS CORE FUNCTION - WORK

Works and Salvation

- Works do not save, but good works are what the saved produce.
- *For by grace you have been saved through faith; and that not of yourselves, it is the gift of God; not as a result of **works**, so that no one may boast. For we are His workmanship, created in Christ Jesus for good **works**, which God prepared beforehand so that we would walk in them (Ephesians 2:8–10).*

VII. THE SHEPHERDS CORE FUNCTION - WORK

Works and Salvation

- Works are not the basis for faith but the essential fruit of faith.
- *But someone may well say, “You have faith and I have **works**; show me your faith without the **works**, and I will show you my faith by my **works**” (James 2:18).*

VII. THE SHEPHERDS CORE FUNCTION - WORK

Works and Salvation

- Works can authenticate repentance and a turning to God.
- *But [Paul] kept declaring both to those of Damascus first, and also at Jerusalem and then throughout all the region of Judea, and even to the Gentiles, that they should repent and turn to God, performing **deeds** appropriate to repentance (Acts 26:20).*

VII. THE SHEPHERDS CORE FUNCTION - WORK

Summary: Equipping for work means...

- Assisting the saints to produce the fruit of salvation and deeds that declare they have turned to God.

VII. THE SHEPHERDS CORE FUNCTION - WORK

Value of Works

- Work involves toil and perseverance. But if we are doing the “work of the Lord,” it will be worth it.
- *Therefore, my beloved brethren, be steadfast, immovable, always abounding in the **work** of the Lord, knowing that your toil is not in vain in the Lord (1 Corinthians 15:58).*

VII. THE SHEPHERDS CORE FUNCTION - WORK

Value of Works

- Work expressed in ministry to the saints will not be forgotten by the Lord.
- *For God is not unjust so as to forget your **work** and the love which you have shown toward His name, in having **ministered** [diakoneō, διακονέω] and in still **ministering** [diakoneō, διακονέω] to the saints (Hebrews 6:10).*

VII. THE SHEPHERDS CORE FUNCTION - WORK

Summary: Equipping for work means...

- Assisting the saints to produce the fruit of salvation and deeds that declare they have turned to God.
- Teaching brothers and sisters how to work hard by knowing that what they do matters to God.

VII. THE SHEPHERDS CORE FUNCTION - WORK

Basis for Works

- The doing (present tense) of good works is a learned skill. Doers of good deeds focus on meeting others' needs. In so doing, their lives produce fruit.
- *Our people must also **learn** [present, imperative of manthanō, μανθάνω] to engage [present tense] in good **deeds** to meet pressing needs, so that they will not be unfruitful (Titus 3:14).*

VII. THE SHEPHERDS CORE FUNCTION - WORK

Basis for Works

- God's grace produces everything needed (and more) to seize every opportunity to do good works. Grace fuels deeds.
- *And God is able to make all grace abound to you, so that always having all sufficiency in everything, you may have an abundance for every good **deed** (2 Corinthians 9:8).*

VII. THE SHEPHERDS CORE FUNCTION - WORK

Basis for Works

- The Word of God equips the man of God for every good work.
- *All Scripture is inspired by God and profitable for teaching, for reproof, for correction, for training in righteousness; so that the man of God may be adequate, **equipped** [eksartizō, ἐξαρτίζω] for every good **work** (2 Timothy 3:16-17).*

VII. THE SHEPHERDS CORE FUNCTION - WORK

Basis for Works

- Shepherds (and other “gift-people”) equip the saints for work.
- *And He gave some as apostles, and some as prophets, and some as evangelists, and some as pastors and teachers, for the equipping of the saints for the **work** of service, to the building up of the body of Christ (Ephesians 4:11-12).*

VII. THE SHEPHERDS CORE FUNCTION - WORK

Summary: Equipping for work means...

- Assist the saints to produce the fruit of salvation and deeds that declare they have turned to God.
- Teach brothers and sisters how to work hard by knowing that what they do matters to God.
- Instruct others how to meet pressing needs by relying on grace, truth, and shepherd coaching.

VII. THE SHEPHERDS CORE FUNCTION - WORK

Motive for Works

- Deeds express love in a way that goes beyond what words (without action) communicate.
- *Little children, let us not love with word or with tongue, but in **deed** and truth (1 John 3:18).*

VII. THE SHEPHERDS CORE FUNCTION - WORK

Summary: Equipping for work means...

- Assist the saints to produce the fruit of salvation and deeds that declare they have turned to God.
- Teach brothers and sisters how to work hard by knowing that what they do matters to God.
- Instruct others how to meet pressing needs by relying on grace, truth, and shepherd coaching.
- Help sheep use deeds to express love.

VII. THE SHEPHERDS CORE FUNCTION - WORK

Summary: Shepherd Language...

- God saved you so you can actually do what makes a difference in the lives of others.
- It will be hard but it will be worth it.
- I will coach you as you learn how to use grace and truth to maximum effect.
- I will teach you how to express love (for God and for others) through your actions.

VII. THE SHEPHERDS CORE FUNCTION - EQUIP

- A Theology of Work (ergon, ἔργον)
 - A. Works & Salvation
 - B. Value of Works
 - C. Basis for Works
 - D. Motive for Works
- Because you love the Lord, show it through deeds informed by grace and truth. It will be worth it!

VII. THE SHEPHERDS CORE FUNCTION - EQUIP

- We have considered our first term that yields insight into what shepherds equip the saints to do. Now lets consider the second.
 - The **work** (ergon, ἔργον)
 - The **building up** (oikodomē, οἰκοδομή) of the body of Christ

VII. THE SHEPHERDS CORE FUNCTION - EQUIP

- A Theology of Body-Upbuilding (oikodomē, οἰκοδομή)
 - A. Establish the Church
 - B. Increase the Church
 - C. Grow the Church (in stages)
 - D. Build Up the Church

VII. THE SHEPHERDS CORE FUNCTION - BUILDING UP

Establishing the Church

- The building of His church involves its establishment and effective assault against the gates of Hell.
- *“I also say to you that you are Peter, and upon this rock **I will build** [future, active of οἰκοδομέω, oikodomeō] My church; and the gates of Hades will not overpower it” (Matthew 16:18).*

VII. THE SHEPHERDS CORE FUNCTION - BUILDING UP

Increasing the Church

- The building up of the church can involve numeric increase. See Acts 7:17 for a clear use of *plēthunō* (πληθύνω) to denote numeric increase.
- *So the church throughout all Judea and Galilee and Samaria enjoyed peace, **being built up** [oikodomeō, οἰκοδομέω]; and going on in the fear of the Lord and in the comfort of the Holy Spirit, it continued to **increase** [plēthunō, πληθύνω] (Acts 9:31).*

VII. THE SHEPHERDS CORE FUNCTION - BUILDING UP

Growing the Church

- A healthy body grows stronger and becomes more love driven through the appropriate contribution of every single part.
- *From whom the whole body, being fitted and held together by what every joint supplies, according to the proper **working** of each individual part, causes the growth of the body for **the building up** [oikodomē, οἰκοδομή] of itself in love (Ephesians 4:16).*

VII. THE SHEPHERDS CORE FUNCTION – BUILDING UP

Growing the Church in Stages

- For we are God's fellow workers; you are God's field, God's **building** [oikodomē, οἰκοδομή]. According to the grace of God which was given to me, like a wise **master builder** [arxitektōn, ἀρχιτέκτων] I laid a foundation, and another is **building on it** [epoikodomeō, ἐποικοδομέω]. But each man must be careful how he **builds on it** [epoikodomeō, ἐποικοδομέω] (1 Corinthians 3:9–10).

VII. THE SHEPHERDS CORE FUNCTION – BUILDING UP

Building Up the Church

- Involves establishing, increasing, growing, and grounding Jesus' church.
- Opposes weakening, fracturing, tearing down, and destroying the church.
- Requires that shepherds equip the saints to do their part to produce a church that is healthy and fruitful – see context (vss. 13-15) for specifics.

VII. THE SHEPHERDS CORE FUNCTION – BUILDING UP

Until we all attain to the **unity** of the faith, and of the **knowledge** of the Son of God, to a **mature** man, to the measure of the stature which belongs to the **fullness of Christ**. As a result, we are no longer to be children, tossed here and there by waves and carried about by every wind of doctrine, by the trickery of men, by craftiness in deceitful scheming; but **speaking the truth in love**, we are to **grow up in all aspects into Him** who is the head, even Christ (Ephesians 4:13–15).

VII. THE SHEPHERDS CORE FUNCTION – BUILDING UP

Building Up the Church

- Building up the body can involve something as simple as a grace imparting and timely word.
- Let no unwholesome word proceed from your mouth, but only such a word as is good for **edification** [oikodomē, οἰκοδομή] according to the need of the moment, so that it will give grace to those who hear (Ephesians 4:29).

VII. THE SHEPHERDS CORE FUNCTION – BUILDING UP

A Striking Similarity

- Building the church involves establishing, increasing and growing a people who are like Jesus and who speak the truth in love.
- Making disciples involves seeking, saving, and growing a people who obey Jesus, become like Jesus, and promote the true good of others.
- **Are these two descriptions of the same thing?**


VII. THE SHEPHERDS CORE FUNCTION – BUILDING UP

Paul describes His ministry as church building.

- *For we are God’s fellow workers; you are God’s field, God’s **building** [oikodomē, οἰκοδομή]. According to the grace of God which was given to me, like a wise **master builder** [arxitektōn, ἀρχιτέκτων] I laid a foundation, and another is **building on it** [epoikodomeō, ἐποικοδομέω]. But each man must be careful how he **builds on it** [epoikodomeō, ἐποικοδομέω] (1 Corinthians 3:9–10).*

VII. THE SHEPHERDS CORE FUNCTION – BUILDING UP

A Striking Similarity

- Paul does not use MDM terminology in his “building” ministry self-description (1 Corinthians 3:9–10).
- But Luke does: *After they had **preached the gospel to that city and had made many disciples**, they returned to Lystra and to Iconium and to Antioch, strengthening the souls of the disciples, encouraging them to continue in the faith,* 

VII. THE SHEPHERDS CORE FUNCTION – BUILDING UP

A Striking Similarity

- *and saying, “Through many tribulations we must enter the kingdom of God.” When they had appointed elders for them in every church, having prayed with fasting, they commended them to the Lord in whom they had believed (Acts 14:21–23).*
- What Paul describes as “church building,” Luke describes as “disciple-making.”

VII. THE SHEPHERDS CORE FUNCTION - EQUIP

- A Theology of Body-Upbuilding (oikodomē, οἰκοδομή)
 - A. Establish the Church
 - B. Increase the Church
 - C. Grow the Church (in stages)
 - D. Build Up the Church
- Make disciples to promote the expansion and growth of the body of Christ.

VII. THE SHEPHERDS CORE FUNCTION - BUILDING UP

Summary So Far

- Equipping the saints for the **work** of service to the **building up** of the body of Christ means:
 - **Work:** Helping believers express love for God by what they **do and say**.
 - **Building Up:** Making disciples who keep Jesus' commands / Producing body members who are like Christ in every respect.

VII. THE SHEPHERDS CORE FUNCTION - BUILDING UP

Summary So Far / Stated Another Way

- Body building is the equivalent of disciple-making.
- So when shepherds equip the saints to do the work of ministry, they...
 - Promote robust spiritual health and ministry effectiveness (**equipping**)
 - So that saints translate faith/love into action (**work**)
 - And build the body / make disciples (**building up**)

VII. THE SHEPHERDS CORE FUNCTION - EQUIP

- We have studied the first two terms, now let's explore the third.
 - The **work** (ergon, ἔργον)
 - The **building up** (oikodomē, οἰκοδομή) of the body of Christ
 - **Service** (diakonia, διακονία)

VII. THE SHEPHERDS CORE FUNCTION – EQUIP

- A Theology of Ministry (diakonia, διακονία)
 - A. Variety of Ministry
 - B. Core Concept of All Ministry
 - C. Specificity of Ministry Assignments
 - D. Duration of Ministry Assignments

VII. THE SHEPHERDS CORE FUNCTION – SERVICE

- *Diakonia*, (διακονία) is a noun that is translated “ministry” (20), “service” (7), “mission” (1), and six other expressions.
- This term denotes a specific form or act of service, that is, doing something for someone else or taking action to promote another’s good.

VII. THE SHEPHERDS CORE FUNCTION – SERVICE

- Ministry can take many forms, but it all must be focused on the Lord. Not everyone has the exact same ministry although everyone should have the exact same focus.
- *And there are varieties of **ministries** [diaknoia, διακονία], and the same Lord (1 Corinthians 12:5).*

VII. THE SHEPHERDS CORE FUNCTION – SERVICE

- We have been reconciled to God through Christ and then given the ministry of reconciliation. This is a core objective that drives all ministry.
- *Now all these things are from God, who reconciled us to Himself through Christ and gave us the **ministry** [diakonia, διακονία] of reconciliation (2 Corinthians 5:18).*

VII. THE SHEPHERDS CORE FUNCTION – SERVICE

- Based on Paul’s counsel to Archippus, ministries are given from the Lord and need to be completed. To do so requires one to “take heed,” or see to it that it gets done.
- Say to Archippus, “Take heed to the **ministry** [*diakonia*, διακονία] which you have received in the Lord, that you may fulfill it” (Colossians 4:17).

VII. THE SHEPHERDS CORE FUNCTION – SERVICE

- Timothy needed to do all that was necessary to fully accomplish his ministry. This required clear-headedness, endurance, and a commitment to evangelism.
- But you, be sober in all things, endure hardship, do the work of an evangelist, fulfill your **ministry** [*diakonia*, διακονία] (2 Timothy 4:5).

VII. THE SHEPHERDS CORE FUNCTION – SERVICE

- “Service” or “ministry” can denote a particular mission assignment. A ministry can be a temporary assignment that can be completed (“fulfilled”).
- And Barnabas and Saul returned from Jerusalem when they had fulfilled their **mission** [*diakonia*, διακονία], taking along with them John, who was also called Mark (Acts 12:25).

VII. THE SHEPHERDS CORE FUNCTION – SERVICE

- Paul’s ministry was one of gospel proclamation. He considered this his life calling, perhaps a reference to his Damascus Road experience.
- “But I do not consider my life of any account as dear to myself, so that I may finish my course and the **ministry** [*diakonia*, διακονία] which I received from the Lord Jesus, to testify solemnly of the gospel of the grace of God” (Acts 20:24).

VII. THE SHEPHERDS CORE FUNCTION - SERVICE

- Not all ministries are identical.
- But all ministry is driven by reconciliation and offers service to one Lord.
- A ministry may be a specific mission or a life calling.
- It is critical for believers to fulfill their ministry calling.
- Shepherds who equip the saints for ministry help them embrace and fulfill their specific ministry calling.

VII. THE SHEPHERDS CORE FUNCTION - EQUIP

How Shepherds Equip the Saints (summary)

- Promote robust spiritual health and ministry effectiveness (**equipping**)
- So that saints translate faith/love into action (**work**)
- And build the body/make disciples (**building up**)
- By embracing their ministry calling (**service**). Help each one discern how God wants to use them as disciple-makers/body-builders, then help them do it!

VII. THE SHEPHERDS CORE FUNCTION - MODELLED

*But Jesus called them to Himself and said, “You know that the rulers of the Gentiles lord it over them, and their great men exercise authority over them. It is not this way among you, but whoever wishes to become great among you shall be your **servant** [διάκονος], and whoever wishes to be first among you shall be your slave; just as the Son of Man did not come **to be served** [aorist, passive, infinitive of διακονέω], **but to serve** [aorist, **active**, infinitive of διακονέω], and to give His life a ransom for many” (Matthew 20:25–28).*

VII. THE SHEPHERDS CORE FUNCTION - BUILDING UP

In Pursuit of Greatness

- According to Jesus, service is greatness.
- Jesus’ greatness is defined by the greatness of His service. He fulfilled His mission.
- Jesus commends similar service to His followers.
- All of us need to embrace the specific calling God has appointed for us by which we can fulfill our mission to make disciples/build up the body.

VII. THE SHEPHERDS CORE FUNCTION – BUILDING UP

In Pursuit of Greatness

- When shepherds equip the saints for the work of service to build up the body, they are actually assisting the saints to accomplish what Jesus considers truly great.
- Help the members of your flock discern specific ways Jesus wants them to make disciples and build up His body. Then supply what is needed for them to do it effectively. This is what good shepherds do.

VII. THE SHEPHERDS CORE FUNCTION – EQUIP

- Like Jesus, as shepherds we supply what saints need to be difference makers for the cause of Christ.
- In doing so, we are on the same page with Jesus.
- *Now the God of peace, who brought up from the dead the great Shepherd of the sheep through the blood of the eternal covenant, even Jesus our Lord, equip [katartizō, καταρτίζω] you in every good thing to do His will (Hebrews 13:20-21).*

VII. THE SHEPHERDS CORE FUNCTION – BUILDING UP

A Shepherd Story – A Man Named Timothy

- God gave Timothy a grace gift for ministry.
- The elders (shepherds) and a prophet affirmed this.
- Timothy was neglecting his gift/calling. Stop it!
- *Do not neglect the spiritual gift within you, which was bestowed on you through prophetic utterance with the laying on of hands by the presbytery (1 Timothy 4:14).*

VII. THE SHEPHERDS CORE FUNCTION – BUILDING UP

A Shepherd Story – A Man Named Timothy

- Even though some time had passed, Timothy still struggled with timidity and needed to reignite his passion for ministry.
- *For this reason I remind you to kindle afresh the gift of God which is in you through the laying on of my hands (2 Timothy 1:6).*

VII. THE SHEPHERDS CORE FUNCTION - BUILDING UP

A Shepherd Story - A Man Named Timothy

- Paul (an apostle) now seeks to equip Timothy to do the work of an evangelist and fulfill His ministry by a sober assessment of all things and a decision to embrace hardship.
- *But you, be sober in all things, endure hardship, do the **work** of an evangelist, fulfill your **ministry** [diakonia, διακονία] (2 Timothy 4:5).*
- This is what shepherds do!

SHEPHERDOLOGY 101

FROM SHEPHERDLESS SHEEP TO FLOURISHING FLOCKS - EQUIPPING FOR MISSION

