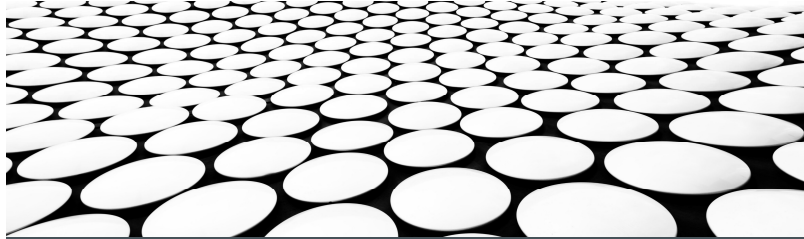


## SHEPHERDOLOGY 101

FROM SHEPHERDLESS SHEEP TO FLOURISHING FLOCKS - MANNER



### 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 are detailed in 10 pertinent passages.**
- 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**

### IX. THE QUALIFICATIONS OF SHEPHERDS – SUMMARY

#### Core

- **Above Reproach:** In general, such a man presents a positive and attractive example of what it means to be a servant of Jesus.
- **Exemplary Husband and Father:** This man displays surpassing devotion to his wife and effectively coaches his family to follow the Lord.
- **Good Heart:** He loves the Lord (and whatever God loves) with all his heart, mind, and strength.

## IX. THE QUALIFICATIONS OF SHEPHERDS – SUMMARY

### Catalyst

- **Relational Asset:** He winsomely cares for and helps others do what is right, regardless of personal cost, without power struggles, self-promotion, or angry outbursts.
- **Growth Agent:** His deep personal devotion to God's word empowers him to promote the truth-driven transformation of others.

## IX. THE QUALIFICATIONS OF SHEPHERDS – SUMMARY

### Credibility

- **Seasoned:** This man has spent considerable time growing in humility and maturity.
- **Respected:** He lives out his allegiance to Jesus in the public square both by his example and witness.

## X. MANNER

### X. The Manner of Elders

- A. Right Motivation: Doing It for the Right Reason
- B. Right Work Ethic: Doing It by Working Hard
- C. Right Recall: Doing It from Memory

There is a right way and a wrong way to do the right thing.

## 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**

- **He guards the flock.** He identifies and confronts anything that threatens to undermine the spiritual welfare of members of the body.
- **He teaches.** He provides a healthy diet of truth to the sheep.
- **He illustrates.** He lives in a way that well reflects what he teaches.

**TOOLKIT**

- **He helps the weak.** He finds ways to deploy his money and resources to help those who are sick and weak.
- **He prays for the sick.** He comes as requested to minister to and pray for those who are seriously sick.
- **He shows hospitality.** He makes what is his available to others when it will serve their true good or advance the cause of Christ.

**X. THE MANNER OF ELDERS****Right Motivation**

*Therefore, I exhort the elders among you, as your fellow elder and witness of the sufferings of Christ, and a partaker also of the glory that is to be revealed, shepherd the flock of God among you, **exercising oversight (1) not under compulsion, but voluntarily, according to the will of God; and (2) not for sordid gain, but with eagerness; (3) nor yet as lording it over those allotted to your charge, but proving to be examples to the flock** (1 Peter 5:1-3).*

**X. THE MANNER OF ELDERS****Right Motivation****Wrong Ways to Shepherd**

- Under compulsion
- For sordid gain
- Lording it over those allotted to your charge

**Right Ways to Shepherd**

- Voluntarily, according to the will of God
- With eagerness
- Proving to be examples to the flock

#### X. THE MANNER OF ELDERS

##### Right Motivation – pair 1

- Not Because You **Have** to but Because You **Choose** To
- *Shepherd the flock of God among you, exercising oversight **not under compulsion, but voluntarily, according to the will of God** (1 Peter 5:2).*
- The adverb translated “under compulsion” is a NT hapax, but the apostle Paul uses similar terms elsewhere.

#### X. THE MANNER OF ELDERS

##### Right Motivation – pair 1

- *Each one must do just as he has purposed in his heart, not grudgingly or **under compulsion**, for God loves a cheerful giver (2 Corinthians 9:7).*
- He wants shepherds to serve as a personal choice, a responsibility they freely, even gladly, assume.
- In the NASB, “according to the will of God” renders just two words, *kata* and *theos* (κατά and θεός, literally “according to God”).

#### X. THE MANNER OF ELDERS

##### Right Motivation – pair 1

- *I now rejoice, not that you were made sorrowful, but that you were made sorrowful to the point of repentance; for you were made sorrowful **according to the will of God**, so that you might not suffer loss in anything through us. For the sorrow that is **according to the will of God** produces a repentance without regret, leading to salvation, but the sorrow of the world produces death (2 Corinthians 7:9–10).*

#### X. THE MANNER OF ELDERS

##### Right Motivation – pair 1

- “According to God” means “because God wills it.”
- Peter wants shepherds to embrace the role of a shepherd as a response to God. He is inviting them to do this willingly because they sense this is what God is asking of them.
- “Why would someone serve as an elder under compulsion?”

## X. THE MANNER OF ELDERS

### Right Motivation – pair 1

- When someone’s heart isn’t in it, his service as a shepherd will be joyless and ultimately ineffectual. He will look for ways to do the minimum. He will shy away from the hard things. He will engage only when “he has to.”
- The man who serves as a shepherd voluntarily as a response to God, does so habitually. Saying “yes” to God is his normal even when sheep get cranky!

## X. THE MANNER OF ELDERS

### Right Motivation – pair 2

- Not as a **Means** to an End, but as the **End**
- The second “right way, wrong way” pair takes what Peter has already said and bumps it up a notch.
- Peter counsels his fellow-elders, *Shepherd the flock of God among you ... not for sordid gain, but with eagerness* (1 Peter 5:2).
- The phrase “for sordid gain” renders a single Greek adverb that is only found here in the New Testament.

## X. THE MANNER OF ELDERS

### Right Motivation – pair 2

- But the cognate adjective is used in Titus 1:7 of one of the qualifications for an elder.
- Together, they constitute a double warning.
- The man who is “exercising oversight ... for sordid gain” (1 Peter 5:2) is leveraging his position as an elder for personal benefit.
- Peter has seen this toxic motive up close and personal.

## X. THE MANNER OF ELDERS

### Right Motivation – pair 2

- When Mary gave Jesus an extravagant gift, Judas threw up a smokescreen, saying, “*Why was this perfume not sold for three hundred denarii and given to poor people?*” Now he said this, not because he was concerned about the poor, but because he was a thief, and as he had the money box, he used to pilfer what was put into it (John 12:5–6).
- It did not turn out well for Judas. It will not turn out well for shepherds who are “takers.”

## X. THE MANNER OF ELDERS

### Right Motivation – pair 2

- The right way to shepherd is eagerly.
- The adverb translated “with eagerness” is a New Testament hapax.
- Cognates are found elsewhere: *So, for my part, I am **eager** to preach the gospel to you also who are in Rome* (Romans 1:15).

## X. THE MANNER OF ELDERS

### Right Motivation – pair 2

- *Now these were more noble-minded than those in Thessalonica, for they received the word with great **eagerness**, examining the Scriptures daily to see whether these things were so* (Acts 17:11).
- The eager shepherd exercises oversight with passion and animation. He derives genuine satisfaction from shepherding irrespective of others’ notice or validation.

## X. THE MANNER OF ELDERS

### Right Motivation – pair 2

- God’s shepherds do what they do with excitement for what they do.
- They are not oblivious to the promise of a heavenly reward, but that is not their core motivation.
- They find the challenge of shepherding to be its own reward. They can’t stop thinking about how to lead well those entrusted to their care. They are a joy to follow.

## X. THE MANNER OF ELDERS

### Right Motivation – pair 2

- When you couple “eager” with “voluntarily according to the will of God” (1 Peter 5:2), here’s what you get:
- Because they exercise oversight **voluntarily**, effective shepherds do what they do as a personal response to a divine calling. Because they are **eager**, they do it with enthusiasm.

## X. THE MANNER OF ELDERS

### Right Motivation – pair 3

- Not to Compel People to Do It **Your** Way but to Show Them **His** Way
- *Shepherd the flock of God among you ... **nor yet as lording it over those allotted to your charge, but proving to be examples to the flock*** (1 Peter 5:2-3).
- The elder who is fond of sordid gain has a hidden agenda. The overlord's agenda is out there for all to see: "It's all about me!"

## X. THE MANNER OF ELDERS

### Right Motivation – pair 3

- The word translated "lording it over" is a present participle, which indicates that this is an ongoing pattern of behavior.
- *And the man, in whom was the evil spirit, leaped on them and **subdued** all of them and overpowered them, so that they fled out of that house naked and wounded* (Acts 19:16). Scary! To "lord it over" the flock is to subdue the sheep, to bend them to your will, to make them do your bidding.

## X. THE MANNER OF ELDERS

### Right Motivation – pair 3

- Peter was there when Jesus once used this exact word: *Calling them to Himself, Jesus said to them, "You know that those who are recognized as rulers of the Gentiles **lord it over** them; and their great men exercise authority over them. But it is not this way among you, but whoever wishes to become great among you shall be your servant"* (Mark 10:42-43).
- Peter is echoing what he heard from Jesus at the very start of his ministry.

## X. THE MANNER OF ELDERS

### Right Motivation – pair 3

- Perhaps he still heard the voice of Jesus ringing in his head: Lordship leadership? Bad! Servant leadership? Good!
- Shepherds should consistently ask themselves, "What can I do to serve the Lord's interests in the life of this person or these people?" This awareness ought to also insulate a shepherd against the pull of this question, "What can I do to get the sheep to do what I want or to serve my interests?"

## X. THE MANNER OF ELDERS

### Right Motivation – pair 3

- **“Lordship leadership” “tells”**
- The shepherd or elder who wants everything to be “perfect” so that it reflects well on him comes to mind. This, in turn, fuels micromanagement. He wants everything to be positive and appear successful. He has a vision of what should be, and he wants everyone to serve his vision. He doesn’t want others to meddle with or attempt to improve his plan.

## X. THE MANNER OF ELDERS

### Right Motivation – pair 3

- He just wants the flock to serve his plan—with no questions asked. Ultimately, he cares only for himself.
- Instead of adopting “Operation Overlord,” good shepherds are good examples.
- Such elders ought to be able to say, along with the apostle Paul, *The things you have learned and received and heard and seen in me, practice these things* (Philippians 4:9).

## X. THE MANNER OF ELDERS

### Right Motivation – pair 3

- Paul encouraged both Timothy and Titus to adopt this ministry strategy for themselves: *Let no one look down on your youthfulness, but rather in speech, conduct, love, faith and purity, show yourself an example of those who believe* (1 Timothy 4:12).
- *In all things show yourself to be an example of good deeds, with purity in doctrine, dignified* (Titus 2:7).

## X. THE MANNER OF ELDERS

### Right Motivation – pair 3

- Shepherds serve their flocks well when they present a positive example of what it means to follow the Chief Shepherd.
- Bottom line: An effective shepherd doesn’t drive people. He inspires others by his example. He vividly demonstrates what the Chief Shepherd desires for His flock. How he lives shows the way.



## X. THE MANNER OF ELDERS

### Motivation Summary

- Shepherd's motives matter!
- In 1 Peter 5:1-3, we identify three ways a shepherd can get it right (and three ways to get it wrong).
- (1) The shepherd who effectively watches over his flock does so not because he has to, but because he has said "yes" to God's call.
- (2) The good shepherd is not using his role as a means to some self-serving end; he is in it for the sheer joy of doing what counts.

## X. THE MANNER OF ELDERS

### Motivation Summary

- (3) The shepherd who cares for his flock for the right reason is not in it to compel others to do what he wants. He draws others to Jesus' way by his inspiring example.
- He does what he does for the right reason: He is called, eager, and exemplary.

## X. THE MANNER OF ELDERS

### Right Work Ethic

- Right Work Ethic: Doing It by **Working Hard**
- Shepherding involves hard work.
- Just so we don't miss it, Paul says as much four different times: *Or he who exhorts, in his exhortation; he who gives, with liberality; he who leads, with diligence; he who shows mercy, with cheerfulness* (Romans 12:8).

## X. THE MANNER OF ELDERS

### Right Work Ethic

- *In everything I showed you that **by working hard** in this manner you must help the weak and remember the words of the Lord Jesus, that He Himself said, "It is more blessed to give than to receive" (Acts 20:35).*
- *But we request of you, brethren, that you appreciate those who **diligently labor** among you, and have charge over you in the Lord and give you instruction (1 Thessalonians 5:12).*

## X. THE MANNER OF ELDERS

### Right Work Ethic

- *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).*
- The man who watches out for others “when it’s convenient” and “when his schedule allows” is not “exercising oversight” well.
- The apostle Paul provides a helpful “work ethic” insight.

## X. THE MANNER OF ELDERS

### Right Work Ethic

- **Hope helps!** *For it is for this we **labor** and strive, because we have fixed our hope on the living God, who is the Savior of all men, especially of believers (1 Timothy 4:10).*
- The Lord’s servants are “all in” because it will be worth it. Knowing ours is not wasted effort makes it easier to work harder.

## X. THE MANNER OF ELDERS

### Right Work Ethic

- *Holding fast the word of life, so that in the day of Christ I will have reason to glory because I did not run in vain nor toil in vain (Philippians 2:16).*
- A shepherd can know his hard work is not for naught, and that makes it easier to stay motivated until “the day of Christ.”
- **Bonus Insight!** *For this purpose also I labor, striving according to His power, which mightily works within me (Colossians 1:29).*

## X. THE MANNER OF ELDERS

### Right Work Ethic

- This is the shepherd laborer’s secret. As he works hard, God blesses his efforts to accomplish something that truly matters.
- From a practical standpoint, I like to think of this contrast. Imagine someone who keeps a garden as a hobby. Now imagine someone whose garden is his only means of feeding himself and his family.

## X. THE MANNER OF ELDERS

### Right Work Ethic

- We invest in our flock like we are dealing with life for our family—because we are!
- **Summary:** Effective shepherds do whatever is necessary to care for their flock. They understand what it means to roll up their sleeves and work hard at leading, helping those who are in trouble, and ministering the truth.

## X. THE MANNER OF ELDERS

### Right Recall

- Right Recall: Doing It from Memory!
- *Therefore be on the alert, **remembering** that night and day for a period of three years I did not cease to admonish each one with tears (Acts 20:31)*
- *In everything I showed you that by working hard in this manner you must help the weak and **remember** the words of the Lord Jesus, that He Himself said, “It is more blessed to give than to receive” (Acts 20:35).*

## X. THE MANNER OF ELDERS

### Right Recall

- Effective shepherds draw from memory what fuels their effectiveness as shepherds. Specifically, they remember two things.
- “Staying alert” is what shepherds must do.
- The phrase that follows begins with the word “remembering.” This is the way to stay alert: by holding something in their thoughts.

## X. THE MANNER OF ELDERS

### Right Recall

- The verb form of “remembering” (present tense) suggests this is an ongoing activity.
- The content is captured in this summary: *Night and day for a period of three years I did not cease to **admonish** each one with tears (Acts 20:31).*
- At a minimum, Paul is calling for the elders to recall his example; night and day, for three years, one-on-one with each of them, he ministered to a point of tears.

## X. THE MANNER OF ELDERS

### Right Recall

- He also wants them to remember what he actually said when they were at risk.
- Paul wants the Ephesian shepherds to remember two things: his admonition and his example, i.e., what he taught and what it cost.
- The word “admonish” summarizes what Paul taught – this is instruction suited to those who are “unruly” (1 Thessalonians 5:14).

## X. THE MANNER OF ELDERS

### Right Recall

- This does not mean that one who is admonished is an opponent: *Yet do not regard him as an enemy, but admonish him as a brother* (2 Thessalonians 3:15).
- So, when Paul is calling the Ephesian shepherds to guard the flock by remembering his personal admonitions, he is asking them to call to mind exactly how he spotted and addressed spiritual hindrances.

## X. THE MANNER OF ELDERS

### Right Recall

- He wants them to ask themselves, “How did Paul address this when we were working through it? What did he say? What did he do?”
- Although an elder’s core skill set includes both teaching and admonition, the latter is particularly well suited to a shepherd’s work as a watchman and guardian.

## X. THE MANNER OF ELDERS

### Right Recall

- **How can we “remember?”** We have the actual letters of Paul!
- For example, consider the first letter to the Corinthians. In it, Paul brings truth to bear on numerous threats, including divisions, church discipline, sexual immorality, lawsuits among believers, questions about marriage, Christian liberty, idolatry, worship compromise, misuse of spiritual gifts, and resurrection errors.

## X. THE MANNER OF ELDERS

### Right Recall

- As we encounter something similar, we can recall the right principles and use them to help us see what we are dealing with and how to address it.
- So when Paul says to elders, “Be on the alert, **remembering my admonition**,” we heed his counsel today by internalizing the word. Then we can access our memory banks to locate whatever speaks to the latest challenge.

## X. THE MANNER OF ELDERS

### Right Recall

- Shepherds who shepherd well do so, in part, because they have committed God’s word to memory. They have also meditated on the implications of this internalized word and can aptly deploy it when engaged in a ministry of admonition.
- They acquire a vast internal store of principles from God’s word that are at the ready as required. Such men will indeed shepherd well!

## X. THE MANNER OF ELDERS

### Right Recall

- There is another memory based ministry aid Paul wants elder / shepherds to use.
- **Remember What Matters!**
- *In everything I showed you that by working hard in this manner you must help the weak and **remember the words of the Lord Jesus**, that He Himself said, “It is more blessed to give than to receive” (Acts 20:35).*

## X. THE MANNER OF ELDERS

### Right Recall

- In Acts 20:35, Paul commands the elders to embrace their responsibility to “help the weak,” which we have previously considered. That is what shepherds are to do.
- Working hard to help the weak is more easily accomplished when shepherds remember something Jesus said: “It is more blessed to give than to receive.”

## X. THE MANNER OF ELDERS

### Right Recall

- This declaration by Jesus is not found anywhere in the gospels.
- The word translated “blessed” (*makarios*, μακάριος) is quite common in the gospels.
- *“But when you give a reception, invite the poor, the crippled, the lame, the blind, and you **will be blessed**, since they do not have the means to repay you” (Luke 14:13–14).*

## X. THE MANNER OF ELDERS

### Right Recall

- In an explanatory phrase to follow, this blessing is identified: *You will be repaid at the resurrection of the righteous* (Luke 14:14).
- So, when Jesus says it is more blessed to give than to receive, He is identifying what He values. The giver does what Jesus appreciates. In the future, this will come out. When it does, the one who has helped those in need at personal expense will say, “That was so worth it.”

## X. THE MANNER OF ELDERS

### Right Recall

- For shepherds who work hard to help the weak, they do well to keep the words of Jesus in mind.
- They should gaze into the future and hear Jesus say of them that they are to be congratulated! He will declare that they have done what matters to Him! Well done!

## X. THE MANNER OF ELDERS

### Summary

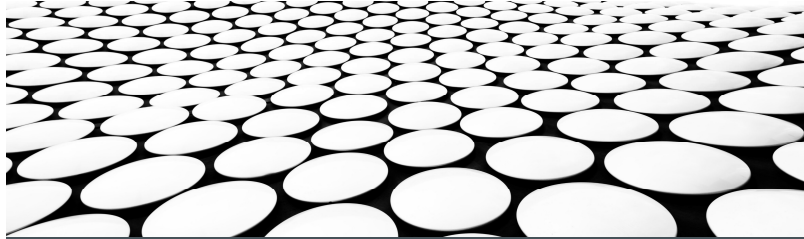
Shepherds/Overseers/Leaders/Elders can well fulfill their responsibilities using these effectiveness multipliers:

- Right motivation – **Do it for the right reason!**
- Right work ethic – **Do it by working hard!**
- Right recall – **Do it by remembering!**

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## SHEPHERDOLOGY 101

FROM SHEPHERDLESS SHEEP TO FLOURISHING FLOCKS - MANNER



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### TABLE TIME

- Share your progress pertinent to Practices 7-9. Glean insights from table members that can help you with your XYZ.
- Share your thoughts with your table group members using the [Discussion Guide](#).
- Complete attendance card for your table.
- Bring your completed self check to our last lesson.