



Shepherdology: Principles on Pastoring

Introduction: What Is a Pastor?

THE TERM:

poimaino (ποιμαίνω) – to shepherd, to tend, to rule; 11x in 11 verses (Jn 21:16; Acts 20:28; 1 Cor 9:7; 1 Pet 5:2)
poimen (ποιμήν) – shepherd, pastor; 18 times in 17 verses (Ephesians 4:11)
[used synonymously in Acts 20 and 1 Peter 5 with “elder” and “overseer” – these 3 terms describe **one** position]

THE TASKS:

P - Prays For God's Sheep

Acts 6:4 "but we will give ourselves continually to prayer and to the ministry of the word."

Col 1:9-14 For this reason we also, since the day we heard it, do not cease to pray for you, and to ask that you may be filled with the knowledge of His will in all wisdom and spiritual understanding; that you may walk worthy of the Lord, fully pleasing Him, being fruitful in every good work and increasing in the knowledge of God; strengthened with all might, according to His glorious power, for all patience and longsuffering with joy; giving thanks to the Father who has qualified us to be partakers of the inheritance of the saints in the light.

A - Accounts to God

Heb 13:17 Obey those who rule over you, and be submissive, for they watch out for your souls, as those who must give account. Let them do so with joy and not with grief, for that would be unprofitable for you.

2 Tim 4:1-4 I charge [you] therefore before God and the Lord Jesus Christ, who will judge the living and the dead at His appearing and His kingdom: Preach the word! Be ready in season [and] out of season. Convince, rebuke, exhort, with all longsuffering and teaching. For the time will come when they will not endure sound doctrine, but according to their own desires, [because] they have itching ears, they will heap up for themselves teachers; and they will turn [their] ears away from the truth, and be turned aside to fables.

James 3:1 My brethren, let not many of you become teachers, knowing that we shall receive a stricter judgment.

S - Shields God's Flock Against Dangers From Within and Without

Acts 20:29-31 " For I know this, that after my departure savage wolves will come in among you, not sparing the flock. Also from among yourselves men will rise up, speaking perverse things, to draw away the disciples after themselves. Therefore watch, and remember that for three years I did not cease to warn everyone night and day with tears."

Titus 1:9 holding fast the faithful word as he has been taught, that he may be able, by sound doctrine, both to exhort and convict those who contradict.

Heb 13:17 Obey those who rule over you, and be submissive, for they watch out for your souls, as those who must give account. Let them do so with joy and not with grief, for that would be unprofitable for you.

T - Teaches God's Word, Equipping the Saints

Eph 4:11-16 And He Himself gave some [to be] apostles, some prophets, some evangelists, and some pastors and teachers, for the equipping of the saints for the work of ministry, for the edifying of the body of Christ, till we all come to the unity of the faith and of the knowledge of the Son of God, to a perfect man, to the measure of the stature of the fullness of Christ; that we should no longer be children, tossed to and fro and carried about with every wind of doctrine, by the trickery of men, in the cunning craftiness of deceitful plotting, but, speaking the truth in love, may grow up in all things into Him who is the head -- Christ -- from whom the whole body, joined and knit together by what every joint supplies, according to the effective working by which every part does its share, causes growth of the body for the edifying of itself in love.

1 Tim 5:17-18 Let the elders who rule well be counted worthy of double honor, especially those who labor in the word and doctrine. For the Scripture says, "You shall not muzzle an ox while it treads out the grain," and, "The laborer is worthy of his wages."

2 Tim 2:15 Be diligent to present yourself approved to God, a worker who does not need to be ashamed, rightly dividing the word of truth.

2 Tim 4:2 Preach the word! Be ready in season [and] out of season. Convince, rebuke, exhort, with all longsuffering and teaching.

Heb 13:7 Remember those who rule over you, who have spoken the word of God to you, whose faith follow, considering the outcome of [their] conduct.

O - Oversees God's Flock and Ministries

Acts 20:28 Therefore take heed to yourselves and to 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.

1 Pet 5:1-3 The elders who are among you I exhort, I who am a fellow elder and a witness of the sufferings of Christ, and also a partaker of the glory that will be revealed: Shepherd the flock of God which is among you, serving as overseers, not by compulsion but willingly, not for dishonest gain but eagerly; nor as being lords over those entrusted to you, but being examples to the flock

R - Receives a Crown

1 Pet 5:4 and when the Chief Shepherd appears, you will receive the crown of glory that does not fade away.

THE ROLES:

P – Planner

But notice, too, sheep, even where there is a good shepherd, tend to “go astray,” i.e., as Isaiah put it, they are prone to turn, “each one to his own way” (Isaiah 53:6). There is, then, a second feature closely related to disorganization. The idea of *wandering* also is prominent (cf. Ezekiel 34:6 and Zechariah 10:2). Sheep not only scatter individually, but as a result wander aimlessly in their own way [The story of the Book of Judges is the story of wandering sheep without a shepherd. Whenever there was no leadership, every man did what was right in his own eyes (Judges 17:6). When God sent judges to lead, the people followed in the ways of God. Cf. Also Deuteronomy 12:8.] It is the Shepherd’s work to turn aimless wandering into purposeful travel leading at length to the still waters and to the green pastures. The sheep on his own heads aimlessly in any direction without thought for where he is going or for what the consequence of such a course may be. He thereby exposes himself to grave dangers (Ezekiel 34:8). But the Chief Shepherd is concerned to guide His sheep in the “paths of righteousness.” Indeed, in that great covenantal passage where the sacrificial Lamb of God Himself becomes the Shepherd, He guides His martyrs “to springs of the water of life” (Revelation 7:17). So, just as flocking is a shepherdly activity that overcomes the sheep’s tendency to scatter by bringing order and cohesion, so to *leading toward a destination* (green grass, still waters) is a shepherdly activity aimed at overcoming proneness to wander by setting forth goals and objectives for the flock. These two activities – organization and biblical goal setting – are so fundamental to shepherdly leadership that they run through every phase of it. (*Shepherding God’s Flock*, Jay E. Adams, p. 323-324)

Planning (i.e., the setting of goals and of objectives for the progress of the flock as it seeks to honor God in all of its activities and endeavors; determining where the green grass grows and the still waters lie, and how to discover and guide the sheep into the paths of righteousness that lead there). (*Shepherding*, Adams, p. 325)

A – Appointee (*appointed by God and approved by men*)

Rom 12:3-8

1 Cor 12:28-30 ²⁸And God has appointed these in the church: first apostles, second prophets, third teachers, after that miracles, then gifts of healings, helps, administrations, varieties of tongues. ²⁹[Are] all apostles? [Are] all prophets? [Are] all teachers? [Are] all workers of miracles? ³⁰Do all have gifts of healings? Do all speak with tongues? Do all interpret?

1 Pet 4:10-11 ¹⁰As each one has received a gift, minister it to one another, as good stewards of the manifold grace of God. ¹¹If anyone speaks, [let him speak] as the oracles of God. If anyone ministers, [let him do it] as with the ability which God supplies, ...

Eph 4:11 ¹¹And He Himself gave some [to be] apostles, some prophets, some evangelists, and some pastors and teachers,

1 Tim 3:1-7 ¹This is a faithful saying: If a man desires the position of a bishop, he desires a good work. ²A bishop then must be ... (cf Titus 1:5-9)

S – Shield (*See front under “Shields God’s Flock Against Dangers.”*)

T – Teacher (*See front under “Teaches God’s Word, Equipping the Saints.”*)

O – Organizer

It is essential for a proper understanding of this leadership to notice what happens when there is no leadership or faulty leadership. Again and again we are told that as the result of such conditions the sheep are “scattered” [Putz = scattering, dispersion and confusion. All three ideas are inherent in the word.] (e.g., Ezekiel 34:5). Without leadership, the sheep become confused, each turns to “his own way,” and “wanders off.” That is why Zechariah was able to portray the disorder among the disciples that accompanied the death of Christ so vividly by use of this shepherdly figure when he prophesied: “Smite the shepherd and the sheep will scatter” (Zechariah 13:7). Indeed, the biblical phrase “as sheep without a shepherd” has become proverbial. Yet like most familiar sayings, we take it for granted and we seldom think of what it means. Consider, for a moment, something of its import. Sheep are helpless and prone to scatter; i.e., to break up into separate single units, to become disorganized and to disintegrate *as a flock*. Unlike “birds of a feather” that “flock together,” sheep do not of themselves tend to do so. It is shepherding that produces flocking among sheep. Flocking, or the organization of individual sheep into a definable entity called a flock is a principal activity of a shepherd. By faithful, personal leadership that involves responsible participation on his part such congregational organization is accomplished. Shepherdly leadership, then, has as one of its chief ends to bring about cohesion and *order*. (*Shepherding*, Adams, p. 323)

Organization (i.e., flocking; bringing sheep *together* as a flock, or congregation, teaching and helping them to live, learn, love, and labor together for Jesus Christ). (*Shepherding*, Adams, p. 325)

R – Ruler

Let us also notice how frequently God calls the minister a “ruler” or “manager,” revealing a slightly different facet of shepherdly work. The word *proistemi* (“to preside over, to manage”) occurs not only in 1 Timothy 3:4,5 where proven ability at managerial rule is designated as a requirement for a minister, but also in such passages as 1 Timothy 5:17; Romans 12:8 and 1 Thessalonians 5:12. Shepherdly leaders, according to Hebrews 13:17, must be “obeyed.” Shepherds were “rulers”; indeed, the thought moves in both directions—kings and other rulers in the Old Testament were often called “shepherds.” (Cf. Jeremiah 23, and especially, the remarkable Cyrus prophecy in Isaiah 44:28.) The two concepts are *fused* as God in the second Psalm speaking of Christ declares: “You shall rule (literally, “shepherd”) them with a rod of iron. (*Shepherding*, Adams, p. 324)

1 Tim 3:4-5 ⁴one who rules his own house well, having *his* children in submission with all reverence ⁵(for if a man does not know how to rule his own house, how will he take care of the church of God?);

1 Tim 5:17 Let the elders who rule well be counted worthy of double honor, especially those who labor in the word and doctrine.

Rom 12:8 he who exhorts, in exhortation; he who gives, with liberality; he who leads, with diligence; he who shows mercy, with cheerfulness.

1 Thes 5:12 And we urge you, brethren, to recognize those who labor among you, and are over you in the Lord and admonish you,

Heb 13:7 Remember those who rule over you, who have spoken the word of God to you, whose faith follow (μμεῖσθε), considering the outcome of [their] conduct.