**Matthew 20:1-16 Leader Notes**

**It isn’t fair!**

**HOOK**

**1. What was your best/worse summer job?**

**2. How much did your first job pay?**

**3. Do you think minimum wage should go up in Alberta? What impact might a higher minimum wage have?**

**BOOK/LOOK**

**Read Matthew 20:1-16**

**4. Why did the owner keep hiring workers throughout the day?** (Likely because of the urgency of the work).

**5. Would you want the owner as your boss? Who does the vineyard owner represent in Jesus’ story?** (God). **What is God like according as revealed in this parable?** (Honest, fair, generous, and cares more about people than money).

**6. Does this parable teach there are no degrees of rewards in heaven?** (No!) Read Matthew 19:28-30, Matthew 6:19-21 and 1 Corinthians 3:12-15 for additional teaching on this topic.

**7. What is the reward that God is more than ready to give to latecomers as well as those who have worked in his kingdom their whole lives?** (Salvation; entrance to heaven).

**8. What two different responses to God are represented by two groups of workers in this parable?** 1) Those who grumble to God about what they get; 2) Those who are amazed by grace

**9. When do we complain that life isn’t fair?** (When it isn’t fair in our favor).

**10. Why do we often complain that life isn’t fair?** (because at the core of our heart, we’re envious).

**11. How would you sum up the central truth in this parable? (**God will be more generous than you deserve; Be faithful to what God calls you to do when he calls you to do it; The kingdom principle is that grace triumphs!)

**12. What do you think is meant by the cryptic phrase**: **“the first shall be last and the last shall be first.” (**It might mean: If you want to be great, learn to be the least, learn to be the servant of all. It might also be a warning to those who come to Christ early in life and the attitudes displayed toward those who come to Christ later.)

**TOOK**

**13. Who would you trade lives with?**  (Would you trade in every respect?)

**14. Who is someone you think deserves a big reward in heaven?**

**15. What area do you feel led to serve God in the coming year?**