

Exodus 18: Moses Model

I. Jethro's Advice: Delegate

1 And Jethro, the priest of Midian, Moses' father-in-law, heard of all that God had done for Moses and for Israel His people—that the Lord had brought Israel out of Egypt. 2 Then Jethro, Moses' father-in-law, took Zipporah, Moses' wife, after he had sent her back, 3 with her two sons, of whom the name of one was Gershom (for he said, "I have been a stranger in a foreign land") 4 and the name of the other was Eliezer (for he said, "The God of my father was my help, and delivered me from the sword of Pharaoh"); 5 and Jethro, Moses' father-in-law, came with his sons and his wife to Moses in the wilderness, where he was encamped at the mountain of God. 6 Now he had said to Moses, "I, your father-in-law Jethro, am coming to you with your wife and her two sons with her."

Before the Exodus...Moses and his family left Midian for Egypt

- Moses, Zipporah and two sons:
 1. **Gershom:** "Stranger" or "Foreigner"
 2. **Eliezer:** "God is help"
- Moses sends all back to Father in Law in Midian after Exodus 4 experience:
 1. God sought to kill Moses for not circumcising his son
 2. Zipporah circumcises son with sharp rock
 3. Throws foreskin at Moses...

Exodus 4:25b..."Surely you are a husband of blood to me!" 26 So [God] let him go. Then she said, "You are a husband of blood!" [Moses sends them home before getting to Egypt]

- **Events leading to Exodus from Egypt**
 1. Miracles: Snakes, etc.
 2. Ultimatum to Pharaoh: "Let My people go"
 3. Rebellion against God: "Who is God that I should serve Him?"
 4. Plagues: 10th Death of the firstborn
 5. Exodus: Red Sea, Water from Rock, Bread from Heaven
 6. Millions now in the wilderness but Moses family is in Midian
- **Now Jethro, Moses Father in Law...**
 1. Sends message to Moses
 2. Brings Moses Wife and sons to him in wilderness

7 So Moses went out to meet his father-in-law, bowed down, and kissed him. And they asked each other about their well-being, and they went into the tent. 8 And Moses told his father-in-law all that the Lord had done to Pharaoh and to the Egyptians for Israel's sake, all the hardship that had come upon them on the way, and how the Lord had delivered them.

Moses and Family Reunited

- **Kisses Jethro but not his wife/kids:** Family relation strained?
- **Moses unloads on Jethro:** Good/Bad Times

V8 ...all that the Lord had done to Pharaoh and to the Egyptians for Israel's sake, all the hardship that had come upon them on the way, and how the Lord had delivered them

1. Miracles
2. Pharaoh's Rebellion
3. Plagues
4. Red Sea
5. Bitter Water made sweet
6. Bread from Heaven
7. Water from Rock
8. Whining and Complaining
9. In all the **Deliverance of the Lord**

What did Jethro think when Moses left for Egypt saying God called him to deliver Israel?

- Jethro now rejoices at what God has done?

9 Then Jethro rejoiced for all the good which the Lord had done for Israel, whom He had delivered out of the hand of the Egyptians. 10 And Jethro said, "Blessed be the Lord, who has delivered you out of the hand of the Egyptians and out of the hand of Pharaoh, and who has delivered the people from under the hand of the Egyptians. 11 Now I know that the Lord is greater than all the gods; for in the very thing in which they behaved proudly, He was above them."

- The Lord overcame precisely what the Egyptians were proud of:
 1. **False-deities:** Plagues were designed to be specify to their false gods
 2. **Military might:** Bottom of the Red Sea

V 11 Now I know that the Lord is greater than all the gods; for in the very thing in which they behaved proudly, **He was above them.**"

He is above all that the world worships

12 Then Jethro, Moses' father-in-law, took a burnt offering and other sacrifices to offer to God. And Aaron came with all the elders of Israel to eat bread with Moses' father-in-law before God.

- Jethro offers burnt offerings *and other sacrifices* to God
- Moses, Aaron and Elders of Israel meet with Jethro and break bread

13 And so it was, on the next day, that Moses sat to judge the people; and the people stood before Moses from morning until evening.

- Jethro will be staying a few days...**Jethro observes Moses at work:**

- Judging people from morning till night
 1. Counseling
 2. Arbitrating
 3. Mediating
 4. Refereeing as best as he could...

14 So when Moses' father-in-law saw all that he did for the people, he said, **"What is this thing** that you are doing for the people? Why do you alone sit, and all the people stand before you from morning until evening?"

Why are you taking the ENTIRE burden of ALL the people?

- **Working Morning to Evening:** No time with my grandkids?

15 And Moses said to his father-in-law, "Because the people come to me to inquire of God. 16 When they have a difficulty, they come to me, and I judge between one and another; and I make known the statutes of God and His laws."

- **Why do I work so hard? Because there's a need:**
 1. They come to me with their problems
 2. God gives me wisdom to help them

17 So Moses' father-in-law said to him, "The thing that you do is not good. 18 Both you and these people who are with you will surely wear yourselves out. For this thing is too much for you; you are not able to perform it by yourself."

- **First:** "What is this thing you do"
- **Next:** "The thing you do is not good"

You are in danger of spiritual "burn-out"

It wasn't that Moses was unfit to hear their disputes; it wasn't that he didn't care about their disputes; it wasn't that the job was beneath him, it wasn't that the people didn't want Moses to hear their disputes. The problem was simply that the job was too big for Moses to do. His energies were spent unwisely. [Guzic]

19 **Listen now to my voice;** I will give you counsel, and God will be with you:

- **Listen to my voice. Listen to your elder:**
 1. I will give you counsel
 2. God will be with you

Jethro's Instruction

19b...Stand before God for the people, so that you may bring the difficulties to God. 20 And you shall teach them the statutes and the laws, and show them the way in which they must walk and the work they must do. 21

Moreover you shall select from all the people able men, such as fear God, men of truth, hating covetousness; and place such over them to be rulers of thousands, rulers of hundreds, rulers of fifties, and rulers of tens. 22 And let them judge the people at all times.

Instructions to Minister to Many

- **Stand before God:** Pray before anything else
- **Teach the people God's Word**
 1. Way to walk
 2. Work to do

When a humble congregation knows God's Word... most disputes will be settled before ever having to bring in another person in to mediate [NJC]

Matthew 18:15 "... if your brother sins against you, go and tell him his fault between you and him alone. If he hears you, you have gained your brother. 16 But if he will not hear, take with you one or two more

- Stand/Teach and then...
- **Select** Men to Lead: Godly attributes
 1. **Fear** God
 2. **Love** Truth
 3. **Hate** Greed
- Stand/Teach,/Select
- **Delegate:** Groups of 1000's, 100's, 50's and 10's

Stand/Teach/Select/Delegate

Let them judge the people as problems/difficulties/questions arise

22b...Then it will be that every great matter they shall bring to you, but every small matter they themselves shall judge. So it will be easier for you, for they will bear the burden with you.

- Only the big stuff should reach you/Leaders will help you bear the heavy burden

NOTE: Delegating does NOT mean abdicating responsibility...

For Moses to effectively delegate, he must still have oversight and leadership over those under him. Delegation is the exercise of leadership, not the abandoning of it. [Guzic]

23 If you do this thing, and God so commands you, then you will be able to endure, and all this people will also go to their place in peace."

- **If you do this...**
 1. You will not burnout/ Enjoy life
 2. People be taken care of before things blow up

Wisdom of Jethro in giving advice: Ask if my advice is from God

- **"If you do this ...and [if] God commands you..."**
 1. Diffuses any resistance Moses may have had
 2. Brings down any walls of pride Moses might have built

24 So Moses heeded the voice of his father-in-law and did all that he had said.

- **Moses could have said:**
 1. I brought the people this far without you
 2. I am a prophet of God
 3. Watch what I can do with my staff...or that rock
 4. I'm fine...I don't need your advice
- Instead, Moses **heeded** advice:

The Wisdom of/in Humility leading to *even greater wisdom*

25 And Moses chose able men out of all Israel, and made them heads over the people: rulers of thousands, rulers of hundreds, rulers of fifties, and rulers of tens. 26 So they judged the people at all times; the hard cases they brought to Moses, but they judged every small case themselves.

- Listened to all Jethro's advice and put it into practice

27 Then Moses let his father-in-law depart, and he went his way to his own land.

Moses learned Worldly Leadership from Pharaoh in Egypt
Learned Godly Leadership from Jethro in Midian

How does this model of delegation apply to the Church

- Hellenistic Jews were being overlooked in the church:
- Apostles realized it was not good...

Acts 6:2 [Read] Then the twelve summoned the multitude of the disciples and said, "It is not desirable that we should leave the word of God and serve tables. 3 Therefore, brethren, seek out from among you seven men of good reputation, full of the Holy Spirit and wisdom, whom we may appoint over this business; 4 but we will give ourselves continually to prayer and to the ministry of the word."

- **Apostles Delegate to Seven Deacons:**
 1. Prayer and Word not neglected by Apostles
 2. People's needs/ disputes taken care of

Delegation is the *exercise* of leadership, *not* the abandoning of it. [Guzic]

Generalizing Moses Model in the Church
Same: Stand/Teach/Select/Delegate

1. v 19 **Stand** before God: Pastor will stand before God/ Pray to God for His leading/direction of the people

2. V 20 **Teach** the Word of God: Full Council of God

A place where people hear the Word of God taught clearly Line by Line/Verse by Verse and where the unsaved are saved and the saved are equipped for the work of ministry.

2. v 21 **Select** men who fear God, Love Truth, Hate greed. Deacons, Elders, Group leaders

3. v 22 **Delegate** authority/responsibility for the people with regard to their walk and work as taught by Pastor

Stand/Teach/Select/Delegate

4. v 22 **Major issues brought to Pastor**

"If you do this thing and God so commands you, then you will be able to endure, and all these people also will go to their place in peace."

Church Delegation

*"We believe that God's model is that the **pastor is ruled by the Lord and aided by the elders** to discover the mind and will of Jesus Christ for His church" [Chuck Smith]*

Hebrews 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. [Privilege/Responsibility]

▪ **Leaders:**

1. Appointed and Anointed by God, not voted
2. Used by God for a specific purpose/calling/His glory

In every church there are bigger issues than people know behind scenes

Deacons: Gift of Helps: Overseers of physical/material needs of the church: Anointed and Appointed and already doing the job

Elders: Overseers of the Spiritual needs of the Church: Anointed and Appointed and already doing the Job

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

Titus 1:7 ... an [Elder] must be blameless, as a steward of God, not self-willed, not quick-tempered, not given to wine, not violent, not greedy for money, ⁸ but hospitable, a lover of what is good, sober-minded, just, holy, self-controlled, 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.¹⁰ **For there are many insubordinate, both idle talkers and deceivers**

▪ **Leadership must be Accessible/Approachable**

James 5:14 Is anyone among you sick? Let him call for the elders of the church, and let them pray over him, anointing him with oil in the name of the Lord....

Pastors

- Pastors are also Elders; i.e. Shepherds of congregation:

1 Peter 5:1 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: **2** Shepherd the flock of God which is among you, serving as overseers, not by compulsion but willingly, not for dishonest gain but eagerly; **3** nor as being lords over those entrusted to you, but being examples to the flock; **4** and when the Chief Shepherd appears, you will receive the crown of glory that does not fade away.

Pastor's Job qualification as per Peter:

1. **Fellow elder**; i.e. all the qualification of an elder
2. **Shepherd**: Feed and Lead and Kill Wolves
3. **Not under compulsion** but according to God; i.e. Spirit led
4. **Not for sordid gain**
5. **Not lording over**; i.e. forced respect
6. **Leading by example**; i.e. serving, in the Word, Prayer, not worldly

- **Pastor Job Description**: Prayer and **Word** [Acts 6:2-4]

2 Timothy 4:1 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: **2 Preach the word!** Be ready in season *and* out of season. **Convince, rebuke, exhort, with all longsuffering and teaching.** **3** 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; **4** and they will turn *their* ears away from the truth, and be turned aside to fables. **5** But you be watchful in all things, endure afflictions, do the work of an evangelist, fulfill your ministry.

- Convince, rebuke, exhort
- **Whole council of God**; i.e. Bible verse by verse chapter by chapter in context
- Pastor Job description continued: Equipping the Saints

Ephesians 4:11 [Jesus] gave some to be apostles, some prophets, some evangelists, and some pastors and teachers, **12 for the equipping of the saints** for the work of ministry, for the edifying of the body of Christ, **13 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...**

- **Ephesians 4:11-16** Pastors to equip the [saints] church for:

1. **Work of Service**: Ministry, serving Jesus
2. **Building each other up**: Praying, encouraging
3. **Attaining the Unity of the Faith**: No weird doctrines
4. **Attaining the Knowledge** of the Son of God
5. **Maturity in both Word and Deed**: Instruction is not enough

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6. **Stature Reflecting Christ;** i.e. Walk Worthy of Calling
7. **Doctrinal Soundness:** Teaching Truth
8. **Speaking Truth/Love:** Balanced Spirit led witnessing

▪ **Pastor Delegates for Greater Results:**

1. **Stand before God**
2. **Teach** the Word of God. Make known God's way to walk/work
3. **Select** men: Fear God, Love Truth, Hate dishonest gain; Elders/Deacons

2 Timothy 2:2 be strong in the grace that is in Christ Jesus. 2 And the things that you have heard from me among many witnesses, commit these to faithful men who will be able to teach others also.

4. **Delegate:** These leaders further delegate as led by Lord
5. Major issues brought to Pastor for final decision:

*"If you do this thing and God so commands you, then **you will be able to endure**, and all **these people** also will go to their place **in peace**."* [Jethro]

Everyone used to their fullest potential as led and empowered by God's Holy Spirit

"I want to serve"

Procedure for Ministry; i.e. using your gifts: Starting Bible a Bible Study/ Building suggestions/Concerts/ etc.

1. 6 Month rule
2. Know your gift/ministry [role in the Body of Christ]
3. Pray about what your part is. Listen for/Listen to God
4. Write-up:
 - a. What you believe God has shown you to do
 - b. What/who needed to implement.
 - c. Give write-up to the one of Deacons

- Nursery Workers needed? Sunday school teachers needed? Cleaning? Ushers?
- Last will be first and first last...

Matthew 25:2 His lord said to him, '**Well done, good and faithful servant;** you were faithful over a few things, I will make you ruler over many things. Enter into the joy of your lord.'