

Elder Approval Process

Approved April 15, 2009

Concerning Timeline: Our general goal is that the elders be appointed by the time the new Sr. Pastor is secured. This gives candidates the ability to meet the men he will be working with. At the same time, we feel the interim leadership should stay in place until the new Senior is found. This will give to the church both needed stability for the present, and hope for the benefits that elders can bring in the future. Items that are already done are in italics.

Preparation for Elders

I. Todd teaches on the New Testament view of Elders.

II. New By-laws approved, calling for elders.

III. Nominations initiated.

Groundwork for Resumption of Elder Selection

I. Set the Process

A. Approve a tentative timeline for getting elders installed.

B. Develop a means of reporting progress to the congregation.

Post the process and relevant information on the website.

II. Understand our Philosophy of Eldership in General.

A. Develop a general consensus of what Scripture teaches regarding elders.

1. Isolate passages that teach about elders.

2. Agree on the basics that are taught about elders in Scripture by developing and reviewing a checklist of elder beliefs.

B. Review current by-laws for all information relevant to elders.

Actual Approval Process.

I. Nominations Taken. *Voting members recommend elders to the board of Deacons.*

II. Short List Developed. *Todd works with Deacons to examine them on paper and see if they meet initial qualifications for Elders. A short list is developed.*

The initial review included the following:

Is this a male who has been a member in good standing for at least a year?

Has this person served in functions requiring responsible leadership?

Are there any glaring contradictions of 1 Tim. 3:2-7 or 1 Peter 4:19-5:4?

Is this person known to be unavailable for some reason?

III. Logistical Recommendations Stated. A one page position paper is developed on key questions:

A. The Deacon board agrees on the key questions:

1. How do Pastoral Staff members fit with the Elder Board?

2. How many elders does MEBC need? How do we stagger the terms so that they don't rotate at once?

3. What is the general job-description and time commitment for our elders?

- B. The Deacon board makes assignments to work on the questions.*
- C. A one-page paper is produced on each issue which (1) states the issue, (2) lists possible solutions, (3) evaluates them, naming the solution the Deacons plan to adopt.*
- D. The paper is posted on the website for the congregation to review.

IV. Initial Contact with Candidates. Once question 3 is answered, Short list candidates are contacted to see if they would be willing to serve as Elders.

1. The Deacons review the short list to see if candidates are still viable.
2. Candidates are told that they are on the short list.
3. They are asked if they would be willing to be reviewed further.
4. The review process is outlined.
5. They are told that neither we nor they are obligated by this next step.

V. Candidates Interviewed. Further interviews are conducted with each of the willing candidates to check on their fit for the job of Elder at MEBC.

A. Deacon Board agrees on interview process. *This could include the following:*

- *A retreat with candidates, staff, and Deacons and their wives*
- *A questionnaire filled out by the candidate and his wife.*
- *A questionnaire about candidates' suitability filled out by Deacons and Pastoral Staff and their wives.*
- *A questionnaire about candidates' suitability filled out by those to whom they have ministered.*

B. Deacons agrees on questionnaire content.

C. The process and questionnaire are executed.

D. A background check is executed by the Church office.

E. The final list of candidates are asked one final time if they are willing to serve.

VI. On the Sunday before the election, Deacons are to publish names of approved candidates.

VII. Congregation votes by Secret Ballot in favor or against

VIII. Candidates receiving a majority vote in their favor are approved.

IX. Elders are ordained.