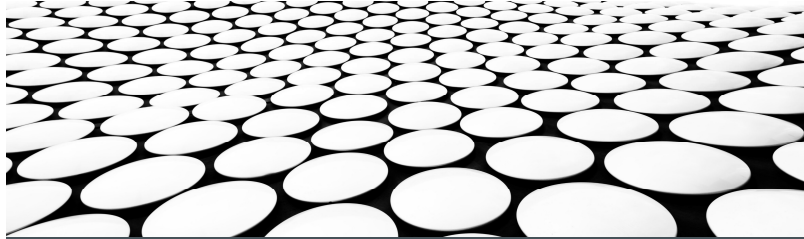


SHEPHERDOLOGY 101

FROM SHEPHERDLESS SHEEP TO FLOURISHING FLOCKS - SHEPHERDS' TOOLKIT



We need to understand what Jesus says about shepherding.

- 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. **Elder:** Man of seasoned character and maturity
- B. **Overseer:** One who understands his people and is watching out for them
- C. **Shepherd:** One who feeds, cares for, and protects the flock

D. **Leader:** One who governs by assessing and identifying what is best

E. **Equipping:** One who trains and outfits others for growth and effective ministry

F. **Manage / Care for:** One who is attentive to others in order to actively promote what is in their best interests

VII. THE SHEPHERDS CORE FUNCTION - EQUIP (CLOSE-UP)

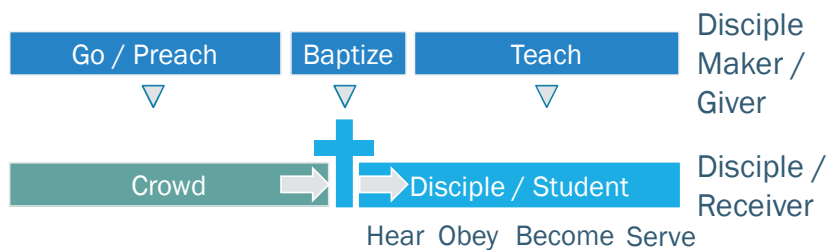
How Shepherds Equip the Saints (summary)

- 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!

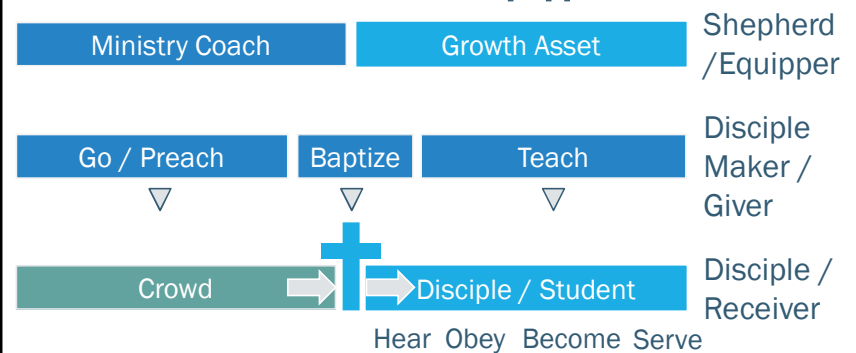
Phase One - Become a True Disciple



Phase Two - Become a Disciple-Maker



Phase Three - Become a DM Equipper



VIII. THE SHEPHERDS TOOLKIT

- We have considered six different terms that give us a summary view of what SOLE do.
- Now we want to examine six distinct tools that shepherd's use.
- Think of these as skills that are deployed in specific situations or to address particular needs.
- The tools may be used in a sequence: Guard ► refutation ► exhort in sound doctrine.

VIII. THE SHEPHERDS TOOLKIT

VIII. Specific Responsibilities of Local Church Shepherds

- A. **Guard:** Alert to the condition of his flock
- B. **Teach:** Brings the Word to bear
- C. **Illustrate:** Demonstrates a positive example
- D. **Help:** Provides practical assistance
- E. **Intercede:** Prays for key needs
- F. **Show Hospitality:** Uses personal resources to serve others' good

VIII. THE SHEPHERDS TOOLKIT – GUARD

- The elder spots and confronts anything – either from within or outside the church – that threatens to undermine the spiritual welfare of the members of the body.
- There are three different Greek words (in our 10 passages) that denote the guard tool: **Be on guard** (*prosexō*, προσέχω), **be on the alert** (*grēgoreō*, γρηγορέω) and **keep watch** (*agrupneō*, ἀγρυπνέω).


VIII. THE SHEPHERDS TOOLKIT – GUARD

- *“Be on guard (*prosexō*, προσέχω) for yourselves and for all the flock, among which the Holy Spirit has made you overseers, to shepherd the church of God which He purchased with His own blood. I know that after my departure savage wolves will come in among you, not sparing the flock; and from among your own selves men will arise, speaking perverse things, to draw away the disciples after them. Therefore, be on the alert (*grēgoreō*, γρηγορέω)” (Acts 20:28–31).*


VIII. THE SHEPHERDS TOOLKIT - GUARD

- There will be some, even from within their ranks, who will introduce twisted teaching that gains traction among the flock.
- Elders are to look for this and sound the alarm when they see it.
- Whenever there is a carnality outbreak, unsettling error, or external threat to the health and effectiveness of the body, the shepherd takes appropriate action.

VIII. THE SHEPHERDS TOOLKIT - GUARD

*And the disciples came to the other side of the sea, but they had forgotten to bring any bread. And Jesus said to them, "Watch out and **beware** (prosexō, προσέχω) of the leaven of the Pharisees and Sadducees." They began to discuss this among themselves, saying, "He said that because we did not bring any bread." But Jesus, aware of this, said, "You men of little faith, why do you discuss among yourselves that you have no bread?"* 

VIII. THE SHEPHERDS TOOLKIT - GUARD

*Do you not yet understand or remember the five loaves of the five thousand, and how many baskets full you picked up? Or the seven loaves of the four thousand, and how many large baskets full you picked up? How is it that you do not understand that I did not speak to you concerning bread? But **beware** (prosexō, προσέχω) of the leaven of the Pharisees and Sadducees."* 

VIII. THE SHEPHERDS TOOLKIT - GUARD

*Then they understood that He did not say to **beware** (prosexō, προσέχω) of the leaven of bread, but of the teaching of the Pharisees and Sadducees (Matthew 16:5-12 cf. Mark 8:14-21).*

- Jesus is protecting His flock from unseen (or underappreciated) spiritual danger. He warns them against following other shepherds whose failings as shepherds make them dangerous.

VIII. THE SHEPHERDS TOOLKIT - GUARD

- The influence of these blind guides of the blind is leaven, something small that works unseen but with considerable adverse effect! This “mind leaven” is proud unbelief, and it is toxic.
- Jesus is doing precisely what a shepherd does who guards his flock. He is warning them and leading them away from toxic teaching.

VIII. THE SHEPHERDS TOOLKIT - GUARD

- A second word used in Acts 20:28–31 is *grēgoreō* (γρηγορέω), which is translated “be on the alert” (Acts 20:31).
- This is the same word that Peter uses when he says: *Be of sober spirit, **be on the alert**. Your adversary, the devil, prowls around like a roaring lion, seeking someone to devour* (1 Peter 5:8).

VIII. THE SHEPHERDS TOOLKIT - GUARD

- To be on the alert is to be cognizant of an imminent and real spiritual threat and ready to respond at the first warning sign.
- Its antithesis would be spiritual dullness whereby it doesn’t even register when someone is in danger.

VIII. THE SHEPHERDS TOOLKIT - GUARD

- The writer of Hebrews uses another word to represent this guarding activity of leaders.
- *Obey your leaders, and submit to them; for they **keep watch*** (*agrupneō*, ἀγρυπνέω) *over your souls* (Hebrews 13:17).
- The verb *agrupneō* is only used four times in the New Testament, and the cognate noun *agrupnia* (ἀγρυπνία) is used twice.

VIII. THE SHEPHERDS TOOLKIT - GUARD

- The words have the basic idea of sleeplessness and denote someone who doesn't doze off at his post.
- That which the leaders keep watch over is identified: "Your souls!"
- The local church leader is awake to anything that threatens to work the harm of another's soul.
- When an alarm bell goes off, He goes to work.

VIII. THE SHEPHERDS TOOLKIT - GUARD

- **An alarm triggers the use of truth tools:** *Holding fast the faithful word which is in accordance with the teaching, so that he will be able both to **exhort** in sound doctrine and to **refute** those who contradict. **For** there are many rebellious men, empty talkers and deceivers, especially those of the circumcision, who must be **silenced** because they are upsetting whole families, teaching things they should not teach for the sake of sordid gain (Titus 1:9-11).*

VIII. THE SHEPHERDS TOOLKIT - GUARD

- Effective guarding opposes passive shepherding.
- A passive shepherd says, "Give me a call if you need anything." So, if the phone doesn't ring, his attention is focused elsewhere.
- But the shepherd on alert is the one doing the calling. He reaches out to his sheep and is tracking with them, attentive to spiritual danger. He is intentional about asking good questions. He is awake!

VIII. THE SHEPHERDS TOOLKIT - TEACH

VIII. Specific Responsibilities of Local Church Leaders

- A. **Guard:** Alert to the condition of his flock
- B. **Teach:** Brings the Word to bear (5 ways)
 - A. Exhort
 - B. Refute
 - C. Admonish
 - D. Preach and Teach
 - E. Speak the Word

VIII. THE SHEPHERDS TOOLKIT - TEACH

- Out of a personal devotion to God's truth (Titus 1:9), the elder will diligently study the word.
- As a result, he is capable of (1) nourishing those in his care from the principles of God's word and (2) exposing ideas that are harmful to spiritual growth.
- Depending on the situation, good shepherds will exhort, refute, admonish, preach, teach, or speak the word.

VIII. THE SHEPHERDS TOOLKIT - TEACH

Exhort

- The overseer is devoted to *the faithful word which is in accordance with the teaching, so that he will be able both to **exhort in sound doctrine** and to refute those who contradict* (Titus 1:9).
- The verb translated "exhort" in Titus 1:9 is *parakaleō* (παρακαλέω), which appears more than one hundred times in the New Testament.

VIII. THE SHEPHERDS TOOLKIT - TEACH

Exhort

- Exhortation makes an appeal to another's will in a way that encourages them to embrace what is right or that quells anxiousness associated with doing what is right.
- The core content of this exhortation is "sound doctrine". This is bible-based truth that promotes spiritual vitality.

VIII. THE SHEPHERDS TOOLKIT - TEACH

Exhort

- The elder who is devoted to the word ("holding fast the faithful word") fills his "truth storehouse."
- From this storehouse, he communicates truth that draws others to spiritual health and fitness ("exhort in sound doctrine").
- Exhortation strikes a fatherly tone where another's good is not in doubt (1 Thessalonians 2:11).

VIII. THE SHEPHERDS TOOLKIT - TEACH

Exhort

- In 18 passages, the NASB translates *parakaleō* (παρκαλέω) as “comfort;” in 13 passages it is translated “encourage.” Here are some examples:
- “Blessed are those who mourn, for they shall be **comforted**” (Matthew 5:4).
- But God, who **comforts** the depressed, **comforted** us by the coming of Titus (2 Corinthians 7:6).

VIII. THE SHEPHERDS TOOLKIT - TEACH

Exhort

- Then when he arrived and witnessed the grace of God, he rejoiced and began **to encourage** them all with resolute heart to remain true to the Lord (Acts 11:23).
- Therefore **encourage** one another and build up (*oikodomeō*, οἰκοδομέω) one another, just as you also are doing (1 Thessalonians 5:11).

VIII. THE SHEPHERDS TOOLKIT - TEACH

Exhort


- In the context of Titus 1:9, the faith of some has been “upset” (Titus 1:11).
- For those who are mourning, distressed or upset, the exhortation of a good shepherd calms, comforts, and encourages using relevant points of biblical truth.
- This is what it means to “exhort in sound doctrine.”

VIII. THE SHEPHERDS TOOLKIT - TEACH

Refute

- He will be able both to exhort in sound doctrine and to **refute** those who contradict (Titus 1:9).
- The word translated “refute” in Titus 1:9 is *elegchō* (ἐλέγχω).
- The target group is expressly identified: Paul is calling for pointed confrontation of those who are contradicting the truth. Brothers or opponents?

VIII. THE SHEPHERDS TOOLKIT - TEACH

For there are many rebellious men, empty talkers and deceivers, especially those of the circumcision, who must be silenced because they are upsetting whole families, teaching things they should not teach for the sake of sordid gain. One of themselves, a prophet of their own, said, "Cretans are always liars, evil beasts, lazy gluttons." This testimony is true. For this reason reprove them severely so that they may be sound in the faith... 

VIII. THE SHEPHERDS TOOLKIT - TEACH

not paying attention to Jewish myths and commandments of men who turn away from the truth. To the pure, all things are pure; but to those who are defiled and unbelieving, nothing is pure, but both their mind and their conscience are defiled. They profess to know God, but by their deeds they deny Him, being detestable and disobedient and worthless for any good deed (Titus 1:10-16).

VIII. THE SHEPHERDS TOOLKIT - TEACH

Refute

- Focus: *This testimony is true. For this reason **reprove** [elegchō, ἐλέγχω] them severely so that they may be sound in the faith (Titus 1:13).*
- This ministry of refutation (or reproof) can require severity.
- But this rebuke does not have as its aim the alienation of the false teachers but their conversion!

VIII. THE SHEPHERDS TOOLKIT - TEACH

Refute

- The result clause in verse 13 indicates that the goal is restorative.
- The goal is not to silence these detractors by running them off, but to silence them by winning them over.
- Exhorting and refuting constitute a matched set: The former adds or reinforces what must be strengthened; the latter removes what doesn't belong.

VIII. THE SHEPHERDS TOOLKIT - TEACH

Refute

- The false teachers “must be silenced” (Titus 1:11). This does not mean taking physical measures to muzzle them!
- The elder provides a healthy diet of truth to the sheep, truth that includes a clear and persuasive refutation of what the false teachers are advocating.

VIII. THE SHEPHERDS TOOLKIT - TEACH

Refute

- The fruit of such ministry is that it silences the false teachers by robbing them of an audience.
- The effective refutational teaching of the overseer gives the sheep the ability to clearly discern glaring truth deficiencies in the false teachers’ message.
- Note the little phrase “so that” in Titus 1:9. Devotion produces effective exhortation and refutation.

VIII. THE SHEPHERDS TOOLKIT - TEACH

Admonish

- In 1 Thessalonians 5:12–13, the leaders of the church are described as those *who give you instruction* (noutheteō, νουθετέω).
- This verb also appears in verse 14: “And we urge you, brethren, **admonish** the unruly, encourage the fainthearted, help the weak, be patient with all men” (1 Thessalonians 5:14).

VIII. THE SHEPHERDS TOOLKIT - TEACH

Admonish

- “Admonition” identifies situation-specific guidance.
- This involves fatherly counsel: *I do not write these things to shame you, but **to admonish** you as my beloved children* (1 Corinthians 4:14).
- When someone is going the wrong way for a failure to understand a particular truth from God, admonition supplies from the word situation-specific counsel.

VIII. THE SHEPHERDS TOOLKIT - TEACH

Preach and Teach

- *The elders who rule well are to be considered worthy of double honor, especially those who work hard at **preaching and teaching** (1 Timothy 5:17).*
- “Rule” translates the verb *proistēmi* (προΐστημι) and is a descriptor of the core responsibility of all elders
- Elders who do this “well” should be doubly honored.

VIII. THE SHEPHERDS TOOLKIT - TEACH

Preach and Teach

- From among elders who rule well, Paul acknowledges a subset, those who “work hard at preaching and teaching.”
- The term translated “especially” (*malista*, μάλιστα), is clearly used elsewhere to mark out a subset from within a larger set.

VIII. THE SHEPHERDS TOOLKIT - TEACH

Preach and Teach

- “Preaching” is *en logos* (ἐν λόγος), a phrase that emphasizes the declared word.
- “Teaching” comes from the noun *didaskalia*, (διδασκαλία).
- *Didaskalia* communicates truth from God’s word that appeals to the will and shapes character.

VIII. THE SHEPHERDS TOOLKIT - TEACH

Preach and Teach

- See Luke 11:1 and Matthew 28:19-20.
- Jesus: “A *pupil is not above his teacher* (*didaskalos*, διδάσκαλος), *but everyone, after he has been fully trained, will be like his teacher*” (Luke 6:40).
- A *didaskalos* is a mentor, a coach who supplies from God’s word what another needs to follow Jesus well.

VIII. THE SHEPHERDS TOOLKIT - TEACH

Preach and Teach

- Although 1 Timothy 5:17 indicates that some elders may specialize in preaching and teaching, it is unquestionably clear from Titus 1:9 that all elders are to be devoted to the word.
- From this devotion, they are able (1) to impart truth to others which produces spiritual health and (2) to use the truth with enough skill and poignancy to silence those who contradict it.

VIII. THE SHEPHERDS TOOLKIT - TEACH

Preach and Teach

- Perhaps not all elders need to be effective public speakers, but it is absolutely essential for them to be men who are capable and persuasive in their handling of the Scriptures.
- They can speak up for (preach) God's Word and instill (teach) truth in others that promotes life, growth, and fruitfulness in Christ.

VIII. THE SHEPHERDS TOOLKIT - TEACH

Speak the Word

- Hebrews 13:7: Leaders "spoke the word of God to you." They are "truth talkers." They communicate what God says we need to know and do.
- We desperately need men who can bring the truth to bear on the circumstances of life. What a blessing to a people when men like this move and minister among them.

VIII. THE SHEPHERDS TOOLKIT - TEACH

Summary of "Teach"

- They use **exhortation** to encourage robust spiritual health. They use **refutation** when false teaching is gaining traction. They **admonish** when wayward sheep need fatherly counsel. They **preach and teach** to fuel ongoing transformation and effective service. When they **speak**, you hear what comes from **God's word**. What an incredible benefit to be around truth dispensing shepherds like these!

VIII. THE SHEPHERDS TOOLKIT - ILLUSTRATE

VIII. Specific Responsibilities of Local Church Leaders

- A. **Guard:** Alert to the condition of his flock
- B. **Teach:** Brings the Word to bear
- C. **Illustrate:** Demonstrates a positive example

As we have just seen, shepherds teach the word using their words. Here we add that they teach the word using their deeds, “proving to be examples to the flock” (1 Peter 5:3).

VIII. THE SHEPHERDS TOOLKIT - ILLUSTRATE

*So when He had washed their feet, and taken His garments and reclined at the table again, He said to them, ‘Do you know what I have done to you? You call Me **Teacher** and Lord; and you are right, for so I am. If I then, the Lord and the **Teacher**, washed your feet, you also ought to wash one another’s feet. For I gave you an **example** that you also should do as I did to you’” (John 13:12-15).*

VIII. THE SHEPHERDS TOOLKIT - ILLUSTRATE

- Jesus names Himself as a teacher using the noun *didaskalos* (διδάσκαλος), a cognate to the word used in 1 Timothy 5:17 to describe a specific responsibility of elders.
- Jesus goes on to say that in light of this title, His disciples should find in His most recent behavior a model for their own. He had just washed their feet. He did this to teach them to wash one another’s feet.

VIII. THE SHEPHERDS TOOLKIT - ILLUSTRATE

- Teachers don’t just tell you what to do, they put it on display in their own actions. Learn by listening to their words. But also learn by observing how they live.
- The qualifications of an elder are not just prerequisites for service but also ministry tools! When shepherds demonstrate these qualities, their example has great instructive value for congregation members who aspire to do likewise.

VIII. THE SHEPHERDS TOOLKIT - ILLUSTRATE

- Most of the qualifications for elders appear in general virtue lists found elsewhere in the New Testament.
- For example, elders are to be **prudent or sensible** *sōphrōn* (σώφρων). But this same word appears in a list of virtues commended to older men (Titus 2:2) and in a list of virtues that older women are to teach younger women (Titus 2:5).
- Elders should exemplify what others are to be.

VIII. THE SHEPHERDS TOOLKIT - ILLUSTRATE

- Elders are to be **respectable** (1 Timothy 3:2); Women are to adorn themselves in **respectable** apparel (1 Timothy 2:9).
- Elders are to be **hospitable** (1 Timothy 3:2; Titus 1:8); All believers are to “be **hospitable** to one another without complaint” (1 Peter 4:9).
- Elders are to be “**free from the love of money**” (1 Timothy 3:3); Ditto for all believers (Hebrews 13:5).

VIII. THE SHEPHERDS TOOLKIT - ILLUSTRATE

- The sheep should observe in their shepherds a positive illustration of what they are to become.
- *Then Jesus spoke to the crowds and to His disciples, saying: “The scribes and the Pharisees have seated themselves in the chair of Moses; therefore all that they tell you, do and observe, but do not do according to their deeds; for **they say things and do not do them**” (Matthew 23:1-3).*

VIII. THE SHEPHERDS TOOLKIT - ILLUSTRATE

- There must be alignment between how a shepherd lives and what he teaches. Jesus has nothing good to say about those who teach others to do what they themselves will not.
- We find it helpful when a pastor uses a poignant illustration in his sermon. According to Jesus, shepherds are **to be** the illustration.

VIII. THE SHEPHERDS TOOLKIT

VIII. Specific Responsibilities of Local Church Shepherds

- ✓ **Guard:** Alert to the condition of his flock
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- D. Help:** Provides practical assistance
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VIII. THE SHEPHERDS TOOLKIT

VIII. Specific Responsibilities of Local Church Shepherds

- ✓ **Guard:** Alert to the condition of his flock
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And Jesus said to them, "Therefore every scribe who has become a disciple of the kingdom of heaven is like a head of a household, who brings out of his treasure things new and old" (Matthew 13:52).

VIII. THE SHEPHERDS TOOLKIT

VIII. Specific Responsibilities of Local Church Shepherds

- ✓ **Guard:** Alert to the condition of his flock
- ✓ **Teach:** Brings the Word to bear
- ✓ **Illustrate:** Demonstrates a positive example

We have received treasure! We are to bring it out of the storeroom and put in on display! It is both new and revolutionary but also grounded in eternal truth!

SHEPHERDOLOGY 101

FROM SHEPHERDLESS SHEEP TO FLOURISHING FLOCKS - SHEPHERDS' TOOLKIT

