KINGDOM LEADERS

This document contains answers for “Kingdom Leaders.” Most of the text has been stripped out of the lessons for the sake of brevity. In most cases, only the sentences or paragraphs that prompt the questions have been retained.

Many of the questions might have more than one acceptable answer. Those questions typically ask for an opinion or judgment. I have included in this document the answer I was looking for when I taught this class. It has been my experience, however, that some of the answers the class gives are very insightful and may be superior to my answers.

A word of thanks is due my secretary, Helen Mercer, who transcribed these answer sheets. I asked her to transcribe exactly what I had written in my own notes in the workbook. Therefore, incomplete sentences and phrases are mine, not Helen’s. She has also incorporated some of my scribbles that I had in the margin of my workbook. While this is a very rough document and the sentences are incomplete, it should be clear enough for you to understand what I was looking for. Answers are underlined.

LESSON ONE

Why were the people of Israel in such crisis? What lessons do you learn from this?

Because of failed leadership
Leadership is critical

“Everything rises and falls on leadership” (John Maxwell, Developing the Leader Within You, p. ix).

It is an accurate statement (Jesus said “if the blind lead blind…”) Matthew 15:14

What would the kingdom be like if no one filled theses leadership roles?

Exodus 3:1-14 Moses – Israel would not have been delivered
Exodus 24:12-13 Joshua – Promised land not taken
Matthew 4:18-22 Disciples – Gospel not preached to the world
2 Timothy 2:2 Teachers – Gospel untaught

LESSON TWO

Do you think we can find what we need to be leaders? Why, or why not?

Absolutely - God builds leaders, calls leaders! If we can’t learn from scripture, then where?

What did Jesus say about the need for leaders in Matthew 9:36-38?

Multitudes, weary scattered – sheep without shepherd
Teachers serve as “shepherds” to lead people to truth!

Take note of the following leaders. What are some simple lessons we can learn from each?

Moses (Exodus 3:11-12) Felt insufficient; but God supplied answer/help
Joshua (Joshua 1:5-7) God is with the leader who does His will
Deborah (Judges 4:4-8) Others depended on her leadership
Nehemiah (Nehemiah 1:1-4) Saw a problem – worked for solution

Jesus (Mark 10:35-45) Leadership/greatness is servanthood

With the exception of Jesus, all of these people were just ordinary people.

Lesson Two – Page 2

When God wanted to build a nation, who did He call (Genesis 12:1-3)? Abraham

When God wanted to deliver Israel, who did He call (Exodus 3:4-10)? Moses

When God wanted to take Canaan, who did He call (Joshua 1:1-3)? Joshua

When God wanted to save Gentiles, who did He call (Acts 9:10-15)? Paul

What did God not do in the above cases? Call for a committee

Do you believe men are called by God through passages such as 2 Timothy 2:2?

God calls men through such passages

Explain why you chose these examples.

1. Joshua and Caleb
2. Jethro told Moses “Depend on God.” He was bold in speaking to Moses

Can you name one person from the scriptures who raised his potential for leadership? Why did you choose this person? Joshua - I chose him because he grew in his leadership skills over time

Lesson Three

What pitfalls could you potentially see in this method?

It was “positional” leadership. No relevance between aptitude test and leadership skills.

(It should have taken biggest, meanest looking guy in the bunch.)

Here are some myths about what makes a leader.

Intellect. Can you give an example of how a person might excel in knowledge, but lack leadership skills? Super intelligent scientist – with no common sense

Achievement. A good example would be Richard Petty – Seven time Nascar champ – Run for North Carolina Secretary of State failed – People loved him, but has little confidence as leader.

Management. Corporate world – a man moves from project manager to CEO and flops! He has organizational skills/logistical skills – he knows materials, machines, methods – but has no people skills.

Position. Can you give an example of someone who was given a “position of leadership” yet could not successfully get others to follow him? King Saul

Lesson Three – page 2

Didn’t this mean people would follow him? No. He did not influence many – being leader of his tribe did not help

Why was he not successful in influencing others to go into the Promised Land? Because of leadership of from the opposition
What prompted these leaders to give a bad report? Fear. People are quicker to believe fear than optimism.

Were Joshua and Caleb inclined to give up on the plan to enter the promised land? How does Joshua’s reaction to the bad report show that he was a good leader? No! – Persistence and confidence on Joshua’s part who he was a good leader.

Look at the passages below and see if you can determine what made Joshua (and Caleb) great with respect to leadership.


Numbers 14:9 Where was Joshua’s confidence? “The Lord is with us.”

Numbers 14:24 Describe the spirit of Caleb (and Joshua). “Followed fully” – we can do it!

Joshua 1:5-9 What would these qualities do for Joshua? Prime, prepare for success!

Joshua 1:16-18 What changed that made Israel willing to follow him? 40 years of failure?

Joshua 18:1-10 Joshua directs the people to take the remainder of the land. Earlier, they did not want to take any of the land. Again, what had changed? Time was right for his leadership (like Moses).

Joshua 23:1-9 What did everyone eventually learn about Joshua? He was right!

Thought Question: Joshua’s influence grew with time and timing. He grew because he possessed patience, perseverance and personal integrity.

**LESSON FOUR**

From 1 Samuel 17:10-11, what limiting factors do you see?

Dismayed – did not know what to do next. Leaders know what to do.

Afraid – Fear is the great immobilizer.

Look at the statement in the introduction…what do you find that implies that we want to grow in our leadership abilities? Is it fair to say that you want to grow and be more effective in influencing others?

“…For those who want to be all that they can be…”

Yes. But, if not, why not?

From the following texts, list the bad qualities that Saul demonstrated at various points in his life.

1 Samuel 13:8-11 Impatience – Offered sacrifice – but was not authorized.

1 Samuel 14:24-30 Impulsiveness – made a foolish oath.

1 Samuel 14:39-45 Pride – wouldn’t back down on oath - would kill son.

1 Samuel 15:8-11 Disobedience – chose not to obey God.

1 Samuel 15:12 Arrogance/egoism – built monument to self.

1 Samuel 15:13 Lying – professed to have obeyed God.

If you want to be a leader, these things will hurt you!

**LESSON FOUR – Page 2**

1 Samuel 15:14-15 Cover-up: Blamed others for his actions.
1 Samuel 15:16-23  Stubborness/rebellion – in rejecting God’s command
1 Samuel 15:24  Fear – obeyed men – not God
1 Samuel 15:25-30  Denial of reality – wanted to continue as though all was well
1 Samuel 17:10-11  Dismay and fear – afraid of Philistine (could have redeemed himself)
1 Samuel 18:5-9  Anger/jealously – over the praise David received
1 Samuel 19:2  Anger/murderous heart – tried to kill David
1 Samuel 22:6-19  Murder – killed priests at Nob and families
1 Samuel 28:3-7  Sorcery – consulted witch at En Dor. Failure to trust God

Why study these things? Because you must not allow them in your life! You cannot be effective in influencing others for good if you have these bad qualities.

Try to think of at least three things that might have limited young David with respect to leadership—yet did not hold him back.

1. His family – did not regard him – excluded him – mocked him
2. His background – from shepherds, not from kings or military captains.
3. Youth and inexperience – he had only led sheep
4. His leader – Saul – a bad example.

What was the difference in Saul and David with respect to effectiveness in leadership?

1. **Common Opportunity:** Both were chosen by _____God_____ to be _____king_____
2. **Common Cause:** Both were used by God for the purpose of propagating _____Israel_____.
3. **Common Counselor:** Both had this man to guide them. His name was _____Samuel_____.
4. **Common Challenges:** Both faced the same enemy, the people of _____Philistia_____.
5. **Common Choices:** Both had opportunity to _____repent______ when they ___sinned

Your Answer: ______David possessed humility and dedication to God and His cause_________

**LESSON FIVE**

What secondary lesson(s) could you get from this parable that could be applied to our personal growth as Christians?

- **Shoots out branches – others receive blessings when we grow.**
- **Birds of air – others saved – we are evangelistic.**

Who did we see in our last lesson that was made a positional leader? Why did this leader fail?

- King Saul – never grew as a leader

List three clear examples of leaders in the Bible who had to grow in order to be effective leaders.
LESSON FIVE – Page 2

List three things that might have limited Joseph with respect to leadership. (See Genesis 37, 39-41.)

1. Father’s favorite – often produces brats, not leaders
2. Unfairly treated – might have turned to self-pity
3. Framed, forgotten – Adultery (ruined reputation) – prison

List three things that helped Joseph overcome the obstacles in his life.

1. Developed and demonstrated competence (in Potiphar’s house)
2. Faithfulness to God
3. Patience and integrity in dealing with others

What particulars do you see in Joseph’s life that verify the validity of the quote at the top of this page?

There was no single event in his life that made him leader long, slow process – from 17 to 30 – 13 years.

What kind of leader do you think Joseph might have been?

It would have been bad news for everyone

In all of the struggles experienced by Joseph, who was working behind the scenes to make him a leader?

God – yet Joseph maybe didn’t realize it till later

If so, what should this mean personally to you? List three things you need to do.

1. Persist in doing right
2. Grow in people skills
3. Study leadership

LESSON SIX

What do you see in Nehemiah 2:5 that shows a different attitude?

Saw what was needed – knew what should be done and went after it

List at least three excuses they may have given.

1. “Job is too big”
2. “Tried earlier – didn’t go well”
3. “Someone else should do it”
Do you think Nehemiah was a realist when he decided to go to Jerusalem? Why? Or why not?

Yes – Because he was a man of vision

Is success merely a matter of attitude? If not, what critical thing is needed to reach the destination?

Knowing the destination and how to get there

LESSON SIX – Page 2

Qualities we need to develop.

1:2-4 Before Nehemiah saw anything else, he first saw the __Need/problem_________

1: 4-11 Because Nehemiah was a man of faith, he saw the need for __God/prayer_________

2:1-9 Because he saw the size of the task, he saw the need for __Help from others_________

2:8, 18 Throughout this endeavor, Nehemiah saw this upon him. __Hand of God_________

2:11-15 Upon his arrival in Jerusalem, he saw the need to __Assess the situation_________

2:16-17 Nehemiah saw the need to cast his __vision________________ before the Jewish leaders.

2:18 Nehemiah saw the need to get __buy__ – __in__ from the Jewish officials in Jerusalem.

3:1-32 He saw the need to __organize____________ the people and get them ____working____.

What are some actions you might take to see better?

1. Vision - communication

2. Buy-in - communication

LESSON SEVEN

2 Chronicles 34:3 speaks of King Josiah “while he was still young.” Do you know how young he was? What is said about him that prepared him to be such a good leader in Israel?

Eight years old – Began to seek God

What happened in Josiah’s life when he was 16? (2 Chronicles 34:3)

Began to seek God

What did Josiah do when he was 20 years old? (2 Chronicles 34:3) Why didn’t this work begin earlier?

Began to purge idols. He did not begin earlier because was not yet prepared

What great event took place in the 18th year of his reign, when he was age 26? (2 Chronicles 34:8-18)

Found Book of the Law

How did Josiah respond when this great event took place? (2 Chronicles 34:19-28)

Grieved when he heard the Law

What great thing was King Josiah able to accomplish in Judah? (2 Chronicles 34:29-33)

Restored worship
Why was it necessary for Josiah to first make the changes within himself? 

Couldn’t change nation without personal change in his own life

**LESSON SEVEN – Page 2**

Four things happened in the life of Josiah and his people. The first two were personal to Josiah, the second two were public to his people.

Personal **Renewal**. This is what happens inwardly in the leader’s own life.

Personal **Reform**. This is the outward result of what has happened inside.

Public **Renewal**. This is when the hearts of others are influenced by the leader.

Public **Reform**. This is the outward result of what has happened within the people.

Remember again: Where did this process start? **within Josiah**

**LESSON EIGHT**

Would you follow Samson? Why, or why not?

No – He is incompetent as a leader

He cares only for himself

What blunders did Samson make that hurt his credibility? See Judges 13-16 for help.

1. (14) Impulsive – bad judgment. (Example: the Philistine wife)
2. (14-15) Foolish – left woman – then wanted her back
3. (16) Immoral – went after the prostitute
4. (16) Weak – could not resist women

**LESSON EIGHT – Page 2**

Note the following texts and identify the incompetence and poor judgment that Samson demonstrated in each. Give short answers.

Judges 14:10-18 **Played silly game that endangered his wife**

Judges 15:1-2 **Wanted the wife after rejecting her**

Judges 16:4-21 **Fell for scheme to deceive him**

From what we have seen thus far, who or what did Samson seem to care about?

**Self**

Find a passage (from Judges 13-16) that shows how Samson drew close to the Lord.

?? Maybe just before he died

Answer the following questions about how he acted and reacted in various situations.

When embarrassed at his wedding, he **killed** thirty men (Judges 14:10-20).

Upon being angry at the wedding incident, he **abandoned** his wife (Judges 14:20-21).

His impulsiveness was revealed when he later wanted to **marry** his wife (Judges 15:1-2).

His **vengeful** spirit was shown after he found he could not have his wife (Judges 15:3-8).
After killing a thousand Philistines, he responded with words of ______pride_____ (Judges 15:9-17).
If Samson had such weak character, how was God able to use him?

The same as God has used other flawed men.____________________________

**LESSON NINE**

Why do you think Ruth wanted to follow Naomi?

____ Had impressed Ruth with her relationship with God – Respected her for that____

Can you find anything in Naomi that would have caused Ruth to have respect for her? Read Ruth1:8-15.

____ Maybe we don’t know all the reasons, but there was something. ____________

____ She was a woman of gratitude/blessing/affection/sought well-being of others____

Write a short statement about what causes you personally to have respect for other people. What qualities in them engender respect?

____ Integrity – friendliness – devoted to cause ____________________________

____ Servant’s heart ____________________________

**LESSON NINE – Page 2**

What do we learn about the value of “positional leadership” from these two cases?

____ It is of little value – only provides opportunity to succeed or fail ____________

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Even though Barak was a leader in Israel, he chose to follow Deborah’s leadership. In fact, he would not go without her. Is there anything in particular that we can learn from this?

____ People naturally tend to follow leaders stronger than themselves. ____________

**LESSON TEN**

What does the shepherd of Psalm 23:1-3 do for the sheep?

____ Leads sheep – to still waters – green pastures – in paths of righteousness ____________

What do you learn from Ezekiel 34:1-10 about shepherds making connections with the sheep?

1. ____ Feed flock ____________________________

2. ____ Strengthen, heal, bind up, bring back ____________________________

3. ____ Seek lost sheep ____________________________

4. ____ ____________________________

**LESSON TEN – Page 2**

What was the initial disposition of the people of Israel toward Rehoboam being king? (v. 1)

____ They wanted to make him king ____________________________

What was the disposition of the rebel Jeroboam (1 Kings 11:26) toward Rehoboam? (v. 2-4)

____ Seemed to have a mind to follow Rehoboam. (At least give Rehoboam opportunity to lead) ____________________________

If Rehoboam had the heart of a shepherd, what would he have done at this point? (v. 4-5)
He would have heeded their request.

Was it a wise thing for Rehoboam to seek the counsel of these aged men? (v. 6-7)

Yes – These were men of experience, wisdom.

Was it a wise thing for Rehoboam to seek the counsel of these younger men? Why, or why not? (v. 8-11)

No – They were least able to give advice – lacked experience, wisdom.

God already planned to divide Rehoboam’s kingdom; what did the king do to make it happen? (v. 12-15)

Answered roughly – did opposite of their request –

What was the cause of Rehoboam’s failure as a shepherd?

Had no heart for the people – it was about power.

**LESSON ELEVEN**

In Acts 20:28, what term did Paul use to describe the church? What term did he use to describe the function of the overseers of the church? Why did he use those terms?

_Flock – shepherd_

_Because that’s what the church is – God’s flock._

What are some of the negative qualities of the hireling? How would these qualities manifest themselves in an elder?

_Not a shepherd/does not own sheep/sees the wolf – leaves sheep – flees_

What does a cowboy do with his herd? How does that differ from what a shepherd does with his flock? What should this mean to elders if they are truly going to be shepherds?

_Cowboy drives herd – shepherd out front of flock_

_Shepherds must lead_

If an elder in the church thinks he is a sheriff, what kinds of thing would we expect from him?

_Badge and gun – enforcement (Matt Dillon)_

What will happen when a man is supposed to be a shepherd tending to the flock, but thinks he is a board member just making executive decisions? Will the flock warm up to such a man? Is he likely to warm up to the flock?

_Thinks job is done after decisions are made_

_Not likely to warm up to such a man – why would he?_

**LESSON ELEVEN – Page 2**

What do they do and what do they not do?

**v. 1** __Thief/robber – false christ__

**v. 2** __Door – way of prophets and John – Jesus, shepherd__

**v. 3** __Door keeper – John the Baptist – shepherd calls sheep__

**v. 4** __Sheep know voice of true shepherd__

**v. 5** __Stranger causes them to flee – know not his voice__
v. 7 (2nd door) – one for shepherd – one for sheep – Jesus, door of shepherd

v. 8 False messengers – God’s people did not hear them

v. 9 Jesus the door – provides safety and pasture

v. 10 Thief: steal, kill, destroy – Jesus: life, abundant

v. 11 Good shepherd: dies for sheep - sacrificial

v. 12-13 Hireling: does not care, leaves sheep, flees

v. 14 Good shepherd: know/known

v. 15 Good shepherd lays down life for sheep

v. 16 Other sheep: Gentiles ...one flock, shepherd

v. 27 Sheep: Hear voice and follow

v. 28 Shepherd protects

<table>
<thead>
<tr>
<th>List the positive qualities of the Good Shepherd:</th>
<th>List the actions of the sheep toward their Shepherd</th>
</tr>
</thead>
<tbody>
<tr>
<td>Speaks to lead, protects,</td>
<td>Knows, honor, follow, trust</td>
</tr>
<tr>
<td>Gather together, sacrifices</td>
<td>(enter by him)</td>
</tr>
<tr>
<td>knows, allows himself to be known by</td>
<td>Why don’t the sheep follow the others in this text?</td>
</tr>
<tr>
<td>sheep, provides pasture, cares</td>
<td>Don’t trust, hireling, strangers</td>
</tr>
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<td></td>
<td>Care not for sheep</td>
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**LESSON TWELVE**

What should be done when things are lacking?

- There was a need for elders. Set things in order

In some churches evangelists have taken up the work that primarily belongs to shepherds. How would this manifest itself?

- All leadership, planning, motivation falls to him.

- He is responsible for nearly all shepherding of souls.

When elders do the work of deacons...?

- Running errands, changing light bulbs, locking and unlocking the building.

- Making all the budgeting and monetary decisions.

What problems might this create for the deacon?

- Stands around waiting for assignment, feels underused

**LESSON TWELVE – Page 2**
What eventually happens to evangelism when this disorderly situation exists?
  __Grinds to a halt – he cannot cover bases.

What should happen to evangelism when things are in order the way God intended?
  __Grow and progress – adding more workers

An objection is made: “This would give authority to deacons.” How would you answer that objection?
  __Acts 6:3 gives them authority

Another objection: “Deacons cannot be trusted to make decisions about money.” How would you answer?
  __Why not? Are they incompetent? Are they foolish?

According to Acts 6:1-3, what kind of men were to be appointed to this special role of service?
  __Men of wisdom, reputation, producing fruit of spirit

Would someone have to make all their decisions for them?
  __No. Location, personnel, times, equipment, money – to facilitate

Identify the work of shepherds.
  Acts 20:28 __Oversee – feed (shepherd)
  1 Peter 5:1-5 __Shepherd, oversee, examples, serving
  Luke 15:4 __Seeking lost and straying sheep

**LESSON THIRTEEN**

Three important terms from 1 Peter 5:1-3
  __elder, shepherd, overseers

Can you identify three terms that might be used to describe someone who lives in your country?

1. __American_________ 2. __U.S. Citizen_________ 3. __Yankee_________

Were your answers about three different people, or could they all apply to one person? __one__

What are some terms that are used in the Bible to describe those who follow Jesus Christ?

1. __Disciple_________ 2. __Saint_________ 3. __Christian_________

**LESSON THIRTEEN – Page 2**

Look up the following passages and identify the English terms that are used to describe the office or work of the men who lead the church.

Acts 14:23 __Elders
Acts 20:17 __Elders
Acts 20:28 __Overseers, shepherd
Ephesians 4:11 __Pastor
Philippians 1:1 __Bishops
1 Timothy 3:1 __Bishop
Titus 1:5 __Elders
Titus 1:7 __Bishop
LESSON FOURTEEN

What quality do you find implied in John 10:13 about the faithful shepherd?

He cares for the sheep.

Identify the actions of the shepherd from the following verses.

John 10:13 The shepherd cares about the sheep. Real leadership involves influence where others want to follow. The only legitimate way for a shepherd to truly have influence is for the sheep to be convinced that he really is concerned about them. Isn’t that a primary reason why we follow Jesus—because we know He is concerned about us and our well-being?

John 10:14 The shepherd knows the sheep. Because the shepherd cares about the sheep, he makes it his business to know and understand them. Can a shepherd show he cares for the sheep if he doesn’t know them? He knows their needs, concerns and weaknesses. He knows when they need help.

Luke 2:8 The shepherd keeps watch over the sheep. What were the shepherds in the field watching for? Read Acts 20:28-31. What were the shepherds at Ephesus watching for?

wolves

Psalm 78:52-53 The shepherd guides and leads the sheep. A shepherd leads the flock from the front. He goes before; they follow him (John 10:27). How does Hebrews 13:7 apply to this?

Shepherd sets an example for them to follow.

LESSON FOURTEEN – Page 2

Psalm 23:1-2 The shepherd seeks the best for the sheep. That is why he leads them to green pastures and still waters. If you owned a flock of sheep, wouldn’t you want the best for them? The shepherd, then, sets an agenda. His agenda is for the good of the sheep. He wants to see them well-fed, strong and growing—and at peace. He is concerned with the individual teaching each saint receives. What might this mean for the shepherd with respect to time?

It requires time to be a shepherd!
1 Samuel 17:34-36 The shepherd _____protects_______ the sheep. What did David do when the lamb was in danger? Shepherds in the church do not literally kill the bear, but they do defend the sheep by stopping the mouth of the false teacher (Titus 1:9-11). The shepherd must have it in his mind that he is not going to let anyone steal God’s sheep away. He will put up a fight to defend them. Sometimes people wonder why shepherds aggressively pursue a lamb that is being stolen away. Now you know. This is his work. What kind of men are needed to do this work?

____Men who are loving, aggressive, persistent

Luke 15:4-5 The shepherd searches for the _lost__ and __straying_____ sheep. Sometimes the lamb is not stolen away; sometimes it just wanders away. In either case, the shepherd knows what to do. Shepherds have a heart to restore the straying sheep (Galatians 6:1-2). One of the greatest weaknesses in the church today is that shepherds often wait until the lamb is far, far away from the flock before they act. By that time, the lamb may be so tainted by the world, that it is nearly impossible to restore him. How quickly do you think shepherds should respond when they see a sheep straying?

___At once – (may be able to act before straying – preventative action)

Hebrews 13:17 The shepherd ___accounts_________ for the sheep. Read Jeremiah 33:12-13. At the end of the day (and several times a day) he counts the sheep. They pass under his hands, he numbers them one by one. If one is missing, he searches for that one. If the sheep belong to the shepherd, he accounts only to himself. If the sheep belong to another, he must give account to another. He is responsible and can be held to blame for those that are lost. To whom will shepherds in the church give account?

The chief shepherd – Christ

Does this leave you with the impression that elders are merely decision-makers for the church? Explain.

Not hardly – they are much more

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**List four things a man can do to make sure he is cultivating a shepherd’s heart.**

1. **Aggressively step out and do these things.**
2. **Study and internalize these principles**
3. **Observe how others are doing these things**
4. **Ask sheep for feedback**

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**LESSON FIFTEEN**

What do you think might be the most important word in the text of Psalm 23:1-3? What is it that the Lord does for us?

___“Leads”__________

What kinds of problems arise when that view prevails in a local church?

**For the shepherds:** _Spend too much time making decisions._

**For the deacons:** _Not given opportunity to make decisions._

**For would-be elders:** “Let me decide” attitude...“I want to get my hands on the wheel.”

**For the congregation as a whole:** _See them as decision-makers – not shepherds_
LESSON FIFTEEN – Page 2

What happens when shepherds make no plans, have no goals and no course to follow? What reactions might you expect from the congregation?

Confusion, uncertainty, drifting

What results when elders merely become “the power brakes” of the church?

Discouragement

Is control the goal?… etc.

No. Diotrophes. It was a bad situation. (Diotrophes was not a shepherd leader.)

The Shepherd Psalm

Psalm 23 is only six verses in length, yet it contains a great deal of information about shepherding. While the Lord is the shepherd of this psalm, the information found in these six verses can teach shepherds in the church about their work. It can also teach the sheep in the church about how they should view their shepherds.

Read Psalm 23 and list the things the shepherd does for his flock.

v. 1 Provides

v. 4 Comforts, takes away fear

Guides (rod and staff)

v. 2 Leads and feeds

v. 5 Bless, cares for— even in the presence of enemies

v. 3 Restores, leads to returns

v. 6 Provides eternal dwelling

gives goodness and mercy

LESSON SIXTEEN

What statements in Paul’s text (1 Timothy 3:4-7) affirm that a leader must be a man of influence?

Knowing how to rule his own house

Good testimony among those outside

Write a short statement about where these qualifications come from (their source), and how you think we should regard these qualifications.

God’s qualifications – must be respected

No narrower – no broader
**LESSON SIXTEEN – page 2**

Some Questions To Make Us Think:

1. Which of these qualifications cannot be met? __None___________________________

2. Would you be willing to appoint a man as an elder *who had been* impulsive, hypocritical, foul-mouthed and who had even denied the Lord? Explain your answer.
   __Yes – a man may change.__________________________________________________________

3. In light of your answer to question #2, please read 1 Peter 5:1. See also Matthew 16:22; 26:69-75. Are you willing to stay with your answer to question #2? Why, or why not?
   __Yes – Peter changed_______________________________________________________________

4. What does “blameless” mean and who is to be blameless? See 1 Corinthians 1:8 and Philippians 2:15.
   __One against whom no charge can be sustained —All Christians are to be blameless________

**LESSON SEVENTEEN**

What capability must a man have to be effective as a bishop?

__Exhort and convict those who are in error.____________________________________________

**LESSON SEVENTEEN – Page 2**

Must a man be qualified as a “pulpit preacher” to be a shepherd?

__No. But he must be capable of teaching in some venues.________________________________

In what venue or situation might a faithful shepherd do most of his teaching?

__One on one – personal teaching______________________________________________________

What kind of influence will he have—in and out of the church—if he does not properly govern his home?

__Loses it.__________________________________________________________

Look at the worthy woman in Proverbs 31:10-31. In what ways did she affect her husband’s influence?

__He was honored because of her – V. 23 ____________________________________________

**LESSON EIGHTEEN**

Does a father have a right to speak this way? Why would this even be an issue?

__Yes. But it has become an issue, because some in our culture say parents should not indoctrinate kids.___________________________

Joshua had...

1. What danger did Israel face in his day? __Idolatry________________________________________

   How would this pose a danger to Joshua’s family? __Corrupting his children____________________

2. How does the world often look on a man who thinks for himself?

   __With a suspicious eye – think he needs to conform to the world__________________________

Some Questions To Make Us Think:

1. Which of these qualifications cannot be met? __None___________________________

2. Would you be willing to appoint a man as an elder *who had been* impulsive, hypocritical, foul-mouthed and who had even denied the Lord? Explain your answer.
   __Yes – a man may change.__________________________________________________________

3. In light of your answer to question #2, please read 1 Peter 5:1. See also Matthew 16:22; 26:69-75. Are you willing to stay with your answer to question #2? Why, or why not?
   __Yes – Peter changed_______________________________________________________________

4. What does “blameless” mean and who is to be blameless? See 1 Corinthians 1:8 and Philippians 2:15.
   __One against whom no charge can be sustained —All Christians are to be blameless________

**LESSON SEVENTEEN**

What capability must a man have to be effective as a bishop?

__Exhort and convict those who are in error.____________________________________________

**LESSON SEVENTEEN – Page 2**

Must a man be qualified as a “pulpit preacher” to be a shepherd?

__No. But he must be capable of teaching in some venues.________________________________

In what venue or situation might a faithful shepherd do most of his teaching?

__One on one – personal teaching______________________________________________________

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__Loses it.__________________________________________________________

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Joshua had...

1. What danger did Israel face in his day? __Idolatry________________________________________

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2. How does the world often look on a man who thinks for himself?

   __With a suspicious eye – think he needs to conform to the world__________________________
3. Why is it sometimes very difficult to stand alone?
   Because of pressures to conform – family, friends, influential people

4. Who was Joshua committed to influence?  __family__________________________
   Why was he committed to this?  Unwilling to leave them to world

5. Can Joshua guarantee that his family will follow God?  No
   Explain your answer:  But, he is determined to influence them.

Are there any things that a woman—even a single mom—could learn from Joshua’s family leadership?
   All the above - - these are family leadership qualities.

LESSON EIGHTEEN – Page 2

1. Concern about danger.
   What dangers does the church face today?  False doctrine – worldliness – materialism
   What did Paul warn the shepherds of in Acts 20:28-31?  Wolves entering in
   Also some of our own selves – draw away disciples...

2. Courage to think for himself.
   What factors might make it difficult for him to think independently?  Other churches, family, moneyed brethren, brotherhood papers, watchdogs
   How does he maintain an independent mind?  Allegiance to Lord – not man
   According to Titus 1:7, he must not be self – willed

3. Conviction to stand alone.
   In matters of judgment, shepherds can make concessions. But in matters of faith they dare not make concession or compromise (Titus 1:9).
   In a democracy, where does authority come from? In a kingdom, where does it come from?
     In a democracy from people – In a kingdom, from King
   Whose voice should the shepherd hear in all matters of faith?
     King Jesus

4. Commitment to influence others.
   According to Ephesians 4:11-16, what should the shepherd’s goals be?  Perfect saints… minister to saints… edify saints
   Define edification:  It is the application of Bible truth to my life and circumstance so that I am more like Christ

5. Confidence to speak for others.
   Should a shepherd be hesitant to say, “This congregation is going to be faithful to God”?  No
   What are some things the shepherd can do to be effective in speaking for others and influencing them in the right way? What are some mistakes to avoid?
     Know others, encourage others
     Don’t browbeat, don’t think or speak defeat.
**LESSON NINETEEN**

Is it right to call Peter an *under-shepherd* as in the lead statement above? How does 1 Peter 5:3-4 relate to this?

Yes. Jesus is the chief shepherd.

What can happen to the flock of God when an eldership thinks its most important work is in making executive decisions for the church?

Bad stuff. The church will be like sheep without a shepherd

To whom will they give account?

Pastors take care of sheep – Account to God for sheep

What might people offer as doubts or objections about shepherds focusing on care of the sheep?

“Never done it that way”

“have to admit we haven’t done our best”

**LESSON NINETEEN – Page 2**

What do 1 Peter 5:1-3, Hebrews 13:17, and Acts 20:28-32 say is their duty?

Shepherd the flock of God

Besides being accountable to God, to whom *must* the deacons be accountable?

1. Shepherds 2. one another 3. congregation

What is wrong with the shepherds setting the course of the church and then allowing the deacons to work to carry out that course? Can you think of anything that is wrong with this?

No

What could be done to address this problem?

Employ others in doing the actual work

What benefits should a congregation experience when they are served by faithful, loving shepherds and diligent deacons?

Sense of security and direction

Fewer falling away

What are some things that can be done to insure buy-in?

Communicate… communicate…

Let congregation see/enjoy benefits

**LESSON TWENTY**

According to Acts 20:28, the Holy Spirit had made these men overseers that they might fulfill what role?

“To shepherd…”
If elders find saints who think something is wrong, what things can they do to remedy this situation?

Study, teach – communicate

LESSON TWENTY – Page 2

Read 1 Peter 5:1-3, Hebrews 13:17 and Acts 20:28. How would the above plan help to fulfill these texts?

Shepherding provided Accountability accomplished shepherds know sheep

“It’s Sunday, do you know where your sheep are?”

What can shepherds do that will help them understand shepherding from the Bible?

Study shepherding concepts (Example – Ezekiel 34)

What actions can shepherds take that will hold them accountable to learning and applying these things?

Give account to one another

While this might be a radical change in the way elders operate, is it contrary to the Bible?

No. It is the Bible pattern – what shepherds do.

Is the process of mentoring something that is taught in the Bible? If so, in what verses would you find it?

What Jesus did with the 12 – John 17:8

LESSON TWENTY-ONE

What does Nehemiah do in the first part of Nehemiah 2:27 that will get buy-in?

He lays out the problem Jerusalem faces

What are some problems that are created when buy-in is missing (in any area of life)? Give an example.

Resentment. Misunderstanding, resistance

What could the elders have done to get buy-in from the congregation?

Lay out problem first – (Publicly and privately)

What possible problems could you anticipate?

Don’t know what it is. Throw church into turmoil

Look at the text at the top of the page. In his first sentence he lays out three things. What are they and what does each one mean?

1. City in distress – uncomfortable place in which to live.
2. City lying in waste – shame and reproach to Jews
3. City gates burned – Security issue, exposed to enemies

What Nehemiah says in 2:17 is preparing them for buy-in.

LESSON TWENTY-ONE – Page 2

What might have happened if his first words to the Jews were, “My name is Nehemiah. I just got into town and I am here to solve your problems”?

Resentment, misunderstanding, resistance

Why is it not good to announce a change first and then tell the “why”? Explain your answer.
Because people will accept or reject a proposal based on what they already know and understand—the information they have at present.

Look at the following verses and tell what Nehemiah did to prepare himself. How did each of these things help him when he went to the Jews of Jerusalem?

1:1-4 Fasted and prayed before God (identified problem – first action was to pray)
1:5-11 Asked for favor before king (Had to have support in endeavor)
2:1-5 Went to the king for permission (Knew he was a man of resources)
2:6-8a Asked for letters of passage/supply
2:8b Saw/believed God’s hand upon him
2:9-16 Saw situation for himself (before talking to others)

Nehemiah’s Preparation Of the People. Take note of what Nehemiah did to get buy-in from the people.

As already noted, what did he do in 2:17? Laid out the problem to the people

What two things did he do in 2:18a? How would this encourage them to do the work?
1. Hand of God
2. King’s words

What two positive responses are found in the people in 2:18b?
1. “Let us rise up and build”
2. Set their hands to the work

In what ways did the people have to get buy-in on Nehemiah before they bought in to his plan?
Hadt to see him as a competent man who genuinely cared about Jerusalem—a man of character.

LESSON TWENTY-TWO

The disciples obeyed Jesus and were imminently successful in impacting the world for Him. What caused them to be successful?

He had trained them for 3 ½ years

Quickly read over the text in Acts 13-20. Identify at least six Christians who worked with Paul.
1. Barnabas
2. Silas
3. Timothy
5. Priscilla & Aquila

Do you believe Paul did the same thing as Jesus in this respect?

Paul was training, mentoring, equipping

What do the following texts teach us about this concept?

Ephesians 4:11-13 Evangelists, pastors, teachers – to equip saints for service
2 Timothy 2:2 You were trained, now train others

What role(s) do you play in this process? Elder, shepherd, evangelist

LESSON TWENTY-TWO – Page 2

Why do some churches that used to have elders now find themselves without elders?

Do not prepare next generation
Lesson Twenty-Three

If you had been there in the upper room with Jesus, how would you have felt about Jesus washing your feet?

Awkward – would not want Jesus to do it. I should wash His feet.

Read John 13:1-17 and answer the following questions.

Why did Jesus do this? _______ To teach them about service and humility

What effect did it have on the disciples? ____ Should have given them insight into the nature of service to others.

What effect would it have had on you? Humbled me and made me feel small.

Discuss “example” in verse 15. The example is not that we literally wash others’ feet, but that we follow the Lord’s example of humility and service.

In John 13 Jesus was equipping the disciples to be what He wanted them to be. But what did He want them to be? Write a short statement on what the Lord wanted His disciples to be.

__Humble, seeing others as better and more deserving than themselves.__________________________

__See Philippians 2:1-10__________________________

That’s what Jesus did. That’s what shepherds do! At this point in their training, was Jesus teaching them to be leaders? Explain your answer.

Yes. Leaders are servants.


**LESSON TWENTY-THREE – Page 2**

**Jesus Turns Things Upside Down.** Surely a kingdom would never function properly if it was inverted, but this one does. Read Matthew 20:25-28 and answer the following questions.

What terms could you use to describe the leadership styles of earthly kings? ______________

Lord it over others; exercise over others; often have a love of power and dominance.

Who does Jesus say is greatest in His kingdom? **It is the servant, the slave.**

Who does Jesus give as an example of greatness? **Himself.**

Is the term “slave” in verse 27 (NKJV) too strong? Explain your answer. **NO**

**It is not too strong if we understand the will of the Lord for our lives.**

Read 1 Peter 5:2-3 and answer the following questions.

How does this text relate to Matthew 20:25-28? **Elders are not to lord it over the flock.**

What does this text say about modeling? **Elders are to be examples to the flock.**

**LESSON TWENTY-FOUR**

“...just as the Son of Man did not come to be served, but to serve, and to give His life a ransom for many.”

Matthew 20:28

There is something implied here related to serving. It is something Jesus did. What is it? One word will do.

**Give.**

Read John 10:11-14 and Revelation 5:12.

What does the sacrifice of Jesus for the sheep tell us about Him? He ____cares____ for the sheep.

How should this motivate us? **Should move us to care for others.**

How quick are we to follow a leader who shows no care for those in his charge? **We don’t follow.**

Take note of the four examples below and answer the accompanying questions.

**Abraham.** What did he give up for God? (See Acts 7:2-5; Hebrews 11:8-16; Genesis 12:1-5; 17:4.)

__Gave up homeland. (Also: was willing to give up his son.)__

What was the result of his sacrifice? **Became father of many nations; received greater inheritance**

**Moses.** What did he sacrifice for God and what was the result? (See Hebrews 11:23-29; Acts 7:35-36.)

Gave up treasures of Egypt, passing pleasures of sin; Became leader of God’s people, Inheritance.

**The Apostles.** What did they give up and what resulted? (See Matthew 19:27-28; 2 Corinthians 5:20.)

__”Left all” but gained much more. __Became Christ’s ambassadors.__

**Saul of Tarsus—The Apostle Paul.** What did he give up and what resulted? (See Philippians 3:4-8.)

__Gave up what his Jewish heritage afforded him. Gained Christ!

Can we expect to be leaders in God’s kingdom without sacrifice? **NO**
**LESSON TWENTY-FOUR – Page 2**

What did the shepherd in Luke 15:3-6 do for the sheep that was lost? What did he have to sacrifice?

He went after lost sheep. Sacrificed time, energy and personal wants.

Though Paul was not an elder, what did both he and the shepherds at Ephesus share in Acts 20:31, 37? What are some occasions where something like this might happen today?

Shared Tears. Grieving over lost souls, straying sheep.

What kind of trials might elders face? What did the shepherds at Ephesus face? (See Acts 20:28-30.)

Conflicts with false teachers, those who would harm flock. Ephesus faced savage wolves.

One man was heard to resign from the eldership so he could be a shepherd! He wanted to help and nurture the sheep, but he couldn’t! What is the answer to such a situation?

Give up being a decision makers—board members—be shepherds to the flock.

Do you think it is a good idea for elders to devote hours each week to such things as the color of carpets, fixing the roof or purchasing a new vacuum? What may be happening to the sheep while the elders make these momentous decisions?

Bad idea. Sheep might be starving, straying.

Read Ezekiel 34:1-10. From this text, list all the things that shepherds might do that will require time, cause them to shed tears and put them through trials.

Feed, strengthen weak, heal sick, bind up broken, bring back those driven away, seek those lost

Rule with kindness and gentleness, bring together the scattered, seek and search for straying.

**LESSON TWENTY-FIVE**

Two reports were made; two dispositions were displayed. How did the different dispositions affect the outcome?

"Can do" spirit – "Can’t Do" spirit

What terms can be used to describe them?

Defeatist/weak/too big for us

What terms can be used to describe them?

Action/now/mission/success

Why were they optimistic?

"Lord delights in us" "He will..." "The Lord is with us"

Looking back at chapter 13, what was noticeably absent from the report the ten spies gave?

"The Lord"

Circle the correct answer to the questions below.

1. Were some unaware that God had promised the land to Israel? (See verses 1-2.) NO
2. Were some of these men not leaders in their respective tribes? (See verses 3-16.) NO
3. Did some of these men not have opportunity to see the land? (See verses 17-25.) NO
4. Did some not know that Canaan was a good and fruitful land? (See verses 26-27.) NO
5. Were some unaware of the strong cities and powerful people? (See verses 28-29.) NO
LESSON TWENTY-FIVE – Page 2

Have you ever seen dispositions like these in the church? If you have, give an example.

Yes – When something needs to be done, someone says, “Here’s why we can’t do it.”

Our attitude should be: “If it is right and needed, we must find a way to do it.”

Have you ever seen optimistic attitudes like these in the church? If you have, give an example.

Yes – we have it in our congregation.

Do we need to define and understand what faith is? Write a short statement about your faith in God.

Faith is believing in God – trust that He can, will!!

It’s a dumb question at this point, but what kind of disposition should leaders in the church have?

Believe that with God – we can do!!

Think About How You View Attitude. (Circle what you believe is correct.)

1. Our attitudes are automatically good just because we are Christians. FALSE
2. Our attitudes have little impact on whether or not we will go to heaven. FALSE
3. Our attitudes determine how we see life, whether we will be upbeat or sour. TRUE
4. Our attitudes may be the only difference between success and failure in life. TRUE
5. Our attitudes powerfully impact our relationships with other people. TRUE
6. Our attitudes at the start of a thing have little bearing on its outcome. FALSE
7. Our attitudes can turn troubles and trials into blessings and benefits. TRUE

LESSON TWENTY-SIX

These 200 men were leaders in the tribe of Issachar. Others in their tribe were willing to follow them.

What qualities can you find in these men that particularly equipped them to be leaders

Understood the times in which they lived; knew what to do; others willing to follow them.

Why are we often reluctant to pursue personal growth (as mentioned in a paragraph above)?

Because we think we have already arrived. Have no need to grow.

LESSON TWENTY-SIX – Page 2

Look up these verses and identify which apply to the seven habits in the left column. (Note to teacher: Many of these verses apply to more than one habit.)

1. 2 Corinthians 6:1 Habit # 6
2. Philippians 3:13-14 Habit # 2
3. Acts 9:26-27 Habit # 4
4. Matthew 6:33 Habit # 3
5. James 1:19 Habit # 5
6. 1 Peter 2:2 Habit # 7
7. Joshua 24:15 Habit # 1