



# New Shepherds Orientation

For shepherds who want to become more and more like the  
Good Shepherd

1 Peter 5:1-4 outlines leadership opportunity for the local church. The apostle Peter, who was an elder, appealed to fellow elders. If I understand what he says, the person who does this service must:

1. Be old (the meaning of elder).
2. Be a shepherd.
3. Be an overseer.
4. Be an example.

The shepherd and overseer of shepherds and overseers is Jesus, the Chief Shepherd.

1. Jesus is old enough. He was alive before Abraham. John 8:58
2. Jesus was and is the Good Shepherd. John 10:14
3. Jesus is an excellent overseer since He promised to be with us until the end of the age. Matthew 28:20
4. Jesus is the perfect example. He experienced every type of temptation, won every war, conquered every enemy. Hebrew 4:15



Jesus is the Good Shepherd

Before someone takes a job, position, opportunity, I think it is good to understand the job description. If there are parts of the responsibility that you don't like, can't stand, and will not tolerate, don't take the job. Find something else to do.



Elders, shepherds, overseers will be working with sheep. It is good to understand the nature of sheep. Do you like to work with sheep? If not, don't take the job.

## Sheep are:

### 1. **Dependent.**

*“O Lord, I know the way of man is not in himself; It is not in man who walks to direct his own steps”* (Jeremiah 10:23, NKJV).

### 2. **Dirty.**

*“for all have sinned and fall short of the glory of God”* (Romans 3:23).

*“If we say that we have no sin, we deceive ourselves, and the truth is not in us”* (1 John 1:8).

### 3. **Disoriented.**

*“There is a way that seems right to a man, But its end is the way of death.”* (Proverbs 16:25).

All sheep are this way.

*“All we like sheep have gone astray; We have turned, every one, to his own way; And the Lord has laid on Him the iniquity of us all”* (Isaiah 53:6).

What is the difference between a sheep in Jesus’s fold and one outside? Both are dependent, dirty, and disoriented. That is characteristic of sheep.

The difference is that sheep in Jesus’ fold, sheep pen, have Jesus for a shepherd. Sheep in Jesus’ sheep pen have come in the door. John 10:7-10 They hear voice of the Shepherd. John 10:1-5; Matthew 9:36,37 But sheep in Jesus’ sheep pen are still sheep: dependent, dirty, disoriented. They still need a shepherd, including the shepherds that serve under Jesus as the Chief Shepherd.



Shepherds work with black sheep

## The example for this process:

The shepherding model of Jesus is found in John 10:1-18.

1. He calls his own sheep by name. He has to know their names.

*“To him the doorkeeper opens, and the sheep hear his voice; and he calls his own sheep by name and leads them out.”* (John 10:3).

2. The sheep know the voice of the shepherd. He has to be talking to them. They trust only the Good Shepherd.

*“And when he brings out his own sheep, he goes before them; and the sheep follow him, for they know his voice.”* (John 10:4).

3. The shepherd is not a hired hand. He does not run when danger comes.

*“The hireling flees because he is a hireling and does not care about the sheep”* (John 10:13).



Shepherds have a relationship with the sheep

## New Shepherds Orientation coaching assumes:

1. You are not there.
2. You want to go in that direction.
3. The group cannot grow without individuals in the group growing.

## Growth needs to be continual and balanced.

Shepherds are still Christians, pilgrims on a journey. One does not know everything just because he is asked to serve as a shepherd. The man not willing and ready to grow into a more effective shepherd, should decline the appointment.

Each person will be encouraged to make growth plans in five areas:

1. Spiritual.
2. Family.
3. Mental.
4. Physical.
5. Financial.



God is interested in all of life. Wisdom comes from acknowledging God and asking Him for help in every area.

*“Trust in the Lord with all your heart,  
And lean not on your own understanding;  
In all your ways acknowledge Him,  
And He shall direct your paths.”* (Proverbs 3:5, 6).

If I look to God in only one or two areas of life, my “life wheel” will be out of balance and the trip will not be smooth.

I will be discussing with you how you like to learn, suggesting resources to help you grow in all areas of life, and checking with you to celebrate the progress and encourage your continued growth.





## Possible Topics to Discuss During the Workshops



- What are guidelines that will help us have a better discussion and workshop?
- How can elders shepherd each other?
- How will we grow together as a group?
- How will we handle criticism?
- What is a good plan to be sure we are caring adequately for all the sheep?
- How can we deal with deacons and encourage them?
- How will we develop as overseers as well as shepherds?
- How will we oversee each other?
- What can we do to keep important things from falling through the cracks?
- Will we function as deacons and be called elders?
- How can we prevent the development of a toxic “head elder”?
- What is one thing we can do to prevent conflict and promote peace?
- How will we evaluate the deacons, the ministers, and each other?





- What are some ways we can have good communication with the congregation?
- What are different kinds of meetings we should have to best lead this church?
- Who should select additional leaders in this congregation?
- What is a good way to facilitate the selection?

## Workshop Characteristics:

- Include all shepherds, preachers, and wives.
- Meet offsite — away from the building.
- Include twelve hours of working time.

## The Usual Schedule:

Friday — 6:00-10:00 p.m.

Saturday — 8:00-12:00 a.m.; 1:00-5:00 p.m.

Sunday:

Bible class: *When Leadership Is a Gift Instead of a Grind*

Sermon at worship: *What Do You Say at Your Last Elders' Meeting?*