

SHEPHERD SELECTION PROCESS OVERVIEW

GARDEN RIDGE CHURCH OF CHRIST

INTRODUCTION

Our leadership selection process is a worthwhile endeavor. In addition to being the mechanism by which we select additional servant – leaders for the congregation, it offers several other benefits. The process should:

- Involve all of the congregation;
- Allow for the reaffirmation of existing Shepherds;
- Prompt deep introspection by nominees, and their spouses;
- Encourage thought about future congregational directions and ministries;
- Promote the healthy resolution of differences between individuals, and provides visible support for our leadership.

While often the technical aspects of a selection process are emphasized, the potency of this endeavor really comes from above. It's God's active presence in our life through each member's prayer, learning from scripture, and willingness to follow Jesus' leadership that makes this an up-building effort. We've reason to be prayerful and praiseful about our many servant leaders whom the Lord has provided at Garden Ridge. We request your prayerful and thoughtful involvement as we focus on current and potential Shepherds in this group.

The selection process itself has been designed to be as transparent as possible. However, we understand that questions may arise along the way, so we want to encourage all members to feel free to communicate with the selection committee members, current Shepherds and each other regarding all aspects of the process. The more open discussion we have on this topic as a body the better.

OVERVIEW OF THE PROCESS

There are four general phases of the selection process for new/additional Shepherds:

- Nomination
- Introspection
- Resolution
- Confirmation

Nomination Phase

The purpose of the nomination phase is to encourage the congregation to spontaneously recognize our leaders. On Sunday, 11/06/2016, nomination forms will be distributed. To help prepare us for the nomination process, a series of lessons about spiritual leadership issues will also be presented by Scott.

Current Shepherds will automatically be included in the process, so they do not need to be nominated. For those members who may not know the names of our current Shepherds, they are listed below.

Shepherds Currently Serving:

Joel Anderson, Roger Selby, Nelson Starr, Charlie Steele, Kerry Townsley, Steve White

You may nominate as many individuals as you like for Shepherd. You are encouraged to visit with any prospective candidates prior to nominating them. The deadline for returning these forms will be **Sunday, 11/20/2016 at 7:00 P.M.** You may give your nomination to a member of the committee at any time during this phase or deposit in the appropriate box in the front foyer.

A minimum of 25 nominations must be received for someone to be considered further in the process. Thus, it is very important for you to nominate every person you want considered, even if you know other individuals will be nominating a particular person.

Introspection Phase

During this time, all qualified individuals are notified of their nomination, furnished with introspective questionnaires, and asked whether or not they will accept the nomination. The committee also furnishes the existing Shepherds with introspective questionnaires to be updated. The deadline for the committee to receive all acceptances will be **12/04/2016 at 7:00 P. M.**

Resolution Phase

On **12/11/2016**, the committee will provide the congregation with the list of individuals who have accepted the nomination. You will be encouraged to talk directly with the candidates if you have significant scriptural or personal objections to their serving as a Shepherd. This is a significant time of vulnerability and potential benefit.

If you have an objection to a person nominated for the position of Shepherd you should first go to that person to review your concern. Those having a non-resolved scriptural objection are asked to prayerfully submit by **01/08/2017** a completed and signed objection form. Objections may be made concerning existing Shepherds or nominees. The committee will NOT process unsigned objections. Objections should be scriptural (rather than personal) and as objective and absolute in nature as possible. Some examples of these are as follows:

- Unscriptural marriage or marital unfaithfulness
- Displays physical or verbal abuse or violence
- Children are not believers
- Refuses to teach or teaches false doctrine
- Exhibits difficulty in self-control
- Not respected by outsiders
- Not willing to help others
- A greedy man, a cheat
- Not a good leader of his family
- A recent convert
- An arrogant man
- Uncertain about the Word or his faith

All objections will be held in strict confidence. The names of objectors will be seen only by members of the committee, unless it is a committee member being objected to, then that individual will not see the objector's name. If the Committee believes that an objection is not scripturally absolute, they will notify the objector of such, and offer that they vote "No" for that candidate in the final evaluation. The deadline for receiving objections will be **01/08/2017 at 7:00 P.M.** The Committee will resolve objections by **01/22/2017**.

Confirmation Phase

On **01/29/2017**, the congregation will give the final evaluation of all nominees and existing Shepherds. In order to assure participation by all members, final evaluation forms will be accepted by the Committee until **7:00 P.M.** Any Member who will be out of town during this time may secure a final evaluation form ahead of time by contacting one of the members of the Committee. It is important that every member of the congregation participate in this portion of the process.

On **02/05/2017**, the Committee will present the Shepherds that the church has selected or re-affirmed. This will complete the Confirmation Phase and will be the end of the process from the congregation's standpoint. All that remains will be for the Committee to meet and discuss the process, making a report to the Shepherds. If any of you have concerns about the process, please notify one of the members of the Committee so that your concerns will receive proper attention. After this the Coordinating Committee will disband.

Again, we earnestly solicit you to a season of prayer to ask God's blessings on us all, especially that he will lead this congregation in his way for his glory.

THE COORDINATING COMMITTEE

The committee, which will coordinate this process, consists of the following members of the congregation. Feel free to call upon any of these regarding any phase of the selection process.

Alan Walters, Sandy Walters, Jason Hewitt, Ed DeMatteo, David Selman, Terry Wallis, Don Cofer, Sara Foltermann

SHEPHERD SELECTION PROCESS CALENDAR

- **11/06/2016**
 - Introduction announcement
 - Handout of process overview and shepherd nomination form.
 - Nominations are opened for shepherds. Forms should be delivered to any Coordination Committee member or placed in the appropriate box in the front foyer.
- **11/20/2016**
 - Deadline for congregation to submit nominations to the Coordinating Committee by 7:00 P.M.
 - Candidates begin introspection to decide whether or not to continue in the process.
- **12/04/2016**
 - Questionnaires are due at 7:00 P.M.
- **12/11/2016**
 - A list of nominees who have accepted nomination is given to the congregation. Questionnaires will be available in the foyer. Open objection period.
- **01/08/2017**
 - Deadline for submission of objection forms to the committee are due at 7:00 P.M.
- **01/22/2017**
 - Deadline for the committee to resolve all objections.
- **01/29/2017**
 - Confirmation vote.
- **02/05/2017**
 - Presentation of shepherds

SELECTED SCRIPTURES FOR REFERENCE

Several passages of scripture might be helpful in considering the role of Shepherd. A few are provided here. Prayerfully consider candidates in light of these and other passages.

I Timothy 3:1-7

Here is a trustworthy saying: If anyone sets his heart on being an overseer, he desires a noble task. Now the overseer must be above reproach, the husband of one wife, temperate, self-controlled, respectable, hospitable, able to teach, not given to drunkenness, not violent but gentle, not quarrelsome, not a lover of money. He must manage his own family well and see that his children obey him with proper respect. (If anyone does not know how to manage his own family, how can he take care of God's church?) He must not be a recent convert, or he may become conceited and fall under the same judgment as the devil. He must also have a good reputation with outsiders, so that he will not fall into disgrace and into the devil's trap.

Titus 1:5-9

The reason I left you in Crete was that you might straighten out what was left unfinished and appoint Shepherds in every town, as I directed you. A Shepherd must be blameless, the husband of but one wife, a man whose children believe and are not open to the charge of being wild and disobedient. Since an overseer is entrusted with God's work, he must be blameless-not overbearing, not quick-tempered, not given to drunkenness, not violent, not pursuing dishonest gain. Rather he must be hospitable, one who loves what is good, who is self-controlled, upright, holy and disciplined. He must hold firmly to the trustworthy message as it has been taught, so that he can encourage others by sound doctrine and refute those who oppose it.

Acts 20:28

Keep watch over yourselves and all the flock of which the Holy Spirit has made you overseers. Be shepherds of the church of God, which he bought with his own blood.

Hebrews 13:7

Remember your leaders, who spoke the word of God to you. Consider the outcome of their way of life and imitate their faith.

Hebrews 13:17

Obey your leaders and submit to their authority. They keep watch over you as men who must give an account. Obey them so that their work will be a joy, not a burden, for that would be of no advantage to you.

I Peter 5:1-3

To the Shepherds among you, I appeal as a fellow Shepherd, a witness of Christ's sufferings and one who also will share in the glory to be revealed: Be shepherds of God's flock that is under your care, serving as overseers – not because you must, but because you are willing, as God wants you to be; not greedy for money, but eager to serve; not lording it over those entrusted to you, but being examples to the flock.

I Timothy 5:17

The Shepherds who direct the affairs of the church well are worthy of double honor, especially those whose work is preaching and teaching.

I Thessalonians 5:12-13

Now we ask you, brothers, to respect those who work hard among you, who are over you in the Lord and who admonish you. Hold them in the highest regard in love because of their work. Live in peace with each other.