

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 Jesus has the perfect gift for our acute need.

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- V. The Development of Elders Elders are specifically called to step up as shepherds for the church.
- VI. Ten Key Passages Shepherding Essentials found here.
- VII. The Essential Function of Shepherds/Overseers/ Leaders/Elders – as seen through 6 lenses.
- VIII. Specific Responsibilities of Local Church Leaders as discerned in 6 terms

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ESSENTIAL FUNCTION

Elder: Man of seasoned character and maturity

Overseer: One who understands his people and is watching out for them

Shepherd: One who feeds, cares for, and protects the flock

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

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

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

TOOLKIT

Guard: Alert to the condition of his flock

Teach: Brings the Word to bear

Illustrate: Demonstrates a positive example

Help: Provides practical assistance

Intercede: Prays for key needs

Show Hospitality: Uses personal resources to serve others' good

THE SHEPHERDS CHALLENGE

- God is the ultimate equipper who raised our great Shepherd (Now that's equipping!) and who will supply everything we need to do His will as shepherds.
- 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).

HAS GOD CALLED YOU AS A SHEPHERD? **HAVE YOU SAID "YES?"**

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DO THE SELF-CHECK ON PAGE 3

ONCE EVERYONE HAS FINISHED, WE WILL START LESSON 9.

IX. THE QUALIFICATIONS OF SHEPHERDS

- IX. Qualifications of an Elder / Shepherd
 - A. Applicability How do we use them?
 - B. Specific Qualifications 26 Keys in 7 groups
 - C. Key Questions What about?
 - D. Basis How realistic is this list?

Before we launch into a study of these qualities, let's address a timely question.

IX. THE QUALIFICATIONS OF SHEPHERDS

- The qualifications of an elder constitute a role specific vice-and-virtue list.
- These represent qualities that are condemned (7) and commended (19).
- Isn't the use of a list like this an abandonment of grace and resort to legalism?

Before we launch into a study of these qualities, let's address a timely question.

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IX. THE QUALIFICATIONS OF SHEPHERDS - NECESSITY

- We are trending toward an era in which men are triggered by sound doctrine. An all-season teaching toolkit is needed now more than ever!
- "I solemnly charge you in the presence of God and of Christ Jesus, who is to judge the living and the dead, and by His appearing and His kingdom: preach the word; be ready in season and out of season; reprove, rebuke, exhort, with great patience and instruction.

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IX. THE QUALIFICATIONS OF SHEPHERDS - NECESSITY

- For the time will come when they will not endure sound doctrine; but wanting to have their ears tickled, they will accumulate for themselves teachers in accordance to their own desires, and will turn away their ears from the truth and will turn aside to myths (2 Timothy 4:1–4).
- Men will be drawn toward fictions (myths) that make them feel good about (ear tickles) following selfish desires. They will "follow" such "influencers."

IX. THE QUALIFICATIONS OF SHEPHERDS - NECESSITY

- Jude sees something similar threatening the church via a group of "self-shepherds."
- These are the men who are hidden reefs in your love feasts when they feast with you without fear, caring for themselves; clouds without water, carried along by winds; autumn trees without fruit, doubly dead, uprooted (Jude 12).

Beloved, while I was making every effort to write you about our common salvation, I felt the necessity to write to you appealing that you contend earnestly for the faith which was once for all handed down to the saints. For certain persons have crept in unnoticed, those who were long beforehand marked out for this condemnation, ungodly persons who turn the grace of our God into licentiousness and deny our only Master and Lord, Jesus Christ (Jude 3-4).

IX. THE QUALIFICATIONS OF SHEPHERDS - NECESSITY

- Jude is very concerned about an "unnoticed" group of self-shepherds who are doing significant damage among the church. This is an inside job!
- Core Heresy: God's grace frees us to live on our own terms. "God loves me without concern about who I choose to be or what I choose to do. You don't need lists."
- This is a denial of Fundamental One: Jesus is Lord He directs us in how we should live.

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IX. THE QUALIFICATIONS OF SHEPHERDS - NECESSITY

- Our ultimate enemy is also working this plan by messing with our thinking. The risk is real!
- But I am afraid that, as the serpent deceived Eve by his craftiness, your minds will be led astray from the simplicity and purity of devotion to Christ (2 Corinthians. 11:3).

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Goal #1 = "Jesus plus." Goal #2 = "Allegiance" disconnected from holiness.

IX. THE QUALIFICATIONS OF SHEPHERDS - NECESSITY

- This heresy is gaining traction in our midst today.
- So before we introduce vices and virtues pertinent to elders, I want to address the legitimacy of doing so for all believers. Guard alert!
- There are clear and objective moral standards to which all believers are accountable.
- Some are gender, age, and role specific. But for all, they are non-negotiable.

The Necessity of a Vice/Virtue Compass

- A. The use of Nomos (Νόμος)
- B. The Nature of the Mosaic Law
- C. The Mechanics of Moral Transformation
- D. Vice and Virtue Lists in the New Testament

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IX. THE QUALIFICATIONS OF SHEPHERDS - NECESSITY

The Necessity of a Vice/Virtue Compass

- A. The use of Nomos (Νόμος)
- Claim: The concept of law (accountability to a defined list of do's and don'ts) is consistently presented in the NT in a negative light.
- Answer: Not true! Nomos can be either positive or negative, depending on which meaning is used.

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IX. THE QUALIFICATIONS OF SHEPHERDS - NECESSITY

The Necessity of a Vice/Virtue Compass

- A. The use of Nomos (Νόμος)
- B. The Nature of the Mosaic Law
- Claim: The Mosaic Law stands in opposition to grace.
- Answer: Not true! The Mosaic Law complements grace.

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IX. THE QUALIFICATIONS OF SHEPHERDS - NECESSITY

The Necessity of a Vice/Virtue Compass

- A. The use of Nomos (Νόμος)
- B. The Nature of the Mosaic Law
- C. The Mechanics of Moral Transformation
- We can actually do what is right as defined by objective standards. Here's how.

The Necessity of a Vice/Virtue Compass

- A. The use of Nomos (Νόμος)
- B. The Nature of the Mosaic Law
- C. The Mechanics of Moral Transformation
- D. Vice and Virtue Lists in the New Testament
- God's Word provides a definitive and helpful moral compass for all saints.

IX. THE QUALIFICATIONS OF SHEPHERDS - NECESSITY

- A. The use of Nomos (Νόμος)
- The Greek word *nomos* is used 194 times in the New Testament. It is translated "law" in all but one instance.
- There are some other related NT words, like commandments (entole) and ordinances (dikaioma), but nomos is at the center. This word is used six different ways.

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IX. THE QUALIFICATIONS OF SHEPHERDS - NECESSITY

- 1. An Operating Principle
- 2. The Universal Moral Law of God
- 3. The Mosaic Law
- 4. The Pentateuch
- 5. The Old Testament
- 6. Misuse of the Law

IX. THE QUALIFICATIONS OF SHEPHERDS - NECESSITY

- Misuse of the Law
- "Legalism," according to the Bible, is a misuse of the law, particularly the Mosaic Law, as a means to earn God's favor.
- There is no Greek word for our English word, "legalism." The New Testament, Paul in particular, uses nomos (sometimes with other terms) to refer to this misuse of the law.

- 6. Misuse of the Law
- ...By the works [ergon] of the Law no flesh will be justified in His sight; for through the Law comes the knowledge of sin (Romans 3:20).
- For sin shall not be master over you, for you are not under [hupo] law but under grace (Romans 6:14).

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IX. THE QUALIFICATIONS OF SHEPHERDS - NECESSITY

- 6. Misuse of the Law
- I do not nullify the grace of God, for if righteousness comes through the Law, then Christ died needlessly (Gal. 2:21).
- Although the previous uses of nomos describe something good, this sixth meaning of nomos concerns something bad.

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IX. THE QUALIFICATIONS OF SHEPHERDS - NECESSITY

Conclusion: When *nomos* is presented in a negative light, it represents a misuse of law as a means of being saved. Only grace can save. But this is not a warrant for sin!

• For sin shall not be master over you, for you are not under law but under grace. What then? Shall we sin because we are not under law but under grace? May it never be! (Romans 6:14–15).



- Law provides an incredible benefit when used as a moral compass, as a guide for practical holiness.
- Commandment keeping is of profound importance to saints: What matters is the keeping of the commandments of God (1 Corinthians 7:19).

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IX. THE QUALIFICATIONS OF SHEPHERDS - NECESSITY

The Necessity of a Vice/Virtue Compass

- A. The use of Nomos (Νόμος)
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IX. THE QUALIFICATIONS OF SHEPHERDS - NECESSITY

- B. The Nature of the Mosaic Law
- The Mosaic Law was given to Israel as something good.
- Yes, it can be misused to serve purposes other than that for which it was designed.
- But the fact it can be misused does not negate its value (when used according to its purpose).

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IX. THE QUALIFICATIONS OF SHEPHERDS - NECESSITY

Twelve Essential Principles for Understanding the Mosaic Law

- 1. The Mosaic Law is based on grace.
- 2. The Mosaic Law expresses God's holiness.
- 3. The Mosaic Law is casuistic. It is a legal hierarchy in which a single commandment is expanded and particularized by additional laws.

3. The Mosaic Law is casuistic.

"Teacher, which is the great commandment in the Law?" And He said to him, " 'You shall love the Lord your God with all your heart, and with all your soul, and with all your mind.' This is the great and foremost commandment. The second is like it, 'You shall love your neighbor as yourself.' On these two commandments depend the whole Law and the Prophets" (Matthew 22:36–40).

IX. THE QUALIFICATIONS OF SHEPHERDS - NECESSITY

- 3. The Mosaic Law is casuistic.
- The Ten Commandments consist of two master sets of commandments.
- Commands 1-4 are the Love the Lord set.
- Commands 5-10 are the Love Your Neighbor set.
- The many other commands and statutes specify the particulars of each set.

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IX. THE QUALIFICATIONS OF SHEPHERDS - NECESSITY

- 1. The Mosaic Law is based on grace.
- 2. The Mosaic Law expresses God's holiness.
- 3. The Mosaic Law is casuistic.
- 4. Jesus is the ultimate embodiment of the Law.

IX. THE QUALIFICATIONS OF SHEPHERDS - NECESSITY

- 4. Jesus is the ultimate embodiment of the Law.
- Brethren, my heart's desire and my prayer to God for them is for their salvation. For I testify about them that they have a zeal for God, but not in accordance with knowledge. For not knowing about God's righteousness and seeking to establish their own, they did not subject themselves to the righteousness of God. For Christ is the end (telos / goal) of the law for righteousness to everyone who believes (Romans 10:1–4).

- 1. The Mosaic Law is based on grace.
- 2. The Mosaic Law expresses God's holiness.
- The Mosaic Law is casuistic.
- 4. Jesus is the ultimate embodiment of the Law.
- 5. The Mosaic Law can confirm our sinfulness and thereby point us to Christ, but this is not its sole, or even primary, function.

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IX. THE QUALIFICATIONS OF SHEPHERDS - NECESSITY

- 6. To obey the Law is not impossible.
- The Mosaic Law cannot solve the defect of a sinful heart.
- 8. Salvation equips us to obey the law and live a righteousness that is defined by it.
- 9. Jesus goes beyond affirming the value of the law to declaring its deeper applicability.

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IX. THE QUALIFICATIONS OF SHEPHERDS - NECESSITY

- 10. Jesus did not condemn the religious leaders for teaching others to obey the Law but for doing so hypocritically, superficially, and in a way that hindered others.
- 11. Jesus commands us to keep and teach the law.

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IX. THE QUALIFICATIONS OF SHEPHERDS - NECESSITY

- 11. Jesus commands us to keep and teach the law.
- "Whoever then annuls one of the least of these commandments, and so teaches others, shall be called least in the kingdom of heaven; but whoever keeps and teaches them, he shall be called great in the kingdom of heaven" (Matthew 5:19).
- This verse contains two antithetical conditional statements:

- 11. Jesus commands us to keep and teach the law.
- If someone annuls and teaches, he will be called least.
 If someone keeps and teaches, he will be called great.
- Two paired commands are implied: (1) Do not annul the law and do not teach others to do the same. (2) Do keep the law and do teach others to do likewise.

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IX. THE QUALIFICATIONS OF SHEPHERDS - NECESSITY

- 12. Salvation in the Old Testament (as in the New) is not based on merit but grace by faith.
- No one can earn salvation by keeping the law. Salvation is always and only a matter of grace by faith!
- So then, does He who provides you with the Spirit and works miracles among you, do it by the works of the Law, or by hearing with faith? Even so Abraham believed God, and it was reckoned to him as righteousness (Galatians 3:5–6).

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IX. THE QUALIFICATIONS OF SHEPHERDS - NECESSITY

- 12. Salvation in the Old Testament (as in the New) is not based on merit but grace by faith.
- Old Testament saints did not see what we see, that the means by which we are saved involves the death of God's Son.
- In the Tabernacle / Temple, they caught a preview of how God would effect their salvation. But their salvation was based upon the same core belief, that God is the one who saves us and that not of ourselves.

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IX. THE QUALIFICATIONS OF SHEPHERDS - NECESSITY

"Ho! Every one who thirsts, come to the waters; And you who have no money come, buy and eat. Come, buy wine and milk Without money and without cost. Why do you spend money for what is not bread, And your wages for what does not satisfy? Listen carefully to Me, and eat what is good, And delight yourself in abundance. Incline your ear and come to Me. Listen, that you may live; And I will make an everlasting covenant with you, According to the faithful mercies shown to David (Isaiah 55:1–3).

- Conclusion: The Law is a good gift. It translates the very holiness of God into something we can understand. It is like a compass that guides us in a path that demonstrates God's holiness.
- For people who have been saved by grace, such a "pocket guide to holiness" answers to our deep yearning to live in a way that pleases the One who has shown us such amazing grace.

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IX. THE QUALIFICATIONS OF SHEPHERDS - NECESSITY

- The bottom line is that God intends saints and shepherds to align how they live and what they say to his holiness. Salvation through grace does not oppose this.
- Isn't this judging or legalism?

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IX. THE QUALIFICATIONS OF SHEPHERDS - NECESSITY

"Do not judge so that you will not be judged." For in the way you judge, you will be judged; and by your standard of measure, it will be measured to you. Why do you look at the speck that is in your brother's eye, but do not notice the log that is in your own eye? Or how can you say to your brother, 'Let me take the speck out of your eye,' and behold, the log is in your own eye? You hypocrite, first take the log out of your own eye, and then you will see clearly to take the speck out of your brother's eye" (Matthew 7:1–5).

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IX. THE QUALIFICATIONS OF SHEPHERDS - NECESSITY

"Do not judge so that you will not be judged. For in the way you judge, you will be judged; and by your standard of measure, it will be measured to you. Why do you look at the speck that is in your brother's eye, but do not notice the log that is in your own eye? Or how can you say to your brother, 'Let me take the speck out of your eye,' and behold, the log is in your own eye? You hypocrite, first take the log out of your own eye, and then you will see clearly to take the speck out of your brother's eye" (Matthew 7:1–5).

- Conclusion: The Law is a good gift. It translates the holiness of God into something we can understand.
- So study it (especially the Ten) to discern what holiness would look like in our context.
- Treasure His guidance in how to live in a way that pleases the One who has shown us such amazing grace.

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IX. THE QUALIFICATIONS OF SHEPHERDS - NECESSITY

Commandment keeping authenticates genuine believers. Here is the real thing!

By this we know that we have come to know Him, if we keep His commandments. The one who says, "I have come to know Him," and does not keep His commandments, is a liar, and the truth is not in him (1 John 2:3-4).

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THIS WAS WRITTEN BY AN INFLUENTIAL AMERICAN PASTOR

ARTICLE ON PAGES 21-23 IS FOR DISCUSSION

IX. THE QUALIFICATIONS OF SHEPHERDS - NECESSITY

The Necessity of a Vice/Virtue Compass

- √The use of Nomos (Nόμος)
- √The Nature of the Mosaic Law
- C. The Mechanics of Moral Transformation

- Our relationship with God in Christ is intended to change us for the better.
- Toward this end, God outfits us with everything needed—His divine power has granted to us everything pertaining to life and godliness (2 Peter 1:3).
- These resources include "Father filtered" circumstances, His Word, Encouragement from others, and Prayer.

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IX. THE QUALIFICATIONS OF SHEPHERDS - NECESSITY

- But at a deeper level, God does much more.
- So then, my beloved, just as you have always obeyed, not as in my presence only, but now much more in my absence, work out your salvation with fear and trembling; for it is God who is at work in you, both to will and to work for His good pleasure (Philippians 2:12-13).
- He gives us a heart that is able and wants to obey.

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IX. THE QUALIFICATIONS OF SHEPHERDS - NECESSITY

But this ability must be exercised; we have to work at becoming better by using what God has provided.

Grace and peace be multiplied to you in the knowledge of God and of Jesus our Lord; seeing that His divine power has granted to us everything pertaining to life and godliness, through the true knowledge of Him who called us by His own glory and excellence.

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IX. THE QUALIFICATIONS OF SHEPHERDS - NECESSITY

For by these He has granted to us His precious and magnificent promises, so that by them you may become partakers of the divine nature, having escaped the corruption that is in the world by lust. Now for this very reason also, applying all diligence, in your faith supply moral excellence, and in your moral excellence, knowledge, and in your knowledge, self-control, and in your self-control, perseverance, and in your perseverance, godliness,

and in your godliness, brotherly kindness, and in your brotherly kindness, love. For if these qualities are yours and are increasing, they render you neither useless nor unfruitful in the true knowledge of our Lord Jesus Christ. For he who lacks these qualities is blind or short-sighted, having forgotten his purification from his former sins (2 Peter 1:2–9).

 Diligent pursuit of virtue development is both possible and actually makes someone fruitful!

IX. THE QUALIFICATIONS OF SHEPHERDS - NECESSITY

The Necessity of a Vice/Virtue Compass

- √The use of Nomos (Nόμος)
- √The Nature of the Mosaic Law
- C. The Mechanics of Moral Transformation

God has done everything necessary for us to actually become more like Himself, IF we will work at it.

A roadmap from God would really help.

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IX. THE QUALIFICATIONS OF SHEPHERDS - NECESSITY

The Necessity of a Vice/Virtue Compass

- √The use of Nomos (Nόμος)
- √The Nature of the Mosaic Law
- √The Mechanics of Moral Transformation
- D. Vice and Virtue Lists in the New Testament

IX. THE QUALIFICATIONS OF SHEPHERDS - NECESSITY

- Salvation through faith in Christ gives men a new heart capable of producing holiness.
- An objective list of do's and don'ts could be a good thing.
- The Law of Moses is such a thing and, when used as a moral compass by those who have been saved by grace, well illuminates the path of holy living.

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- But not all lists of "do's and don'ts" are created equal.
- The religious leaders had a problem with the disciples based on a defective list (See Mark 7:1-23).
- Jesus said of them: "'But in vain do they worship Me, Teaching as doctrines the precepts of men.' Neglecting the commandment of God, you hold to the tradition of men" (Mark 7:7-8).

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IX. THE QUALIFICATIONS OF SHEPHERDS - NECESSITY

- Their list of do's and don'ts was derived from men, not God.
- They actually used clever (in the eyes of men) ways to break provisions of the Law by doing something selfish that was packaged to appear spiritual.
- In an "after-meeting" Jesus provided His list. This list gets it right.

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IX. THE QUALIFICATIONS OF SHEPHERDS - NECESSITY

- And He was saying, "That which proceeds out of the man, that is what defiles the man. For from within, out of the heart of men, proceed the evil thoughts, fornications, thefts, murders, adulteries, deeds of coveting and wickedness, as well as deceit, sensuality, envy, slander, pride and foolishness" (Mark 7:20–22).
- There are numerous other NT lists that show those who have been saved by grace how to live holy lives out of gratitude toward the One who saved them.

God Gave Them Over List Day Behavior List So Called Brother List No Entry List Disappointments List

CHECK OUT 19 NT VICE LISTS ON PAGES 29-33

LIST 20 IS A VICE & VIRTUE LIST FOR DIFFERENT GROUPS

- In his letter to Titus (chapter 2), Paul provides a robust series of lists that speak to many different groups. These lists include both vices and virtues.
- **Titus:** "But as for you, speak the things which are fitting for sound doctrine.
- Older Men: Older men are to be temperate, dignified, sensible, sound in faith, in love, in perseverance.

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IX. THE QUALIFICATIONS OF SHEPHERDS - NECESSITY

- Older Women: Older women likewise are to be reverent in their behavior, not malicious gossips nor enslaved to much wine, teaching what is good, so that they may encourage
- Young Women: the young women to love their husbands, to love their children, to be sensible, pure, workers at home, kind, being subject to their own husbands, so that the word of God will not be dishonored.

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IX. THE QUALIFICATIONS OF SHEPHERDS - NECESSITY

- Young Men: Likewise urge the young men to be sensible:
- Titus: in all things show yourself to be an example of good deeds, with purity in doctrine, dignified, sound in speech which is beyond reproach, so that the opponent will be put to shame, having nothing bad to say about us.

33-34

IX. THE QUALIFICATIONS OF SHEPHERDS - NECESSITY

• Bondslaves: Urge bondslaves to be subject to their own masters in everything, to be well-pleasing, not argumentative, not pilfering, but showing all good faith so that they will adorn the doctrine of God our Savior in every respect.

• All Men and Women: For the grace of God has appeared, bringing salvation to all men, instructing us to deny ungodliness and worldly desires and to live sensibly, righteously and godly in the present age, looking for the blessed hope and the appearing of the glory of our great God and Savior, Christ Jesus, who gave Himself for us to redeem us from every lawless deed, and to purify for Himself a people for His own possession, zealous for good deeds.

IX. THE QUALIFICATIONS OF SHEPHERDS - NECESSITY

- **Titus:** These things speak and exhort and reprove with all authority. Let no one disregard you." (Titus 2:1–15).
- These lists in Titus 2 provide divine guidance in growth targets relevant to groups defined by role, gender, and age.
- When God's Word ID's a vice or virtue target by group, these are high value targets or impact multipliers.

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THE LIST ON PAGES 34-36 IS A COMPILATION FROM 1 TIMOTHY 3:1-7 AND TITUS 1:6-9

THESE ARE VICES (7) AND VIRTUES (19) PERTINENT TO SHEPHERDS – THESE ARE ALSO INFLUENCE MULTIPLIERS

IX. THE QUALIFICATIONS OF SHEPHERDS - NECESSITY

Summary

- Using God's (or men's) lists as a means to earn salvation (which is legalism) is doomed to failure.
- Using God's lists as a moral compass to guide holy living is eminently sensible.
- The capacity to be transformed in ways that are informed by God's lists is given us when we come to Christ through faith.

- The motive for transformation is grace. Having been shown such incredible grace, we long to live in ways that please the Giver of Grace.
- Only a list from the Giver of Grace can provide reliable guidance into what pleases Him.
- We also do well when we help others (who have received God's grace) use His lists as a guide to pleasing Him.

