

Worksheet for the Selection of Shepherds at the Otter Creek Church

Scriptures:

Acts 20:28-32

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. ²⁹I know that after I leave, savage wolves will come in among you and will not spare the flock. ³⁰Even from your own number men will arise and distort the truth in order to draw away disciples after them. ³¹So be on your guard! Remember that for three years I never stopped warning each of you night and day with tears.

³²"Now I commit you to God and to the word of his grace, which can build you up and give you an inheritance among all those who are sanctified."

Ephesians 4:11-16

¹¹It was he who gave some to be apostles, some to be prophets, some to be evangelists, and some to be pastors and teachers, ¹²to prepare God's people for works of service, so that the body of Christ may be built up ¹³until 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.

¹⁴Then we will no longer be infants, tossed back and forth by the waves, and blown here and there by every wind of teaching and by the cunning and craftiness of men in their deceitful scheming. ¹⁵Instead, speaking the truth in love, we will in all things grow up into him who is the Head, that is, Christ.

¹⁶From him the whole body, joined and held together by every supporting ligament, grows and builds itself up in love, as each part does its work.

1 Timothy 3:1-11

¹Here is a trustworthy saying: If anyone sets his heart on being an overseer, he desires a noble task. ²Now the overseer must be above reproach, the husband of but one wife, temperate, self-controlled, respectable, hospitable, able to teach, ³not given to drunkenness, not violent but gentle, not quarrelsome, not a lover of money. ⁴He must manage his own family well and see that his children obey him with proper respect. ⁵(If anyone does not know how to manage his own family, how can he take care of God's church?) ⁶He must not be a recent convert, or he

may become conceited and fall under the same judgment as the devil. ⁷He must also have a good reputation with outsiders, so that he will not fall into disgrace and into the devil's trap.... ¹¹In the same way, their wives are to be women worthy of respect, not malicious talkers but temperate and trustworthy in everything.

1 Timothy 5:17-20

¹⁷The elders who direct the affairs of the church well are worthy of double honor, especially those whose work is preaching and teaching. ¹⁸For the Scripture says, "Do not muzzle the ox while it is treading out the grain," and "The worker deserves his wages." ¹⁹Do not entertain an accusation against an elder unless it is brought by two or three witnesses. ²⁰Those who sin are to be rebuked publicly, so that the others may take warning.

Titus 1:5-11

⁵The reason I left you in Crete was that you might straighten out what was left unfinished and appoint elders in every town, as I directed you. ⁶An elder 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. ⁷Since 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. ⁸Rather he must be hospitable, one who loves what is good, who is self-controlled, upright, holy and disciplined. ⁹He 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.

¹⁰For there are many rebellious people, mere talkers and deceivers, especially those of the circumcision group. ¹¹They must be silenced, because they are ruining whole households by teaching things they ought not to teach—and that for the sake of dishonest gain.

James 5:13-16

¹³Is any one of you in trouble? He should pray. Is anyone happy? Let him sing songs of praise. ¹⁴Is any one of you sick? He should call the elders of the church to pray over him and anoint him with oil in the name of the Lord. ¹⁵And the prayer offered in faith will make the sick person well; the Lord will raise him up. If he has sinned, he will be forgiven. ¹⁶Therefore confess your sins to each other and pray for each other so that you may be healed. The prayer of a righteous man is powerful and effective.

1Peter 5:1-4

1To the elders among you, I appeal as a fellow elder, a witness of Christ's sufferings and one who also will share in the glory to be revealed: 2Be 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; 3not lording it over those entrusted to you, but being examples to the flock. 4And when the Chief Shepherd appears, you will receive the crown of glory that will never fade away.

Qualifications reflected in the above Scriptures

Selecting men to serve as elders is one of the most serious responsibilities given to members of the church. Thus, members should be guided by scriptural standards as they evaluate those being asked to serve. Study these Scriptures and shepherd qualifications carefully.

Quality:	Scripture:
Called of God	"which the Holy Spirit has made you overseers" – Ac 20:28 "It was he who gave some to be ... pastors" – Eph 4:11 "an overseer is entrusted with God's work" – Tit 1:7 "shepherds of God's flock that is under your care" – 1Pe 5:2
Willing to serve	"sets his heart on being an overseer" – 1Ti 3:1 "because you are willing, as God wants you to be" – 1 Pe 5:2
Life experience	"not a recent convert" – 1Ti 3:6 "husband of but one wife" – 1 Ti 3:2; Tit 1:6 "manage his own family well and see that his children obey him with proper respect" – 1Ti 3:4 "whose children believe and are not open to the charge of being wild and disobedient" – Tit 1:6
Reputation	"above reproach ... respectable" – 1Ti 3:2 "a good reputation with outsiders" – 1Ti 3:10 "their wives are to be women worthy of respect" – 1Ti 3:11 no "accusation against an elder" unless from 2 or 3 witnesses – 1Ti 5:19 "Those who sin are to be rebuked publicly" – 1Ti 5:20 "blameless" – Tit 1:6, 7 "upright, holy and disciplined" – Tit 1:8 "The prayer of a righteous man is powerful and effective" –Jas 5:16
Character	Temperate ... self-controlled ... gentle (not violent) ... not quarrelsome (not quick tempered) ... not overbearing ... not a lover of money (not pursuing dishonest gain) – 1Ti 3:2-3; Tit 1:7-9 "loves what is good" – Tit 1:8 "righteous" – Jas 5:16 (wives) not malicious talkers ... temperate ... trustworthy – 1Ti 3:11 "not greedy for money" – 1Pe 5:2 "eager to serve" – 1Pe 5:2 "not lording it over ... but being examples to the flock" –1Pe 5:3

Characteristics	watchful –Ac 20:28 on guard –Ac 20:31 “husband of but one wife” – 1 Ti 3:2 hospitable – 1Ti 3:2; Tit 1:8 “not given to drunkenness” – 1Ti 3:3; Tit 1:7 manages his family well – 1Ti 3:4 has obedient and respectful children – 1Ti 3:4 not a “recent convert” – 1Ti 3:6
Ability	“to prepare God’s people for works of service” – Eph 4:12 “build up” the body of Christ – Eph 4:12 foster “unity” and “maturity” – Eph 4:13 “able to teach” – 1Ti 3:2 to “direct the affairs of the church” – 1Ti 5:17 “preaching and teaching” – 1Ti 5:17 “hold firmly to the trustworthy message” – Tit 1:9 “encourage others by sound doctrine” – Tit 1:9 “refute those who oppose it” – Tit 1:9 silence those who teach “things they ought not to teach” – Tit 1:11 pray and anoint “with oil in the name of the Lord” – Jas 5:14

In addition, you might also consider the following:

1. What kind of church experiences has this individual had?
2. Is his theology and faith in line with other elders here? With the membership at large?
3. Does he bring any unique gifts/abilities to our mix of elders?
4. Will he be a “team player”? Will he respect and support the others who serve as elders and ministers of this church?
5. Will he make the work of our elders easier or will he make it more difficult?
6. Does he value unity?
7. Does he know how to mature people in Christ?
8. Does he love this church?
9. Is he a man known for his faith and walk in the Spirit?