Shepherd Selection Process

LEGACY
Church of Christ

2026

I.Introduction

II.Choosing the right man

III.Keeping the right man

IV.2026 Calendar

V.Christian Servant Leadership

I. Introduction

Spiritual leaders are essential to the growth and maturity of Christ's body. As men grow and develop in Christ and exhibit His character in serving and caring for the body, the opportunity arises for those men who have the desire to serve as shepherds.

While the Bible reveals the type of person a shepherd, or elder, should be, little is said about how these individuals should be appointed, leaving the process to be worked out by each congregation.

The shepherds of Legacy desire to have a process which will place the right men in that servant leadership role. The following is designed to combine the guidance of the current shepherds, the careful discernment of this congregation and the complete dependence on our Father and His Spirit.

II. Choosing the Right Man

Nominations

All baptized members of the congregation will be asked to submit in writing (by paper ballot) the names of men they wish to nominate as shepherds. An Electronic form will also be available for this purpose, and *the member's name* will be required on either form.
For 2026 these forms will be accepted for a period of 21 days, running from Sunday, September 13, 2026 through Sunday, October 4, 2026.

The 2026 nominating process will closely follow the process from 2023:

- Each baptized member is asked to sign and submit a form naming those men they feel are qualified to serve the Legacy family as a shepherd.
- A man who has been a member of Legacy for at least four years and receives sufficient nominations to be a candidate will move forward in the approval process.
- Each candidate will be examined and if he meets Biblical standards, he will then meet with the shepherds for final review.
- After final review and a scriptural objection review, he will be presented to the congregation as a new shepherd.

"An overseer, then, must be above reproach." 1 Timothy 3:2a

III. Keeping the Right Man

The role of shepherd is often considered a "life-time commitment." While this is a noble challenge, circumstances in each person's life change which can give rise to a re-evaluation of priorities and commitments. In addition, a "life-time commitment" may persuade an otherwise very qualified man to reject a nomination.

In an effort to keep the right man as shepherd for the right period of time, Legacy has set a shepherd term of six (6) years. Every three (3) years, the congregation will conduct a shepherd selection process which will also include a reaffirmation for existing shepherds who have reached their six-year term. To ensure continuity of leadership, there will be a minimum of five (5) shepherds who will not participate in the reaffirmation process in any year when a large number of current shepherds are up for reaffirmation. The existing shepherds will decide those that will participate in the reaffirmation process.

Any shepherd participating in the reaffirmation process will

- Be automatically nominated and engage in the process described above.
- Be allowed to graciously step down if he feels the time is right.
- Allow the congregation to determine if the shepherd up for reaffirmation shall continue to serve, unless there is Scriptural objection.

"Therefore, I exhort the elders among you, shepherd the flock of God." 1 Peter 5:1a, 2a

IV. 2026 Calendar

Sunday, September 13 – October 4

Nominations will be accepted during this period. Nomination forms will be distributed on Sunday, September 13 and will be available throughout the building thereafter. Nomination forms are due **Sunday, October 4,** after the morning worship service. As a reminder, all nomination forms **must** be signed. Boxes will be provided to submit nomination forms.

Monday, October 10th – October 24

Biographical information will be assembled and presented to the congregation for each nominee. This will also be a time for any exceptions to be presented to the shepherds. Please remember an exception to any of the nominees must be submitted in writing and signed by the objecting member.

Sunday, November 22

New shepherds and those being reaffirmed will be presented to the congregation.

V. Christian Servant Leadership

Serving, Not Being Served- Matthew 20:25-28

25…"You know that the rulers of the Gentiles lord it over them, and their high officials exercise authority over them. 26 Not so with you. Instead, whoever wants to become great among you must be your servant, 27 and whoever wants to be first must be your slave-- 28 just as the Son of Man did not come to be served, but to serve, and to give his life as a ransom for many."

Building Others Up- Ephesians 4:12-13

12 to prepare God's people for works of service, so that the body of Christ may be built up 13 until we all reach unity in the faith and in the knowledge of the Son of God and become mature, attaining to the whole measure of the fullness of Christ.

Faithful Men to Follow- Hebrews 13:7, 17

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

Knowing God's Message- Titus 1:7a, 9

7 Since an overseer is entrusted with God's work, he must be blameless… 9 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.

Positive Role Models- 1 Timothy 3:2-7

2 Now the overseer must be above reproach, the husband of but one wife, temperate, self-controlled, respectable, hospitable, able to teach…3 gentle… 4 He must manage his own family well and see that his children obey him… 7 He must also have a good reputation with outsiders…