

# SPIRITUAL GIFTS

## Sermon Points

**Week 3 - 5.7.23 | Tyler Wilson**

**Title: Leadership, Shepherding, & Administration**

**Scripture: 1 Peter 5:1-7**

Main Point: God has gifted His church with leaders to motivate His people towards His purposes, guide them to effectively fulfill them, and care for their souls in the process.

Scripture: 1 Peter 5:1-7 ESV - So I exhort the elders among you, as a fellow elder and a witness of the sufferings of Christ, as well as a partaker in the glory that is going to be revealed: shepherd the flock of God that is among you, exercising oversight, not under compulsion, but willingly, as God would have you; not for shameful gain, but eagerly; not domineering over those in your charge, but being examples to the flock. And when the chief Shepherd appears, you will receive the unfading crown of glory. Likewise, you who are younger, be subject to the elders. Clothe yourselves, all of you, with humility toward one another, for "God opposes the proud but gives grace to the humble." Humble yourselves, therefore, under the mighty hand of God so that at the proper time he may exalt you, casting all your anxieties on him, because he cares for you.

## LEADERSHIP

1. Definition - the ability to direct, motivate, and oversee people toward God-given vision and purposes

- **Visionary** - I see where we need to go
- **Initiator** - I'll go where we need to go
- **Motivator** - I'll rally people to come with me
- **Director** - I'll help us work together to get there

2. In a word - Leader

3. Biblical Examples:

- **Peter** (Matt. 16:17-20, Acts 2-15)
- **Lydia** (Acts 16:14-15, 40)
- **Paul** (Acts 15-28, Gal. 2)
- **Phoebe** (Rom. 16:1-2)

- **Mary** (Acts 1:14)
- OT - **Abraham, Joseph, Moses, Joshua, Deborah, David, Daniel, Esther, Nehemiah, Miriam**, etc.

#### 4. Marks you may have this gift:

- Visionary person who can clearly see the big picture & keep it in focus
- Keenly understands and is sensitive to God's purposes & goals
- Is comfortable handling responsibility / accountability and will naturally take that on when no such leadership exists - Enjoy being the point person
- Can clearly communicate vision, ideas, and organization and is able to inspire others towards it
- Driven to motivate people - both collectively and individually
- Can effectively direct others without dominating others
- Naturally coordinates the pieces of people / resources / tasks in order to accomplish the overarching goal.
- Experiences satisfaction in seeing all the parts come together in a finished whole
- Is willing to be an example and the first to go do what they're asking others to do
- Typically takes on a joyful, appreciative and confident demeanor that attracts others to follow
- Relational - Is diligent about overseeing and supervising the people they are responsible for - very aware of those they're leading
- Vigilantly nurtures and protects the unity of those they lead - keeps the group operating together.
- Can distinguish between what should and should not be delegated and are able to release things of value to the proper people
- Can quickly analyze and make good decisions - even big decisions that have wide impacts on others.
- Anticipate problems and obstacles to the vision and see them as challenges to overcome
- Can handle crisis situations and navigate others through them
- Willing to endure hardship and criticism in order to accomplish the ultimate goal
- Is comfortable being bold towards people when needed.
- Is willing to courageously take God-honoring risks - Often has entrepreneurial spirit and skills.
- Others look to you for direction and feel confident following you

#### 5. Goal of this gift:

- Clear direction and oversight for God's church

- Empowering and mobilizing people
- Accomplishing God's goals - progress & movement
- Protecting the health and unity of people along the way

6. Picture of the church - Coach and Team

7. Character of God on display - King

8. Ways to use this gift:

**Ministries**

- Coordinator in Family Ministry - Well Kids, Elementary, Students
- Team Leader in Connections (Set-up, Parking, Hospitality, etc.)
- GC Leader or Co-Leader
- Ministry or Project Director
- Deacon or Elder

**GC**

- Coordinating regular responsibilities - hosting, prayer, social, serving
- Study Group Leader
- Bring ideas for growth to leaders and run with it

**Other**

- Specific passions, causes, opportunities, resourcing
- Culture Setter!

9. Ways to misuse this gift - warnings & weaknesses to watch out for:

- Influence people towards unhealthy, unbiblical cultures
- Can wane in zeal to lead and over time drift into apathy
- May become upset when people don't immediately buy into the vision or goals or aren't as enthusiastic about them.
- Can get too far ahead of those you're leading and grow impatient or frustrated that they're not further along
- Assume motivation was one-time and forget to continue to motivate - re-cast vision / regularly appreciate / remind of the overarching 'why', etc. since you understand the vision so clearly, easy to assume others do too.
- If not careful, can view people as human resources (means to the end) rather than human beings.
- Potential to overlook serious character issues in valuable 'workers'
- Can be hard to slow down to deal with an important issue as it feels like it halts the overall progress

- Opportunity to develop callousness over time due to being a target of criticism - potentially even close off important feedback loops.
- Though around others often, can become isolated from deep relationships due to uniqueness of role
- Easy to neglect personal or home responsibilities due to weight, intensity and demands of leadership.
- May be tempted to subtly show favoritism to those who appear more loyal
- Can struggle to delegate if past experiences of delegating have gone poorly
- Over-stepping into areas you're not supposed to lead or going in directions God has not authorized
- If not walking humbly and lovingly towards those they lead, will come across demanding, impatient, task-focused and unresponsive to suggestions or needs

#### 10. Encouragement

- **Lead by Example** - 1 Cor. 11:1
- **Lead with Zeal, not apathy or fear** - Rom. 12:8, 2 Tim. 1:6-7
- **Lead with Love, not pride or selfish ambition** - Matt. 20:25-28
- **Lead under the Lord** - 1 Pet. 5:1-5

#### 11. Everyone Else

- Honor, appreciate, and love them - 1 Thess. 5:12-13, 1 Tim. 5:17-18
- Trust and follow them - 1 Cor. 11:1, Heb. 13:17

#### 16. Shepherds:

Guide - Rev. 7:17

Feed - Jer. 3:15, Eph. 4:12-15

Heal - Ezek. 34:4

Protect - John 10, Acts 20:29

Rescue - Matt. 12:11

17. Ezekiel 34:2-4 - "Ah shepherds of israel... You do not feed the sheep, the weak you have not strengthened, the sick you have not healed, the injured you have not bound up, the stray you have not brought back, the lost you have not sought, and with force and harshness you have ruled them."

#### 18. Acts 20:28

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## **SHEPHERDING**

1. Definition - the ability to care for the long-term spiritual welfare of a group of people

2. In a Word - Caretaker

3. Biblical Examples

- **Timothy** (1 Thess. 3:2, 1 Tim. 1, 2 Tim. 1)
- **Titus** (Tit. 1)
- **John** (1, 2, 3 John)
- **NT Church Elders** (Acts 14:23, Acts 20:28, Phil. 1:1)
- **Peter** (1 Pet. 5:1-4)
- **Paul** (1 Thess. 2:1-9, 2 Cor. 11:28)
- **Louis & Eunice** (2 Tim. 1:5)
- **Priscilla** (Acts 18)
- OT - **David**

4. Marks you may have this gift

- Compelled in loving concern towards people's spiritual health and growth
- Can't help but want to protect and care for people's souls
- A relational leader and caretaker - interested in & aware of the needs of others - particularly attune to soul-level needs
- Get excited to disciple people and see them equipped to love and look more like Jesus
- Love God's Word and naturally want to use it to minister to others
- Desire to plant roots and stay committed to people for a long time rather than bouncing around
- Love being with God's people and spending quality time listening and learning and loving your way into their lives
- Understand the critical value of community / the church
- Enjoy praying with and praying over people
- Others come to you for spiritual counsel and guidance
- Good at establishing trust with people
- Desire to help others resolve issues about beliefs, doubt, sin, guilt and shame, identity, calling and purpose.
- Able to point out sin in people's lives in a loving and beneficial way that they are receptive to.
- Able to hold out God's truth, character and promises to people in the midst of suffering
- Possess a tenderness in your spiritual care that others are comforted by, even when speaking truth

- People feel safe with you, welcomed by you, and protected by you
- Empathetic and vulnerable in your leadership - understand suffering and can meet people in their deepest wounds with caring comfort and spiritual help.
- Have an eye for people wandering astray or on the fringes and can gently restore them
- Are diligent about knowing the state of the entire church / group / flock
- Want to provide care for the whole person - emotionally, mentally, relationally, and physically.
- Able to guide, train, and nurture others towards spiritual maturity over time

#### 5. Goal of this gift

- People are spiritually cared for and disciplined
- Church is healthy and strong - matured and protected

#### 6. Picture of the church - Gardener

#### 7. Character of God on display - Love

#### 8. Ways to use this gift / areas to apply it

##### **Ministries**

- Pastor / Elder
- GC Leader / Co-Leader
- Student Ministry
- Counseling Ministry
- Hospitality Team

##### **GC**

- Ensuring people are followed up with
- Discipling people 1 on 1 - mentorship

##### **Other**

- Parenting!
- Foster & Adoption

#### 9. Ways to misuse this gift - warnings and weaknesses to watch out for

- Neglect of personal health or family at expense of high demands of caring for others in the church spiritually.
- Risk of enmeshment - absorbing the heavy weight of others problems and needs onto you personally without being able to disassociate
- Can at times be overly involved with individuals at the expense of the larger group.

- May foster a co-dependency from those they are shepherding
- Can feel discouraged if unable to provide solutions or lack seeing growth in people over time.
- Some can lack organizational abilities and time prioritization skills as highly relational people
- In focus on internal discipleship can inadvertently back-burner evangelism
- Can become possessive of those under them because they care so much
- May fall into cycle of reactively caring for people without proactively leading / discipling people

#### 10. Encouragement

- Shepherd your own soul 1st - Acts 20:28
- Wholeheartedly shepherd the flock God's entrusted to you, however small it is - 1 Pet. 5:1-2
- Willingly vs. compulsion - 1 Pet. 5:2
- Eagerly not for your gain - 1 Pet. 5:2
- As gentle examples from in front not domineering drivers from the back - 1 Pet. 5:3
- Remember your Chief Shepherd, who cares for your soul - 1 Pet. 5:4

#### 11. Everyone Else

- Come under with humility - recognize you need shepherding / seek out and receive their care - 1 Pet. 5:5
- Let them shepherd you with joy - Heb. 13:17
- Recognize the weight on them & pray for them - Heb. 13:18

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### **ADMINISTRATION**

1. Definition - the ability to provide careful guidance for the church through strategic planning, organization, implementation, and decision making that results in efficient operation and completion of goals.

2. In a Word - Director

3. Biblical Examples

- **Titus** (Tit. 1:5)
- **James** (Acts 15:13-29)
- OT - **Nehemiah, Joseph, Jethro, Sheerah**
- **Lydia** (Acts 16)

- Deacons in Acts 6:1-6

#### 4. Marks you may have this gift

- Drawn to help fix things that are poorly organized - order out of chaos
- Energized when working on tasks and projects in a directing way
- Excellent planner and equally excellent at executing those plans
- Like to see projects through to the finish
- Knack for increasing efficiency
- Naturally organize your life, schedule, finances, priorities, etc.
- Strategic problem solver & analyzer
- Can stay focused on the mission, seeing structure and organization in connection to the overall mission.
- Prompt and goal-oriented
- Good at delegating and details
- Comfortable making decisions under pressure / can stay calm and exude a non-anxious presence
- Good at seeing upcoming threats or risks and preemptively guiding away from them
- Able to allocate available resources to complete a task
- Typically very self-controlled and disciplined person
- Usually not the 1st to lead, but ready to take charge when needed.
- Can handle criticism or negative reactions in order to accomplish the goal
- Often have gift of wisdom as well that enables their leadership and decision making
- Good at clarifying long-range goals & patient in staying the course to achieve them
- Enjoys taking on a new challenge when previous task is completed

#### 5. Goal of this gift

- Efficient organization to maximize church's efforts
- People have confidence and clarity to play their roles as they receive clear structure, guidance, and direction
- Church is led wisely with the Lord's wisdom - overcoming problems, avoiding unnecessary hardship, and faithfully navigating tumultuous times
- Church stays on target and is spared from disorder and chaos to effectively accomplish our mission

#### 6. Picture of the Church - Construction Superintendent

#### 7. Character of God on display - Providence



## 8. Ways to use this gift / areas to apply it

### **Ministries**

- Coordinators / Ministry Leaders
- Well Kids
- Connections Ministry
- Events Team
- Finance - serving Shane and Logan
- Building Projects
- Communications Director
- Deacons

### **GC**

- Organizing care plans, meals, ways to meet people's needs
- Organizing hosting or social calendar
- Spearheading communication and reminders, ensure things stay on time

## 9. Ways to misuse this gift - warnings and weaknesses to watch out for

- Expecting too much too fast in desire for efficiency
- Can become task-driven OVER people-driven
- Default into doing before being and conflate activity with identity.
- Desire to complete projects and do it quickly can breed insensitivity to the schedules, priorities, and weariness of those doing it.
- May drift into being structure-dependent rather than Spirit-dependent
- Doing it all yourself rather than delegating
- Delegating tasks without personally pouring into people to see them personally developed
- Can get frustrated when things don't go according to the plan
- Sometimes fail to explain and communicate the vision (the why) of the project

## 10. Encouragement

- Initiate - seek out inefficiencies and disorganization - ask where could something be better / stronger / done more wisely?
- Be confident and content in your right hand leadership role

## 11. Everyone Else

- Bring Problems to them - don't think you can solve everything yourself
  - Eagerly receive their direction and guidance / pay attention
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Leadership - motivating movement towards the vision - "Let's go"

Shepherding - taking care of people's souls - "I got you"

Administration - directing the operation effectively - "Here's what we need to do"

1 - Do you have this gift?

2 - Are you using it?

3 - Are you flourishing in it?