

## **Elder Selection Process**

In a growing church seeking to follow God's vision it is vital that the elders be men whom God has called and who are qualified to be elders of the church. To accomplish this we recommend that the following guidelines be established in the selection and training of the Elders of Cicero Christian Church.

### **Step One – The Beginning of the Call to Eldership**

A man who has been a member of Cicero Christian Church for at least two years and has served in a ministry of Cicero Christian Church for at least one year discerns that God is calling him to the eldership of the church. This sense of call can come through one of two sources: The first is when through prayer, study of Scripture and service he senses God has called him to this position. The second is when another member of the church discerns that God is calling him to the position of eldership and invites him to pray about being an elder, and after much prayer and discussion he agrees with that call.

### **Step Two – The Call to Eldership is Pursued**

The potential candidate then approaches the elders or a pastor of the church and states that he feels God is calling him to be an elder. The elders then begin the process of verifying the call and determining whether or not the potential candidate is qualified to be an elder. This process begins with the potential candidate studying 1 Timothy 3:1-7 and Titus 1:5-9, reading the booklet "Biblical Eldership" by Alexander Strauch, and filling out the "Self Analysis" questionnaire. If after studying these Scriptures, reading and agreeing with the booklet, and completing the questionnaire he still feels God is calling him he then progresses to Step Three.

### **Step Three – The Call is Verified**

The potential candidate then completes the "Elder Nominee Pre Interview Questionnaire" and goes through an interview with two elders and the lead pastor who will use the "Leadership Standards and Questions for Elder Candidates" below in the interview process. This team then brings a recommendation to the eldership and if the candidate is approved he progresses to Step Four.

### **Step Four – The Journey to Eldership Begins**

Over a period of six to twelve months the candidate completes the following:

- Continues participation in, or becomes actively involved in, a Home Fellowship,
- The *Exploring My Gifts and Passions Guide* to determine his passion and gifting for ministry,
- The *Christian Life Profile* (ISBN 0310251613 from Zondervan or Pantego.org) to determine where he needs to grow spiritually and developing and following a plan for that spiritual growth,
- Choosing and being committed to a weekly meeting with an accountability partner,
- Observing at least once each of the ministries of the church,
- Mentoring with an elder assigned to him,
- Meeting with each elder for an informal interview.

### **Step Five – The Journey Continues**

If after Step Four is successfully completed the candidate and the elders continue to feel that God has called him to be an elder the candidate will be approved by the eldership, a recommendation will be made by the Elders to the congregation placing the approved candidates up for congregational affirmation.

The congregational affirmation process will consist of the congregation being informed through bulletin and newsletter who is ready to be "set apart" to the Eldership. A time period of not less than 2 weeks will be given for review of the candidate by the congregation. Individual members who

have not been able to resolve a conflict directly with the candidate (Matthew 18:15) shall voice personally to the Elders their reasons why someone should not be ordained as an Elder. The absence of any reasons being presented will be considered the congregation's affirmation of that candidate to the Eldership.

If personal objections are raised about a candidate to the Elders, the Elders will set a time for both the candidate and the concerned person to meet and discuss their differences in a scriptural and compassionate manner (Galatians 6:1-5). The aim of the process is harmony within the body of Christ, unity among members of the body of Christ, a deepening spiritual maturity among believers, a personal accountability for our words and actions and a high respect for those who would be Elders in Christ's church. After a full hearing of all sides of concern, the Elders will then fulfill their spiritual and Biblical role as "shepherds of the flock of God" and "overseers" when they give final mediation and reach a prayerful decision on the validity of a candidate being ordained to the Eldership.

If approved as an elder in a congregational via the "Matthew 18 method", the candidate is then ordained in a timely manner and becomes an elder and begins serving immediately after ordination. His service continues in a rotation of three years active service. The 3-year period will be designated to begin the January 1 following ordination and end December 31 of the third year.

### **Leadership Standards and Questions for Elder Candidates used in Step Three**

Each elder of Cicero Christian Church must meet the following minimum standards:

- Believes the Bible to be the inspired Word of God
- Believes in the infallibility of the Bible
- Is totally committed to the authority of Scripture as our infallible source of doctrine and rule of faith and practice
- Believes in the necessity of the atoning blood of Jesus Christ
- Has a personal relationship with Jesus Christ as Savior and Lord
- Believes in the necessity of faith in Christ, repentance from sin, and baptism (immersion) for a person to be saved
- Believes in the necessity of faithful Christian living following conversion
- Believes in the final judgment, heaven and hell
- Lives according to the standards of 1Timothy 3:1-7 and Titus 1:5-9
- Has been a member of Cicero Christian Church for at least two years
- Attends all regular services of Cicero Christian Church unless barred by a legitimate reason such as sickness or required work
- Believes in LIFE Ministry and participates in a Home Fellowship
- Believes in and participates in Team Ministry
- Tithes 10% of his income to the Cicero Christian Church
- Abstains from worldly habits which might bring reproach on the work of Christ
- Is positive and enthusiastic about the ministry of Cicero Christian Church
- Believes that Christ came to earth in the flesh I John 4:2

*Crafted by Wade Candler and Bill Bergstrom Spring 2005, Adopted June 27, 2005*

*Elders: Mike Jenkins (Chair); Ron McGill (Co-Chair) Dan Conder, John Knapp, Don Robinson, Gene Etchison, J.R.*

*Cowan, Wade Candler, Bill Cunningham, Bob Browning (sabbatical)*

*Elders Shadowing: Mike House, David McGill, Steve Zell*

*Ministry Staff: Bill Bergstrom, Steven Hancock, Barry LeBlanc, Mike Sweeney, Elaine Glover*