

Week 5: The Workers in the Vineyard

Matthew 20:1-16

The Parables of Jesus

Week 1 – **Understanding Parables**

INTRO: Matthew 13:35

Week 2 – **The Prodigal Son**

LOSTNESS: Luke 15:11-32

Week 3 – **The Good Samaritan**

GOODNESS: Luke 10:25-37

Week 4 – **The Two Debtors**

SINFULNESS: Luke 7:36-50

Week 5 – **The Workers in the Vineyard**

FAIRNESS: Matthew 20:1-16

Matthew 20:1-2

(1) “For the Kingdom of Heaven is like the landowner who went out early one morning to hire workers for his vineyard. He agreed to pay the normal daily wage and sent them out to work.

Landowners needed day labors to harvest the grapes as soon as they ripen.

The typical workday started at 6am (sunrise) and ended at 6pm (sunset).

Wages for a full day’s work were typically a fixed amount known to the laborers. The 6am workers agreed to work for a day’s wage, no more, no less.

Matthew 20:3-5

(2) “At nine o’clock in the morning he was passing through the marketplace and saw some people standing around doing nothing. So he hired them, telling them he would pay them whatever was right at the end of the day. So they went to work in the vineyard.

At noon and again at three o’clock he did the same thing.

Additional workers were hired at 9am, 12pm, and 3pm.

The landowner would pay the 9am, 12pm, and 3pm workers proportional the number of hours they each worked.

9am - ¾ wage

12pm - ½ wage

3pm - ¼ wage

Each group of workers agreed with the wages, or at least to the proportion being offered.

Matthew 20:6-7

(3) “At five o’clock that afternoon he was in town again and saw some more people standing around. He asked them, ‘Why haven’t you been working today?’

“They replied, ‘Because no one hired us.’ “The landowner told them, ‘Then go out and join the others in my vineyard.’

The last group of workers were hired at 5pm, one hour before the end of a typical workday.

It was customary to hire workers from 6am through 12pm (midday). If laborers were not hired by noon, they returned home and tried again the next day.

The workers hired after midday were willing to work even for a partial day’s wage.

Matthew 20:8

(4, 4') "That evening he told the foreman to call the workers in and pay them, beginning with the last workers first.

The worker were typically paid in the order they began work, from the first to the last.
Those that worked a full day got priority.

Matthew 20:9

(3’) “When those hired at five o’clock were paid, each received a full day’s wage.

Labors customarily got paid proportionately for time worked (by the hour).

Matthew 20:10-12

(2') When those hired first came to get their pay, they assumed they would receive more. But they, too, were paid a day's wage.

When they received their pay, they protested to the owner, 'Those people worked only one hour, and yet you've paid them just as much as you paid us who worked all day in the scorching heat.'

When the first hired workers heard that the 5pm workers received a full day's wage, they assumed they would receive proportionately more than a full day's wage (x12).

They were outraged when they only received a full day's wage and accused the landowner of being unfair/unjust.

Every worker received a full day's wage; an equal amount, regardless of how many hours they worked.

Matthew 20:13-16

(1') "He answered one of **them**, (A)
'Friend, I haven't been **unfair**! (B)
Didn't you agree to work all day for the usual wage? Take your **money** and go. (C)
I wanted to pay this last worker the same as you. (D)
Is it against the law for me to do what **I want** (D')
with my **money**? (C')
Should you be **jealous** because I am kind to others?' (B')
"So those who are last now will be first then, and **those** who are first will be last." (A')

God's grace cannot be earned.
It is God's prerogative to give grace as he chooses.

God provides an equal measure of grace to every repentant sinner regardless of their debt of sin.

Envy → Unfair → Grace → Generosity

The exalted are humbled, the humbled are exalted. (Matt 23:12)

Justice – Injustice - Grace

Justice

When a guilty person **receives** the **punishment** they **deserve**.

Injustice

When a guilty person **does not receive** the **punishment** they **deserve**.

Grace

When a guilty person **receives** **favor** they **do not merit**.

Merit vs. Grace

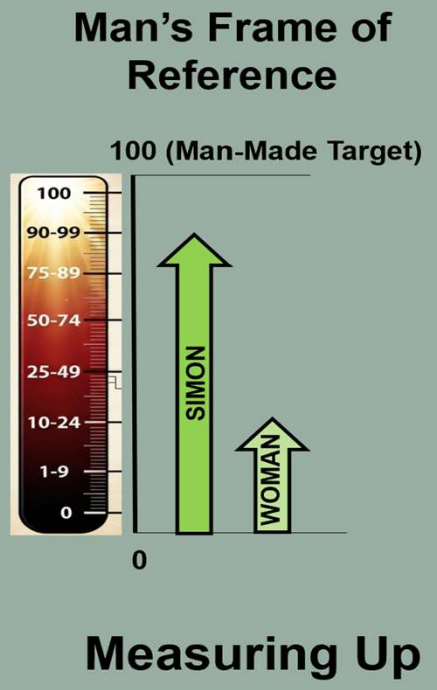
Man's Frame of Reference

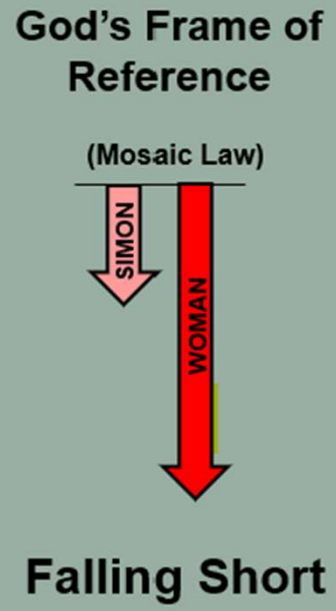
Merit Based

Compensation/Reward

Measurable

Quantifiable





God's Frame of Reference

Grace Based

Unmerited Favor

Immeasurable

Unquantifiable

Summary of Parables

Summary of Jesus' Parables

The Gospel in Story Form

Prodigal Son

With great joy, God forgives all who come to him
in repentance and faith regardless of their degree of "lostness".

Good Samaritan

Because we can never satisfy a Holy God with our
imperfect goodness, we depend on God's perfect goodness
(grace) to rescue us from the consequences of our sin.

Two Debtors

We have all accumulated a moral debt (sin) we cannot repay,
but God's grace is extended willingly to all those who
repent and trust in him for forgiveness.

Worker in the Vineyard

God's grace is not earned, rather it is
freely and generously given as God chooses
to all those who enter the Kingdom of Heaven.

Gospel of Christ

&

Saving Faith

Gospel of Christ

Man's Sin

When Adam sinned, sin entered the world and all humanity was cursed.

Everyone has sinned and fallen short of God's moral standard based on the Mosaic Law.

Jesus' Sacrifice

Jesus lived a perfect life and fully satisfied the moral requirements of God's Law.

Jesus died and rose from the dead to claim victory over sin and death.

Through Jesus' death and resurrection, God's justice was satisfied as Jesus bore our sin on the cross.

New Creation in Christ

Once we repent and put our faith in the finished work of Jesus, and Jesus alone, God imputes our sin to Jesus on the cross and imputes Jesus' righteousness to us.

God transforms us into a new creation in Christ.

(References provided on last slide)

Saving Faith

Latin: Notitia-Assensus-Fiducia
(Knowledge-Assent-Trust)

"Saving faith includes:

(1) mental assent to the content of the Gospel

(2) acknowledgment of our own sin and need [*for God's mercy*]

(3) personal trust and reliance upon Christ and his work."

The Gospel of Christ: An Evangelical Celebration (1999)
Article 16

WORKSHEET

Parable of the Workers in the Vineyard

Matthew 20:1-16 (NLT)

Parable of the Workers in the Vineyard

Matthew 20:1-16

FAIRNESS

Presented in Inverted Parallel Literary Form[1]

1	"For the Kingdom of Heaven is like the landowner who went out early one morning to hire workers for his vineyard. [2] He agreed to pay the normal daily wage and sent them out to work.	Agreement Made
2	[3] "At nine o'clock in the morning he was passing through the marketplace and saw some people standing around doing nothing. [4] So he hired them, telling them he would pay them whatever was right at the end of the day. [5] So they went to work in the vineyard. At noon and again at three o'clock he did the same thing.	I Give Justice/ Fairly
3	[6] "At five o'clock that afternoon he was in town again and saw some more people standing around. He asked them, 'Why haven't you been working today?' [7] "They replied, 'Because no one hired us.' "The landowner told them, 'Then go out and join the others in my vineyard.'	Eleventh Hour
4 4'	[8] "That evening he told the foreman to call the workers in and pay them, beginning with the last workers first.	The Wages Paid
3'	[9] When those hired at five o'clock were paid, each received a full day's wage.	Eleventh Hour
2'	[10] When those hired first came to get their pay, they assumed they would receive more. But they, too, were paid a day's wage. [11] When they received their pay, they protested to the owner, [12] 'Those people worked only one hour, and yet you've paid them just as much as you paid us who worked all day in the scorching heat.'	Where is Justice?
1'	[13] "He answered one of <u>them</u>, (A) 'Friend, I haven't been <u>unfair</u>! (B) Didn't you agree to work all day for the usual wage? [14] Take your <u>money</u> and go. (C) I <u>wanted</u> to pay this last worker the same as you. (D) [15] Is it against the law for me to do what I <u>want</u> (D') with my <u>money</u>? (C') Should you be <u>jealous</u> because I am kind to others?' (B') [16] "So those who are last now will be first then, and <u>those</u> who are first will be last." (A')	Agreement Kept

Parable Worksheet

Parable of the Workers in the Vineyard

Matthew 20:1-16

FAIRNESS

Main Characters:

Main Events/Scenes:

Turning Point:

Historical-Cultural Gaps (THEN ↔ NOW):

Earthly & Heavenly Parallels:

Earthly Principle & Heavenly Principle:

Gospel of Christ

References

Gospel Narrative

Isaiah 51:5, Romans 1:2-3,16-17, 1 John 1:9

Apostle's Creed

Man's Sin

Psalm 14:3, Isaiah 59:2,

Romans 3:9-28, 5:12, 6:23, Galatians 3:10-11

Jesus' Sacrifice

Isaiah 53:4-5, Romans 3:23-26, 5:8,14-17, 2 Corinthians 5:21, Galatians 3:13

New Creation in Christ

John 3:3, Romans 12:2, 2 Corinthians 5:17, Galatians 2:20, Colossians 1:13, 3:10