

# Chapter Two

## Pastoral Leadership

**According to the New Testament, who is responsible to pastor the local church?**

**Biblical Eldership: Restoring the Eldership to Its Rightful Place in the Local Church**

**According to the New Testament, who is responsible to pastor the local church?**

**In unequivocal language, both Paul and Peter answer this question. They charge the elders to “shepherd the church of God.”**



# Skills of a Shepherd

**1. Must be tough at heart. Shepherding is not just about sweet lambs and bucolic pastures with sheep grazing. It is about the survival of the fittest. It is about making life and death decisions that will tear your heart apart.**

**2. Must be willing to do hard work.**

**Shepherding does not just require hard physical labor of moving fences, moving sheep, and handling 40-pound bales of hay. It is about heart work. It is having to do hard things and making hard decisions. It is about learning to go with your instincts and let your gut be your guide.**

**3. Must be willing to be humbled daily. Proud people need not apply. If there is any one thing that can bring you to your knees, it is shepherding. There will be days when you make the wrong decision, when you overlook the obvious, when the not so obvious will attack and leave you on your knees. If ever you thought you knew it all, forget it! There will always be days when you realize there is much yet to learn.**

**4. Must not be afraid to learn new things. On a regular basis, you will be required to learn a new skill, a new task, a new way of doing things. An experienced shepherd once told me as she was coaching me over the phone on how to do an internal exam on a laboring ewe, “if you don’t want to do it, then you should not be a shepherd.” Shepherding will take you out of your comfort zone at times and you have to be willing to step forward.**



**5. Must have great endurance. Shepherds must be willing to work in all adverse weather conditions—rain, sleet, snow, extreme heat, subzero degree temperatures, and humidity AND they must be able to keep sheep alive in such adverse conditions. They must be able to work with little sleep, lift with little strength, study with weak knees.**

**6. Must exhibit ability to observe. One time my husband found me just standing in our paddock area with the sheep. He asked me what I was doing. I responded, “getting to know my sheep.” It takes great observation and getting to know what normal looks like to identify what is NOT normal.**

**7. Must have the patience of a saint. Sheep will test you and you must be able to outlast them and outsmart them. Once you think you have them figured out, they are at it again.**

# Shepherding Work

# The Shepherd's Presence

**You cannot be an absent or invisible elder  
and be a good shepherd.**

**Don't be an invisible elder. Be out among the people; don't hide from them or act as if you are afraid of them or too important to be with them. Stand at or near the door of the church, greet the people with a friendly smile, and work hard at remembering names. Reach out by introducing yourself in a friendly way to new people. Greet widows, widowers, and the elderly. Be attentive to the young people and children. Know their names and use them. Display the joy of the Lord.**

Presence  
Love



**But there is no substitute for a lack of personal love or warmth on the part of the elders for the people. Without a loving, caring relationship with the people, the elders are an empty shell.**

**Biblical Eldership: Restoring the Eldership to Its Rightful Place in the Local Church**

Presence

Love

Authority

**Presence**  
**Love**  
**Authority**  
**Hard Work**

<sup>2</sup> “Son of man, prophesy against the shepherds of Israel; prophesy and say to them: ‘This is what the Sovereign LORD says: Woe to the shepherds of Israel who only take care of themselves! Should not shepherds take care of the flock? <sup>3</sup> You eat the curds, clothe yourselves with the wool and slaughter the choice animals, but you do not take care of the flock. <sup>4</sup> You have not strengthened the weak or healed the sick or bound up the injured. You have not brought back the strays or searched for the lost. You have ruled them harshly and brutally.

<sup>5</sup> So they were scattered because there was no shepherd, and when they were scattered they became food for all the wild animals. <sup>6</sup> My sheep wandered over all the mountains and on every high hill. They were scattered over the whole earth, and no one searched or looked for them.

**7 “ ‘Therefore, you shepherds, hear the word of the LORD: 8 As surely as I live, declares the Sovereign LORD, because my flock lacks a shepherd and so has been plundered and has become food for all the wild animals, and because my shepherds did not search for my flock but cared for themselves rather than for my flock...**

**Presence**  
**Love**  
**Authority**  
**Hard Work**  
**Sacrifice**

**28 Besides everything else, I face daily the pressure of my concern for all the churches. 29 Who is weak, and I do not feel weak? Who is led into sin, and I do not inwardly burn?**

**2 Corinthians 11:28–29**



**15 I will most gladly spend and be spent  
for your souls. If I love you more, am I to  
be loved less?**

**2 Corinthians 12:15**

Presence  
Love  
Authority  
Hard Work  
Sacrifice  
Dangerous Work

**Presence**  
**Love**  
**Authority**  
**Hard Work**  
**Sacrifice**  
**Dangerous Work**  
**Skill and Knowledge**

**Leading a local church requires a variety of skills in teaching and governing a community of God's people in God's appointed way.**

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**Presence**  
**Love**  
**Authority**  
**Hard Work**  
**Sacrifice**  
**Dangerous Work**  
**Skill and Knowledge**  
**Submit to and Obey**

**17 Obey your leaders and submit to their authority. They keep watch over you as men who must give an account. Obey them so that their work will be a joy, not a burden, for that would be of no advantage to you.**

**Hebrews 13:17**

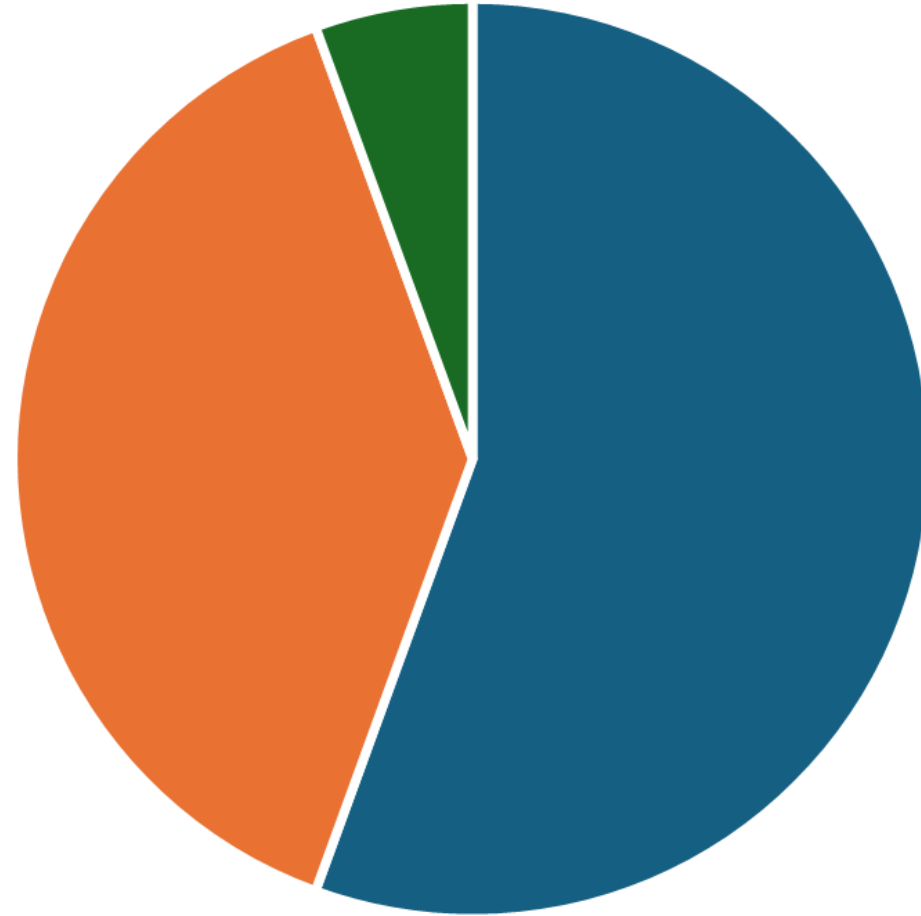
**To protect the flock from abusive pastoral authority, the Scripture charges the elders not to lord their authority over the people, but to be godly examples to the flock so that the people will want to follow willingly (1 Pet. 5:3). The ones the elders lead are their brothers and sisters in Christ, not servants or employees.**

# **II. The Four-Fold Responsibility of Shepherd Elders**



Shepherd is both a noun  
(ποιμήν [poimēn]) and a  
verb (ποιμαίνω [poimainō]):  
“Shepherds shepherd the  
sheep”

## Shepherd (pastor) as a Noun



■ Jesus   ■ Shepherds   ■ Church leadership

**Shepherd the Flock of  
God/The Church of God**

**2 Be shepherds of God's flock that is under your care, serving as overseers—not because you must, but because you are willing, as God wants you to be; not greedy for money, but eager to serve;**

**1 Peter 5:2**

**28 Keep watch over yourselves and all the flock of which the Holy Spirit has made you overseers. Be shepherds of the church of God, which he bought with his own blood.**

**Acts 20:28**

# 1. Teaching-Feeding

**The first duty of a shepherd is to feed the sheep.**

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**2 Now the overseer must be above reproach, the husband of but one wife, temperate, self-controlled, respectable, hospitable, able to teach,**

**1 Timothy 3:2**



<sup>9</sup> He must hold firmly to the trustworthy message as it has been taught, so that he can encourage others by sound doctrine and refute those who oppose it.

Titus 1:9

**17 The elders who direct the affairs of the church well are worthy of double honor, especially those whose work is preaching and teaching.**

**1 Timothy 5:17**

# Teaching Strategy

**20 You know that I have not hesitated  
(shrink from) to preach anything that  
would be helpful to you but have taught  
you publicly and from house to house.**

**Acts 20:20**

**27 For I have not hesitated to proclaim to you the whole will (counsel) of God.**

**Acts 20:27**

**Thus, the elders, as the shepherding team, need to regularly discuss their plans for teaching the Bible and for equipping “the saints for the work of ministry [service], for building up the body of Christ” (Eph. 4:12).**

## 2. Protecting-Guarding-Watching Over

# 3. Leading-Managing-Governing



**They need to be able to articulate and enforce the distinctive beliefs and values of the church; face hard decisions and not procrastinate; identify and correct problems; effect change and motivate people to action; and provide vision for the church. Elders need to be able to evaluate themselves as leaders, evaluate the different ministries of the church, and plan for improvements, future teachers, and emerging leaders.**

# 4. Practical Care

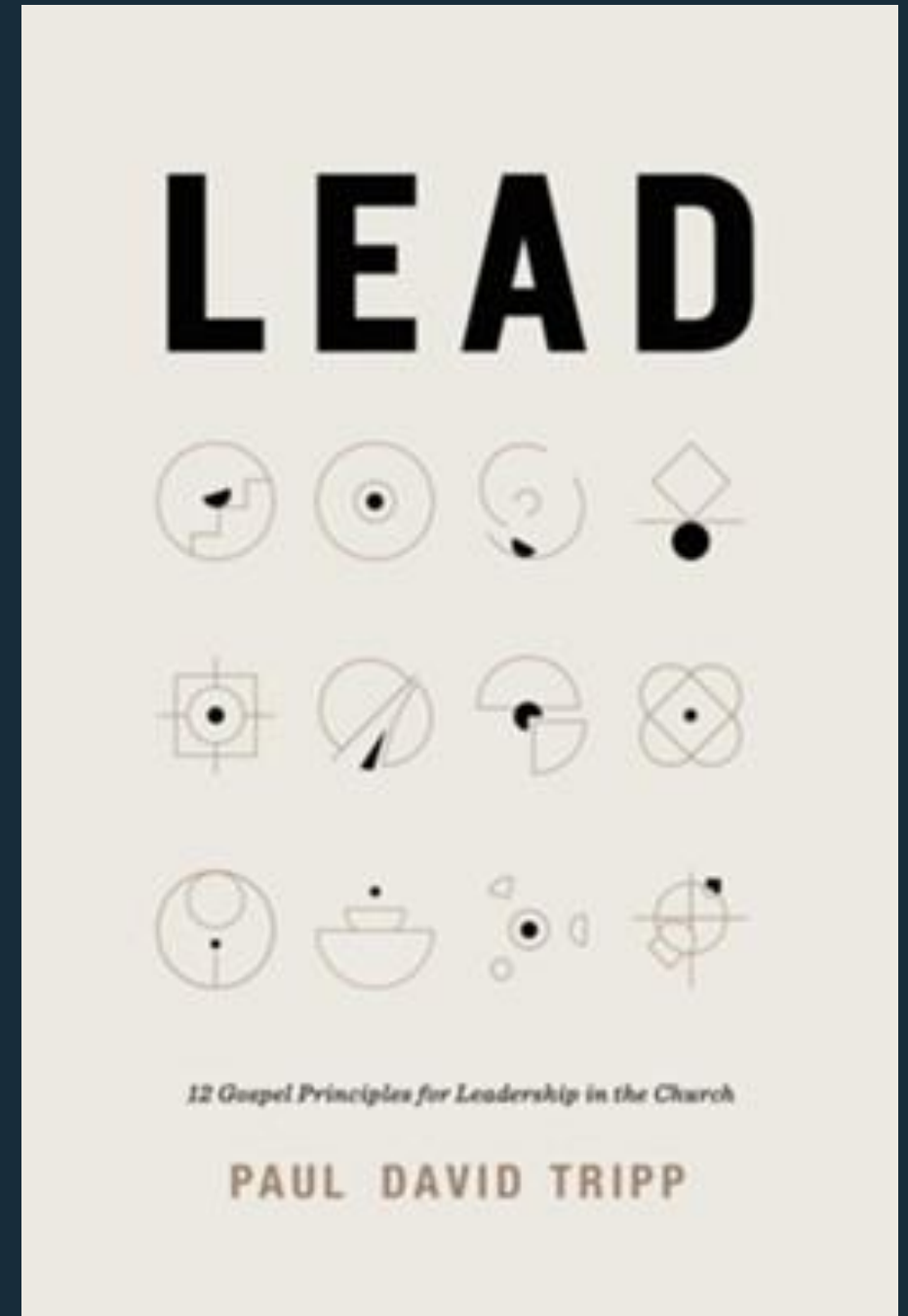
# III. Working a Job and Pastoring a Congregation

# Spiritual Laziness and Neglect

# Spiritual Dedication

# Working as a Team

# Limits



Limited



# Limited Gifts

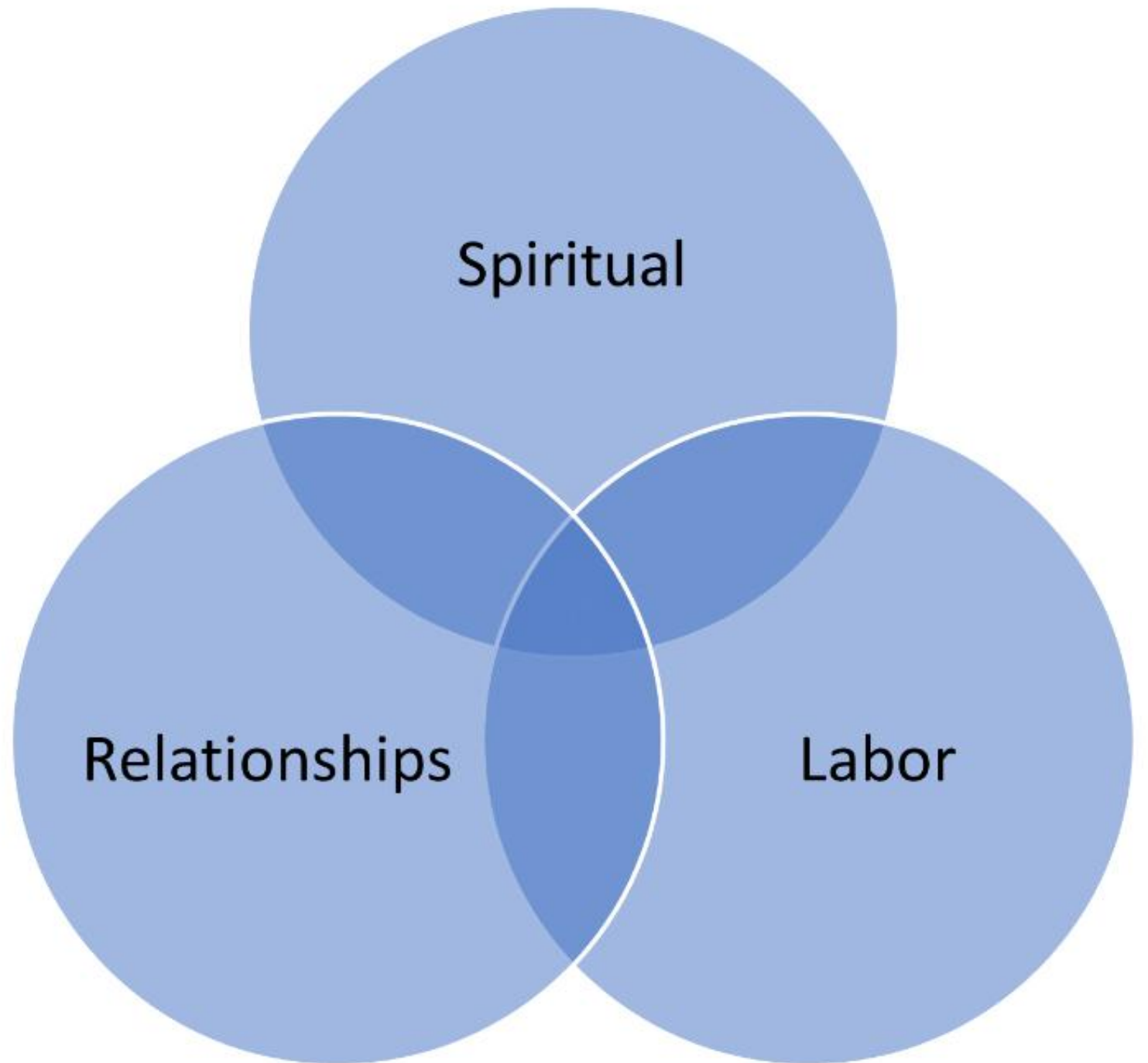
**No leader is designed to know or do everything. No leader is meant to do his work alone. It is dangerous for any leader to be so dominant that the gifts of others don't get expression, leaving that leader to do things he wasn't gifted by God to do.**

**Lead: 12 Gospel Principles for Leadership in the Church**

Limited

# Limited Time

**LIMITED  
TIME**



**“you will never have  
29/7 or 24/10”**

**Lead: 12 Gospel Principles for Leadership in the Church**

Limited

# Limited Energy



**Let me just say it from the start here:  
none of us is infinite, self-sustaining,  
self-sufficient, or self-rejuvenating. We  
all are a package of limited energies  
coupled with certain weaknesses and  
held together by divine grace.**

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Limited

# Limited Maturity

... every leader is a person in the middle of his own sanctification. No matter how long we've been in ministry leadership, no matter how well trained, no matter how theologically mature, we are all still in need of future spiritual development. We all have blind spots. We all have areas of susceptibility to temptation. Each of us has character weaknesses. We are all still in need of the rescuing, convicting, transforming power of the gospel.

Lead: 12 Gospel Principles for Leadership in the Church

# Deacons: Assistants to the Overseers

**The specific tasks of the deacons are to be determined by the elders in accordance with the church's particular needs, size, and the giftedness of its members. Deacons can offer the elders assistance with hospital visits and phone calls, checking on absentees, managing charitable gifts, distributing aid to the needy, assisting families in distress, visiting and protecting the elderly and shut-ins, helping with finances, overseeing church property, and carrying out administrative tasks.**

# Every-Member Ministry

**16 From him [Christ] the whole body,  
joined and held together by every  
supporting ligament, grows and builds  
itself up in love, as each part does its  
work.**

**Ephesians 4:16**



**WBC Core Values**  
**(Number 4):**  
**Every One Serves**