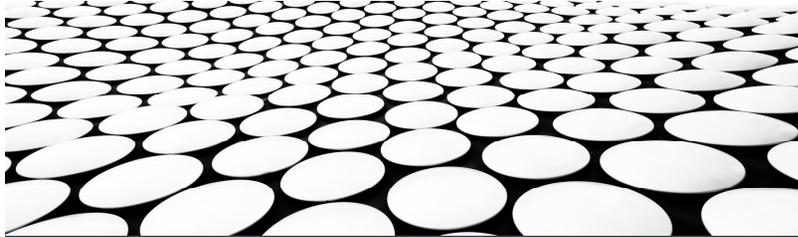


SHEPHERDOLOGY 101

FROM SHEPHERDLESS SHEEP TO FLOURISHING FLOCKS - QUALIFIED (PART 1)



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.**

- 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**

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

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?

IX. THE QUALIFICATIONS OF SHEPHERDS

- IX. Qualifications of an Elder / Shepherd
- In 1 Timothy 3 and Titus 1, we are presented with two lists of qualifications for elders.
 - Some elements are found in both lists, and some are unique to one list or the other.
 - Taken together, they identify twenty-six different criteria by which to evaluate a man's suitability to serve as a shepherd.

IX. THE QUALIFICATIONS OF SHEPHERDS

- IX. Qualifications of an Elder / Shepherd
- These attributes are about character. The man whom Jesus would trust with the welfare of His flock is qualified by right of who he is.
 - These qualities identify what God wants His shepherds to demonstrate for their flock.
 - These qualities also represent ongoing growth targets for elders.

IX. THE QUALIFICATIONS OF SHEPHERDS

- IX. Qualifications of an Elder / Shepherd
- A. Applicability – How do we use them?
 - **View One:** These qualifications are out of date with the needs of the modern church and represent what was important in the first century.
 - Claim: “We need a pastor who is a dynamic CEO, engaging motivational speaker, or charismatic marketer for a pastor?”

IX. THE QUALIFICATIONS OF SHEPHERDS

- Claim: “We want elder board members who are successful in business, prominent in the community, or well liked in a certain circle.”
- There is nothing intrinsically wrong with seeking someone who brings some “unlisted characteristics” to a particular ministry context, but the character profile in our two passages is what God considers essential for shepherds.

IX. THE QUALIFICATIONS OF SHEPHERDS

- **View Two:** These qualifications represent perfect ideals and thus noble goals toward which men should strive (but will never attain TSOH).
- According to this view, the qualifications of an elder would be reduced to a list of good intentions.
- Surely these character qualities are meant to somehow describe who a man is—and not just whom he aspires to someday become.

IX. THE QUALIFICATIONS OF SHEPHERDS

- **View Three:** These qualifications can be meaningfully and profitably used as “progress markers.”
- This view recognizes that these terms cannot be used in an absolute sense, but it maintains that the words can be legitimately used to describe who a man actually can become in Christ.

IX. THE QUALIFICATIONS OF SHEPHERDS

- **Support One:** “Must be” is not the same as “must have been.”
- Paul uses the phrase *dei einai* (δει ειναι).
- *An overseer, then, **must be** above reproach...* (1 Timothy 3:2). “Must be” = present, indicative, 3S of *δει* (*dei*) + present, infinitive of *εἶμι* (*eimi*)
- Paul wants elders who demonstrate **in the present** the possession of the listed qualifications.

IX. THE QUALIFICATIONS OF SHEPHERDS

- For the overseer **must be** above reproach as God's steward... (Titus 1:7). "Must be" = present, indicative, 3S of δεῖ (*dei*) + present, infinitive of εἶμί (*eimi*).
- The expression *dei einai* (δεῖ εἶναι) is used in Titus 1 in the exact same grammatical form.
- Paul could have used a different verb form, like "must have been" (cf. Matthew 18:33; 23:23) to denote someone who has always been a man of character.

IX. THE QUALIFICATIONS OF SHEPHERDS

- Let's talk Greek verbs! All Greek tenses include a time and manner element (in the indicative mood).
- Present tense = ongoing in the present.
- Imperfect = ongoing in the past.
- Aorist = punctiliar (or summary description) in the past.
- 1 Timothy 3:2; Titus 1:7 = ongoing in the present / let's look at some ongoing in the past

IX. THE QUALIFICATIONS OF SHEPHERDS

- "**Should you** not also **have had mercy** on your fellow slave, in the same way that I had mercy on you?" (Matthew 18:33).
- "Should you...have had mercy" = **imperfect**, indicative, 3S of δεῖ (*dei*) + **aorist**, infinitive of ἐλεέω (*eleeō*).
- Jesus is describing what should have been true of the unforgiving servant in the past.

IX. THE QUALIFICATIONS OF SHEPHERDS

- "Woe to you, scribes and Pharisees, hypocrites! For you tithe mint and dill and cummin, and have neglected the weightier provisions of the law: justice and mercy and faithfulness; but these are the things you **should have done** without neglecting the others" (Matthew 23:23).
- "Should have done" = **imperfect**, indicative, 3S of δεῖ (*dei*) + **aorist**, infinitive of ποίεω (*poieō*).

IX. THE QUALIFICATIONS OF SHEPHERDS

- Paul could have used an imperfect tense + an aorist infinitive if he wanted to make it clear that the qualifications of an elder are to be used in an absolute sense.
- By using the present tense, Paul emphasizes what is ongoing in the present.
- The qualified man is one who clearly and consistently demonstrates all of these qualities.

IX. THE QUALIFICATIONS OF SHEPHERDS

- **Support Two:** Transformation can change a man's label.
- *Do not be deceived; neither fornicators, nor idolaters, nor adulterers, nor effeminate, nor homosexuals, nor thieves, nor the covetous, nor drunkards, nor revilers, nor swindlers, will inherit the kingdom of God. **Such were (imperfect of eimi) some of you;** but you were washed, but you were sanctified, but you were justified in the name of the Lord Jesus Christ and in the Spirit of our God (1 Corinthians 6:9–11).*

IX. THE QUALIFICATIONS OF SHEPHERDS

- In Christ, a man can grow to become someone wholly new.
- Paul is calling for us to look for **transformed men** who authentically and genuinely display the qualifications of an elder found in 1 Timothy 3 and Titus 1.
- A qualified elder is “**applying all diligence**” (2 Peter 1:5) toward character development and making continued progress (2 Peter 1:8).

IX. THE QUALIFICATIONS OF SHEPHERDS

- These qualifications are not just prerequisites for shepherd service but a guide for the intentional deepening of qualities that will make shepherds increasingly useful and fruitful for a lifetime. Keep growing!
- These qualifications can also guide shepherds in the training and mentoring of future shepherds. Who are you investing in?

IX. THE QUALIFICATIONS OF SHEPHERDS

- In what way should we be using these qualification lists in our process of recognizing elders / shepherds?
- The qualifications of an elder are God's essentials for Pastor Next. How will we assess this?

Practices 7-9 provide practical exercises that can help in the development of these qualities.

IX. THE QUALIFICATIONS OF SHEPHERDS – SEVEN SUBSETS

- The man whom God commends to a flock (1) clearly demonstrates general godliness and maturity (above reproach).
- Specifically, he must be exemplary (2) in his marriage and home, (3) his personal walk, (4) his relationships with others, (5) his devotion to the word, (6) his time in the Lord, and (7) his reputation with those in the community.

IX. THE QUALIFICATIONS OF SHEPHERDS – ABOVE REPROACH

Above Reproach

- An overseer, then, must be **above reproach** (1 Timothy 3:2); If any man is **above reproach** (Titus 1:6); For the overseer must be **above reproach** as God's steward (Titus 1:7).
- In 1 Timothy, Paul used the term **anepilēmtos** (ἀνεπίλημτος). In Titus, he used **aneglētos** (ἀνέκλητος).

IX. THE QUALIFICATIONS OF SHEPHERDS – ABOVE REPROACH

- These two words are different in emphasis even though they are both translated "above reproach" by the NASB.
- On the one hand, **no criticism sticks**; any allegation against his character just doesn't fit with what is known about the man (*anepilēmtos*).
- Conversely, he is **well spoken of** by all who know him (*aneglētos*).

IX. THE QUALIFICATIONS OF SHEPHERDS – ABOVE REPROACH

- How can we know?
- *Do not receive an accusation against an elder except on the basis of two or three witnesses* (1 Timothy 5:19).
- Using this verse to inform a principle, we would want to make sure that our assessment of a man is confirmed by multiple sources.

IX. THE QUALIFICATIONS OF SHEPHERDS – ABOVE REPROACH

- In Titus 1:7, the phrase “as God’s steward” accompanies “above reproach.”
- A “steward” (*oikonomos*, οἰκονόμος) is the one in charge of a master’s household (cf. Luke 12:42).
- Such a one manages another’s affairs in a way that aligns with the priorities and directives of the owner. “As God’s steward” denotes one who accountable to the Lord (1 Corinthians 4:1–5).

IX. THE QUALIFICATIONS OF SHEPHERDS – ABOVE REPROACH

- God’s assessment of who is “above reproach” is the only opinion that matters.
- Paul adds: “It is a trustworthy statement: if any man **aspires** to the office of overseer, it is a fine work he **desires to do**” (1 Timothy 3:1).
- Both the word “aspires” (*oregō*, ὀρέγω) and the word “desires” (*epithumeō*, ἐπιθυμέω) denote a strong aspiration. He wants to do this of his own accord.

IX. THE QUALIFICATIONS OF SHEPHERDS – ABOVE REPROACH

- He truly wants to become what is needed and thereby make his life count as a shepherd.
- There are other NT lists of what should be seen in the lives of growing followers of Jesus.
- But a shepherd is not just a growing Christian; he helps *others* grow. He is not just an effective servant; he helps *others* serve.

IX. THE QUALIFICATIONS OF SHEPHERDS - HOMEFRONT

- Paul instructed both Timothy and Titus to look for a man who is “the husband of one wife” (1 Timothy 3:2; Titus 1:6).
- To Timothy, he added that such a man must be *one who manages his own household well, keeping his children under control with all dignity (but if a man does not know how to manage his own household, how will he take care of the church of God?)* (1 Timothy 3:4–5).

IX. THE QUALIFICATIONS OF SHEPHERDS - HOMEFRONT

- Paul also directed Titus to find men who have *children who believe, not accused of dissipation or rebellion* (Titus 1:6).
- Both as a husband and a father, this man is exemplary.
- In his marriage, he demonstrates fidelity and devotion to his wife. He is a “one-woman man” (this is a literal rendering of the original).

IX. THE QUALIFICATIONS OF SHEPHERDS - HOMEFRONT

- This phrase rules out adultery and polygamy, to be sure, as well as any sexually inappropriate behavior with the opposite sex.
- To be a “one-woman man” suggests a man of surpassing devotion to his wife. Ephesians 5:25–33 comes to mind.
- Such a husband will do whatever it takes to promote his wife’s true good.

IX. THE QUALIFICATIONS OF SHEPHERDS - HOMEFRONT

- **Q:** Does “one-woman man” disqualify someone who is single?
- There is nothing in the New Testament to suggest that singleness is less noble than being married. Each state is a gift from God (1 Corinthians 7:7).
- In which case, this qualification probably does not rule out an unmarried man.

IX. THE QUALIFICATIONS OF SHEPHERDS – HOMEFRONT

- But for both the single and the married, their relationships with the opposite sex must be exemplary.
- **Q:** What about someone who has been divorced and married someone else?
- According to our evaluation of *dei einai*, someone who was not a “one-woman man” in his past could become a “one-woman man” in the present.

IX. THE QUALIFICATIONS OF SHEPHERDS – HOMEFRONT

- In 1 Corinthians 6:9–11, Paul indicates that some among the Corinthian believers “were” (imperfect, indicative of *eimi*) fornicators, adulterers, effeminate, and homosexuals. But these terms no longer aptly describe who they have become in Christ.
- We should look for an individual who has truly become, with God’s transformative help, a model “one-woman man,” even though there may have been a time in his past when he was not.

IX. THE QUALIFICATIONS OF SHEPHERDS – HOMEFRONT

- How a man functions as a father and head of his home also declares his suitability to serve as a shepherd of the church of God.
- *He must be one who manages his own household well, keeping his children under control with all dignity (but if a man does not know how to manage his own household, how will he take care of the church of God?) (1 Timothy 3:4–5).*

IX. THE QUALIFICATIONS OF SHEPHERDS – HOMEFRONT

- *Having children who believe, not accused of dissipation or rebellion (Titus 1:6).*
- From these two passages, we can extract two pairs of home-life benchmarks.
- The first pair of qualities describes how a man functions as the head of his home; the second pair looks at the spiritual state of his children.

IX. THE QUALIFICATIONS OF SHEPHERDS – HOMEFRONT

- The term translated “manage” (*proistēmi*, προϊστημι) denotes someone who is attentive to what is happening in his home and takes appropriate action to address issues.
- He is not checked out or distracted. He is fully engaged and proactively promoting the true good of his household.
- This is an echo quality – see LSN 5, “Manage.”

IX. THE QUALIFICATIONS OF SHEPHERDS – HOMEFRONT

- The phrase “keeping his children under control” is literally “having his children in submission.”
- It describes a father whose children positively respond to his authority. They receive his instruction and obey him—and they do it with a good attitude.
- The following phrase, “with all dignity,” yields some insight into how he pulls this off.

IX. THE QUALIFICATIONS OF SHEPHERDS – HOMEFRONT

- He does not resort to manipulation, severity, or cajolery.
- His winsome leadership of his children commands their respect and makes following his lead both imminently reasonable and attractive.
- While the domestic qualifications of an elder in 1 Timothy 3:4–5 focus on a father, the related qualifications in Titus 1:6 focus on his children.

IX. THE QUALIFICATIONS OF SHEPHERDS – HOMEFRONT

- Such a man has “**children** who believe, not accused of dissipation or rebellion” (Titus 1:6).
- The term “children” (*teknon*, τέκνον) denotes offspring without reference to age.
- It can be used of younger children (Matthew 15:26; Mark 7:27), but it can also denote those who are grown (1 Timothy 5:4).

IX. THE QUALIFICATIONS OF SHEPHERDS – HOMEFRONT

- The offspring of a man qualified as an elder demonstrate several qualities.
- First, they are children, literally, “of faith.” Most translations render *pistos* (πιστός) as “believing” (or something similar), although a few, like the KJV, have “faithful.”
- Both possibilities have merit.

IX. THE QUALIFICATIONS OF SHEPHERDS – HOMEFRONT

- In John 20:27, Jesus uses this term to exhort Thomas, *Do not be unbelieving, but believing.*
- But in 1 Corinthians 4:17, Paul uses this same term when he calls Timothy his “faithful child.”
- In Titus 1:6, the expression translated “who believe” comes from the accusative form of the adjective “faithful” (*pistos*, πιστός) linked to “children.”
- Must we choose between the two?

IX. THE QUALIFICATIONS OF SHEPHERDS – HOMEFRONT

- Because he trusts God, a true believer should be someone whom you can trust.
- Paul names Timothy as “my beloved and faithful child in the Lord” (1 Corinthians 4:17)
- The expression “faithful child” represents the same two Greek terms found in Titus 1:6.

IX. THE QUALIFICATIONS OF SHEPHERDS – HOMEFRONT

- So when Paul calls for elders to have “children of faith,” he is thinking of sons and daughters who are to their fathers what Timothy is to himself.
- Look for elders by finding men whose believing children are trusted partners and kindred spirits in the cause of Christ.

IX. THE QUALIFICATIONS OF SHEPHERDS – HOMEFRONT

- **Q:** What about the man without children? This qualification would not apply to such a man.
- **Q:** What about the man with young children? It may be too soon to tell about whether such a man’s children will make their faith their own.
- Wait till his children are old enough to demonstrate a true faith or look for evidence that this man is well leading and nurturing his younger children to follow Christ.

IX. THE QUALIFICATIONS OF SHEPHERDS – HOMEFRONT

- **Q:** What about a man who has a son or daughter who has turned away from God?
- Acknowledge the limits of what even perfect parenting can do. Look no further than Judas for proof.
- A father who leads well may raise a child who rejects what he has been taught.

IX. THE QUALIFICATIONS OF SHEPHERDS – HOMEFRONT

- Such an outcome may not be a commentary on a good father as much as it reveals the limits of what a father’s faithfulness can guarantee.
- Faith in the hearts of our children is always a choice, their choice, and one we, as parents, cannot make for them.
- Paul does not add the word “all” to “having children who believe.”

IX. THE QUALIFICATIONS OF SHEPHERDS – HOMEFRONT

- He is not making a categorical statement but a normative statement. Here is the difference: “All birds fly” is categorical. “Birds fly” is normative. A normative statement allows for ostriches. Most birds are flyers, but a few are not.
- Similarly, Paul’s normative statement declares that most of the children of a man qualified to be an elder will be believers, even though there may be an ostrich or penguin in his offspring.

IX. THE QUALIFICATIONS OF SHEPHERDS – HOMEFRONT

- In the case of a father whose child has turned away from God, look at his other children.
- If those children have genuinely trusted Christ, would they attribute that outcome to the positive influence of their father?
- Such a man is the kind of man God would commend as an elder, even though he has a son or daughter who rejected what they were given.

IX. THE QUALIFICATIONS OF SHEPHERDS – HOMEFRONT

- Paul then identifies two specific virtues that must be evident in a prospective elder’s children that are the outgrowth of their (the children’s) faith.
- Certainly godly children would demonstrate a full range of virtues. But an elder’s children are “**not accused of dissipation or rebellion**” (Titus 1:6).
- “Dissipation” involves living without moral restraint.

IX. THE QUALIFICATIONS OF SHEPHERDS – HOMEFRONT

- “Rebellion” in children (Titus 1:6) involves defiance of authority.
- Just a few verses later in Titus, Paul ascribes this exact characteristic to a group of **men** who are doing a lot of damage: “For there are many **rebellious men...**”
- It definitely wouldn’t do for a man who is charged with refuting rebellious men to have some under his own roof!

IX. THE QUALIFICATIONS OF SHEPHERDS – HOMEFRONT

- The ministry of a father in the home is a key window through which to discern a man’s suitability as a shepherd.
- Note how his proven character as a home manager is essential to his function as a church manager. He is a catalyst and coach who brings out the best in his children and thereby confirms his ability to do likewise outside the home.

IX. THE QUALIFICATIONS OF SHEPHERDS - HOMEFRONT

- Look for a man who helps his children trust Jesus, live righteously, and follow authority. That man will be a tremendous asset to a local fellowship.
- I find this a daunting challenge. It is precisely here that I need to remember that God is my (and your) difference maker.

IX. THE QUALIFICATIONS OF SHEPHERDS - HOMEFRONT

- **Summary:** Look for the following. If he is single, his relationship with the opposite sex is exemplary. If married, he is singularly devoted to His wife. His home life reflects order and purpose. He has encouraged his children to follow Jesus and their character vouches for the fact that their faith is their own.
- **In short, the man God wants to lead His flock is an effective family shepherd.**

SHEPHERDOLOGY 101

FROM SHEPHERDLESS SHEEP TO FLOURISHING FLOCKS - QUALIFIED (PART 1)

