

1 Peter 5:1-4
Proper Motivation for Shepherds
Elder Installation Service for Duen Yan and Jacob Young

This is certainly an exciting morning

- It is the culmination of many years of observation, asking questions, watching, learning, and evaluating

I think back over the almost 7 years of being here at CBC

- I have very fond memories of serving with the various elders over this time

I am excited to see this next stage of life for CBC

- This morning, we will install two new elders, shepherds, overseers, and pastors
 - o Duen Yan
 - o Jacob Young

This morning will be a double-purpose sermon

- First, I will bring an exhortation to these two men about their responsibilities as an elder
- Second, I will bring an exhortation to you the church about your responsibilities toward these men, your elders

Turn in your Bibles to 1 Peter 5

- I want to bring a word of encouragement and challenge to Duen and Jacob from these opening four verses

For the rest of you, listen carefully for how these men should be discharging their responsibilities

Let's read 1 Peter 5:1-4

These four verses summarize three (3) proper motivations for every shepherd

- Serve humbly (5:1)
- Serve diligently (5:2-3)
- Serve expectantly (5:4)

I. Serve humbly (5:1)

1 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.

The apostle Peter pens the words of 1 Peter to a group of believers who were suffering immensely

- They were being persecuted for their faith in Christ

As he comes to this fifth chapter, he includes a note for the elders of the local churches

- He does so because the leaders of these churches would have a huge impact on ministering to these hurting believers

He writes to “**exhort the elders among you**”

- He wants to help these elders fulfill their duties in a more Biblical manner

Notice that there were already elders “**among you**”

- They didn’t have to look for them
- They were already serving as elders

Peter then lists three (3) descriptions of himself

- “**your fellow elder**”
- “**witness of the sufferings of Christ**”
- “**a partaker also of the glory that is to be revealed**”

Notice the humility by which Peter addresses himself

- He does not say, “I am an apostle”
- Even though that would have been an accurate statement

Rather, he speaks of himself, “**as your fellow elder**”

- One among them

Not above them

- But alongside them

This type of humility is becoming rare in today’s Church

- Church leaders want fancy titles
- Pastors run churches like CEO’s

Duen and Jacob, you and I are to serve this body with humility

- We are not above anyone

We are mere men

- But we have been called to shepherd the flock as servant leaders

Don’t allow the title of elder to cause you to become arrogant

- Rather, be overwhelmed with the responsibility before God

Peter then describes himself as a “**witness of the sufferings of Christ**”

- He was there on that night when Christ was betrayed
- He remembers how he denied Christ three times!

Duen and Jacob, we haven’t seen the sufferings of Christ firsthand

- We weren’t there to see Christ crucified

But you will have your share of sufferings as well

- People will misinterpret your actions
- People will question your motives

Keep in mind that Christ never promised an easy road

- We follow in the steps of the One who suffered the most for being true to Himself

The third description that Peter gives of himself is, “**a partaker also of the glory that is to be revealed**”

- I love how Peter brings in the future glory as a reminder to these Christians who were suffering

Duen and Jacob, as you minister to the believers and unbelievers here at CBC, you need to keep eternity in mind as well

- Don't allow people to become enamored with this present world!

Remind them of glory!

- Remind them of heaven!
- Remind them of Jesus!

Even though the glory was a future event for Peter, he said, in essence, "I am already a partaker. It's already mine!"

- Because of Christ, we can say that as well

Men, serve humbly

- Be overwhelmed with the grace of God in your own lives
- Look for ways to serve the body

If you ever get to the point where you think you deserve to be an elder, then you are serving for the wrong motivation

- We serve only by the grace of God for the glory of God

Peter gives a second motivation for shepherds

- **Serve humbly**

II. Serve diligently (5:2-3)

2 shepherd the flock of God among you, exercising oversight

Peter calls the elders to a singular task, "**shepherd the flock of God among you**"

- It is the only command in these four verses

I love the term shepherd

- It is a comprehensive word that summarizes the tremendous responsibility of being an elder

Ours isn't an office job

- Ours isn't a task-oriented job
- Ours isn't a peopleless job

Ours is a job of dealing with people

- If we are being faithful as elders, we had better smell like sheep!

Of course, we follow in the footsteps of the Great Shepherd, Jesus Christ

- He was the perfect Shepherd
- We are merely imperfect undershepherds

When Christ restored Peter after his threefold denials, Jesus told him, "**Shepherd My sheep**" (John 21:16)

- Now Peter tells the elders, "**shepherd the flock of God**"

The reason that Christ can be the "**Chief Shepherd**" (1 Pet 5:4) is because He purchased the Church "**with His own blood**" (Acts 20:28)

Men, the sheep don't belong to us

- They are not the flock of Kevin, Duen, and Jacob
- They are the flock of God!

I didn't die for anyone's sins

- But Christ shed His blood on the cross in order to ransom the sheep from His Father's wrath!
- They belong to Him!

Earlier in Acts 20, Jacob read these words from the apostle Paul, “Be on guard for yourselves and for all the flock, among which the Holy Spirit has made you overseers, to shepherd the church of God” (Acts 20:28)

- It's the same song as Peter, isn't it?

Being a shepherd was hard work in ancient days

- Providing for the flock
- Feeding the sheep
- Leading the sheep to still, pure water
- Protecting the sheep from wild animals and thieves
- Taking care of injured sheep¹

Being a spiritual shepherd is hard work as well

- When performed properly and faithfully, the privilege and office of an elder is time-consuming!

Even in the midst of unfaithful Israel, God promised, “I will give you shepherds after My own heart, who will feed you on knowledge and understanding.” (Jer 3:15)

- Oh, for shepherds who are passionate for God's glory
- Oh, for shepherds who are after the heart of God

The Bible continually refers to God's people as sheep²

- Sheep do not take care of themselves
 - o They need someone to tend to their needs
- Sheep lack the instinct that would help them to find their way home
 - o When they get lost, they stay lost until the shepherd (or a wolf) finds him
- Sheep spend the majority of their time eating and drinking
 - o Therefore, they need a shepherd that will lead them to food and water
 - o Left alone, sheep will feed on anything, including poisonous plants
 - o Sheep need water that is pure, neither too hot or too cold, and that is not moving too rapidly
- Sheep are basically defenseless animals
 - o They have no horns by which to fend off predators
 - o Therefore, they are easy prey for wolves

Men, this is our calling

- *We are called to shepherd the flock of God*
- *They need our faithful ministry!*

¹ I. Howard Marshall, *The IVP NT Commentary Series, 1 Peter*, 162.

² MacArthur, 261-62.

God will hold elders responsible for how they have watched over the flock of God

- “Obey your leaders, and submit *to them*; for they keep watch over your souls, as those who will give an account.” (Heb 13:17)

Not only are elders to be shepherds, but 1 Peter 5:2 also calls us to the task of being overseers

- This is the ministry of “exercising oversight”

We have to be reminded that the office of elder is not different from the office of pastor

- The terms elder, pastor, shepherd, and overseer are interchangeable

In other words, I don’t hold a different office from you men

- Church, we three men will be your pastors

Sheep need constant oversight

- We must guard them from false teachers
- We must feed them sound doctrine
- We must lead them on paths of righteousness

We dare not be lazy, inattentive, or distracted

- We must be committed, focused, and watchful

It should not surprise us that Peter has already spoken of Christ in this light, “For you were continually straying like sheep, but now you have returned to the Shepherd and Guardian of your souls.” (1 Pet 2:25)

- Literally, Christ is the “Shepherd (or Pastor) and Overseer of your souls”

In Acts 20, as Paul says his “farewells” to the Ephesian elders, he says, “Be on guard for yourselves and for 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.” (Acts 20:28)

- Notice how Paul uses the terms “overseer” and “shepherd” in the same context

Peter then gives three (3) contrasts about the proper motivation for an elder

- He will give a negative motivation, followed by the corresponding positive motivation

not under compulsion, but voluntarily, according to the will of God;

Elders are not to serve “under compulsion”

- Don’t serve because you have to
- Serve because you want to

Spurgeon once said, “It is ok to grow weary in the work of ministry, but never grow weary of the work of ministry.”

There should a God-given desire within the heart of every elder to serve

- “It is a trustworthy statement: if any man aspires to the office of overseer, it is a fine work he desires *to do*” (1 Tim 3:1)
 - o Internal motivation (self)
 - o External affirmation (others)

This is the difference between a shepherd and a hireling

- A shepherd serves because he wants to look out for the sheep
- The hireling serves because of some inferior motive

I have never pressured anyone into serving as an elder

- I pray and ask God to help us recognize those men who would be potential candidates

Men shouldn't be manipulated, pressured, or coerced into serving

- They should serve from a God-given motivation

That proper motivation is “voluntarily, according to *the will of God*”

- You serve as volunteers

You must embrace the reality that it is God's will for you to serve as an elder

- Otherwise, you will quickly resort to some other motivation

The author of Hebrews writes, “Obey your leaders, and submit to them; for they keep watch over your souls, as those who will give an account. Let them do this with joy and not with grief, for this would be unprofitable for you.” (Heb 13:17)

- The leaders should have a joyous attitude as they shepherd
- They should not have a mandatory, duty-driven mindset and mentality

Congregation, you have a responsibility to make their work a joy!

- Don't make your elders' jobs “grief” because “this would be unprofitable for you”

and not for sordid gain, but with eagerness:

The second negative motivation for a shepherd is “for sordid gain”

- Serving for financial gain

Both of you men work full-time jobs outside the church

- But don't think that you are immune to this warning

At times, the flock may give you a token of appreciation

- Taking you out to eat
- Buying you a gift

Don't expect those things

- Show appreciation if they are given

“Let the elders who rule well be considered worthy of double honor, especially those who work hard at preaching and teaching. 18 For the Scripture says, ‘YOU SHALL NOT MUZZLE THE OX WHILE HE IS THRESHING,’ and ‘The laborer is worthy of his wages.’” (1 Tim 5:17-18)

- It is interesting that Paul cites both an OT and NT Scripture reference to make his point

It is right for the congregation to show honor to those who serve as elders

- But it is wrong for the elders to expect that!

God warns those in leadership positions not to be motivated by money

- “For the love of money is a root of all sorts of evil, and some by longing for it have wandered away from the faith, and pierced themselves with many a pang.” (1 Tim 6:10)

The qualifications for an elder state that he be “free from the love of money” (1 Tim 3:3) and not being “fond of sordid gain” (1 Tim 3:8; Tit 1:7)

The problem with pursuing money is that you begin to make it an idol

- You will begin compromising in small areas
- Then you will compromise in larger areas
- Sooner than later, you will find yourself willing to do anything in order to gain wealth

Rather than serving “for sordid gain,” serve “with eagerness”

- Your desire for ministry should compel you to serve with zeal and excitement

Elders need to realize that ministry is not about receiving

- It is about giving

Our example, as always, is Christ

- “For even the Son of Man did not come to be served, but to serve, and to give His life a ransom for many.” (Mk 10:45)

Servant leadership is about giving, not receiving

- Hireling leadership is receiving, not giving

3 nor yet as lording it over those allotted to your charge, but proving to be examples to the flock.

The third negative motivation is described in verse 3, “lording it over those allotted to your charge”

Even if a man has a proper, internal desire and a right perspective on financial matters, he can still err as it relates to power

There is a certain level of authority that Christ has entrusted to the elders of a local church

- They make the decisions for that particular local church
- They protect the church from false teaching and teachers
- They watch over the souls of their God-given flock
- They have the God-given authority to discipline people out of a church when there is a lack of repentance

It is very easy to allow power and authority to go to one’s head

- It is no different in the church, unfortunately

There are some who would love to have that power

- They want to be leaders
- They don’t want to be followers

Listen to what Christ told His disciples, “But Jesus called them to Himself, and said, “You know that the rulers of the Gentiles lord it over them, and *their* great men exercise authority over them. 26 “It is not so among you, but whoever wishes to become great among you shall be your servant, 27 and whoever wishes to be first among

you shall be your slave; 28 just as the Son of Man did not come to be served, but to serve, and to give His life a ransom for many.” (Mt 20:25-28)

- Worldly leadership is about power, authority, and climbing the corporate ladder
 - o *Even if that means stepping on the person in front of you!*

But Christ exhorts us that spiritual leadership is not about power

- Rather, it is about serving others

Christ modeled this principle of servant leadership perfectly, didn't He?

- He had ultimate authority at His fingertips
- However, He chose to serve rather than be served
- He never abused His power

We are not the lords of the flock

- There is only one Lord
- That is Jesus Christ

Instead of acting like lords, Peter exhorts elders “to be examples to the flock”

- Lead by example!
- A positive, godly example!

It should go without saying that elders need to live lives that are worthy of imitation

- This should be an expected part of leadership

Of course, we should seek to imitate Christ, “Therefore be imitators of Christ, as beloved children” (Eph 5:1)

Peter has told us, “For you have been called for this purpose, since Christ also suffered for you, leaving you an example for you to follow in His steps” (1 Pet 2:21)

Who wants to follow a hypocrite?

- Who aspires to be a hypocrite?

Listen to what Jesus said about the hypocritical Pharisees, “all that they tell you, do and observe, but do not do according to their deeds; for they say *things*, and do not do *them*” (Mt 23:3)

- Duen and Jacob, don't be like the Pharisees!

How should you two men serve as elders?

- **Serve humbly**
- **Serve diligently**
- **Third...**

III. Serve expectantly (5:4)

4 And when the Chief Shepherd appears, you will receive the unfading crown of glory.

Duen and Jacob, the task of being an elder is hard work

- Long hours
- Difficult situations

But there is coming a day in which Christ will reward you for your labors

- Once again, Peter reminds us of that future day of evaluation

Peter refers to Christ as “**the Chief Shepherd**”

- Among leaders in the Church, Christ is the Leader
- Among undershepherds, Christ is the “**Chief Shepherd**”

When Christ returns at His second coming, many things will take place

- As each one stands before “**the judgment seat of Christ**” (2 Cor 5:10), he will give an accounting of how he has lived his life

For those who have served in church leadership, they will incur a stricter accountability³

- “**Let not many of you become teachers, my brethren, knowing that as such we shall incur a stricter judgment.**” (Jam 3:1)

Far more than a present reward is the future reward that every believer will receive from Christ Himself

- That will help us to be motivated for the right reasons

If we serve only for the approval of man, then we can become guilty of the fear of man

- But we are called to fear God, not man

The thought of this future reward should have practical consequences for those who presently serve in leadership

- It should give us the proper motivation for service
- All ministry is ultimately rendered and done for Christ⁴

Duen and Jacob, may these words echo in your hearts during your tenure as elders

- As long as you have breath, have the proper motivation for being a shepherd

CBC family, you have a myriad of responsibilities as well

- Let me give you a few exhortations

I. Respect your elders

1 Thess 5:12-13, “**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, 13 and that you esteem them very highly in love because of their work. Live in peace with one another.**”

Here are some practical applications

- Display your appreciation for those who seek to lead the local church according to the will of God
- Realize that we are human, and are prone to discouragement

Submit to our leadership authority

- We seek to lead you well

Paul says plainly, “**Live at peace with one another**”

- This would help a lot!
- This would help to alleviate further problems with disunity and division

³ Louis A. Barbieri, *Everyman's Bible Commentary, 1 Peter*, 84.

⁴ D. Edmond Hiebert, *1 Peter*, 306.

II. Honor your elders

1 Timothy 5:17-18, “Let the elders who rule well be considered worthy of double honor, especially those who work hard at preaching and teaching. 18 For the Scripture says, “YOU SHALL NOT MUZZLE THE OX WHILE HE IS THRESHING,” and “The laborer is worthy of his wages.””

It is through your financial gifts that the ministry of this church is supported and sustained

- But financial support isn't the only kind of honor

The Word of God commands the local church to honor all elders

- For their work
- For their time

Take time to show your appreciation for their service

- Being an elder is not an easy task!

III. Follow your elders

Hebrews 13:7, “Remember those who led you, who spoke the word of God to you; and considering the result of their conduct, imitate their faith.”

- Trust the elders, who seek to model the faith
- Pray that our lives will be an example of Christ-likeness

We are imperfect models

- But we are models nonetheless

IV. Obey and submit to your elders

Hebrews 13:17, “Obey your leaders, and submit *to them*; for they keep watch over your souls, as those who will give an account. Let them do this with joy and not with grief, for this would be unprofitable for you.”

- Have you ever thought of elders as those who “watch over your souls?”

As we seek to be good stewards of the people and resources here at CBC, would you commit to obeying and submitting to us?

- I can promise you now, that there will be times that you won't be able to see the total reason for our doing certain things
- But would you be willing to trust us enough to submit in obedience nonetheless?

Make your act of submission to us an act of worship

- If you are in a proper relationship and fellowship with Christ, then submitting to His undershepherds will be much easier

Every elder will stand before the Chief Shepherd one day and give an account for how he has lead the local church

Elders must answer questions like these with a clean conscience:

- How well have I taught God's Word? Did I treat it flippantly, or did you respect it as the living, active Word of God?
- How well did I do at protecting the sheep from false teachers? Was I spiritually alert to the onslaught of Satan's schemes?
- Did I care for the weak, or did I think that was beneath me?
- Did I love the people?
- Did I pray for the people on a regular basis?

V. Guard the reputation of your elders

Protect the elders from false accusations

- 1 Cor 13:7, "bears all things, believes all things, hopes all things, endures all things"

When you hear something about one of us, would you be willing to think the best, instead of the worst?

When you hear rumors and gossip regarding us, would you be faithful to obey Scripture?

- Don't listen to gossip...refuse to listen
- Send the person back to the one to whom they have issues!
 - o Mt 18 – go to your brother!

VI. Support your elders

Give feedback regarding how well elders and deacons are doing

- If we are doing a good job, let us know!
- If we aren't, then humbly tell us how we can serve more effectively!

There have been numerous letters, cards, and emails of encouragement since I have been here

- I thank you for that

Before you complain about what the elders and deacons are doing, make sure that you have a proper motivation

- You may know very little of the background behind most decisions
- So ask before you accuse

When you disagree with our decisions, realize that we are making the best decision that we can, in light of the information that we have been given

- Pray for us

VII. Pray for your elders

Paul asked the young church at Thessalonica, "Brethren, pray for us" (1 Thess 5:25)

- So I ask you to pray for those of us in leadership

Pray for

- Our families – we all put in long hours in ministry
- Our relationship with Christ – sometime with so much output, there is not much input
- Unity – that we would move forward as a team
- Wisdom – to be wise beyond our age, experience, and training

In the early church, when an elder was installed, there would be the laying on of hands

- Throughout Scripture, the laying on of hands would be a way of showing identification

In the OT, it was a way of showing identification with a sacrifice

- It would be a symbolic way of showing transference of sins to an animal

But in both the OT and NT, the laying on of hands was a way of identifying new leaders

- Moses laying hands on Joshua (Num 27:18-23)
- The apostles laying hands on the Seven (Acts 6:6)
- The elders laying hands on Paul and Barnabas (Acts 13:3)
- The elders laying hands on Timothy (1 Tim 4:14)

Paul told young Timothy, “**Do not lay hands upon anyone *too* hastily and thus share *responsibility* for the sins of others; keep yourself free from sin.**” (1 Tim 5:22)

- There needs to be a lengthy period of time in which the elder candidate is examined
- A church dare not be quick in installing an elder too soon

In laying hands on Duen and Jacob, I affirm that – to the best of my knowledge – these men are set apart for this ministry by God Himself

- I identify with these men in their service
- I identify that they are enabled by the Holy Spirit to perform the duties of shepherd, elder, oversee, and pastor

I would invite these men to join me up front

Read Acts 13:1-3

- Lay hands on them
- Pray for them