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## **THE ROLE OF A SHEPHERD**

*How To Pastor People Well*

# HI! WE ARE...

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**Ezekiel 34 answers in all caps:  
Leadership matters to God. How we  
shepherd matters to God.**

This chapter is loving, but it's not soft. God is talking to leaders about how they treated **His** people.

# Read the Text

Ezekiel 34

# What Bad Shepherding Looks Like

"You fed yourselves... but you didn't feed the flock."

## Evidence:

didn't strengthen the weak

didn't heal the sick

didn't bind up the injured

didn't bring back strays

didn't search for the lost

ruled with force and violence

## The Result + The Warning

# The sheep scattered... and became prey.

Plain language: when shepherding fails, people become vulnerable— addiction, isolation, shame, deception, bitterness, toxic relationships, church hurt.

📄 **God : "This is personal to Me."**

The Heart Check

**Do I care about the sheep... or what the sheep can do for me?**

Shepherding is not a platform. People aren't a problem to solve—**people are the assignment.**

## God's Model (Ezekiel 34:11–16)

God doesn't just correct the shepherds—He says:

**"I Myself will search for My flock and seek them out."**

**Real shepherding reflects God's heart.**

# The 8 Moves of Shepherding

01

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**Search & seek**

02

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**Rescue**

03

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**Gather**

04

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**Feed (truth + love)**

05

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**Give rest (create safety)**

06

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**Heal & bind up (presence + care)**

07

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**Go after the lost / bring back strays**

08

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**Judge between sheep (protect the weak, confront harm)**

# Interaction

Which of the 8 do you do well?

Which one do you need to grow in?

**Turn to your neighbor.**

# Two Threats That Take Shepherds Out

## Offense:

sheep bite, reject leadership, pastors get hurt.

## Fear of provision:

more need than you feel equipped/resourced to handle.

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**If God cares this much about His sheep, He will care for His shepherds.**

"I'm doing this for You, Jesus."

# The Rancher Shift (Ephesians 4)

Ephesians 4: leaders **equip the saints for the work of ministry.**

The goal isn't doing all the ministry—**it's building shepherds.**

The 80/20 trap isn't God's design.

📄 **Our church reaches redemptive potential when everybody participates.**

# Shepherds Need a Shepherd

If you shepherd people, you will get hurt—so have a plan for pain and protect your home.

**Read Psalm 23**

Because the only way we shepherd well is if we're being shepherded well.

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Let Ezekiel 34 set the standard.

Let Jesus define the model.

Let Ephesians 4 give the strategy.

**Build shepherds, not dependents.**

Q&A