

PATHWAY COMMUNITY CHURCH

ELDERS APPOINTMENT PROCESS

²³ *“Paul and Barnabas appointed elders for them in each church and, with prayer and fasting, committed them to the Lord, in whom they had put their trust.”* **Acts 14:23 (NIV)**

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The first New Testament elders were appointed by the founders of the church. By this example, we believe that the selection and appointment to the Board of Elders at Pathway Community Church is to be by the spiritual leadership of the church. The process outlined below is intended to engage the leadership in the identification of and appointment to the Board of Elders.

THE SELECTION PROCESS WILL BE AS FOLLOWS:

1. Notice of Elder Appointment Process *(2 weeks)*

Two weeks' notice to members ahead of the nominations will be given to provide an opportunity for members to prayerfully consider their nominations.

2. Teaching *(2 weeks) can run congruent with 2-week notice of Elder appointment process.*

We need educating on the need for and biblical description of Elders. The office of Elders was appointed by God for His church. In Acts 13:2, the Holy Spirit said, "Set apart for me Barnabas and Saul for the work to which I have called them." Paul and Barnabas were selected by the Holy Spirit to preach God's Word where it has not been preached before. Part of their work was to appoint "elders in every church" (Acts 14:23).

- A. Church will make available documentation and teaching on Elders to ensure the church body is informed and understands the description and roles of an Elder.
 - a. Documentation and teaching to be placed on website and distributed to members via email.

3. Nominations *(3 weeks)*

- A. Board of Elders will announce that the Process for Selection and Appointment of Elders has been initiated.
- B. After setting out the biblical description and teaching on the role, the Board of Elders will allow a three week-long opportunity for any active church members to nominate another active male member to serve in this role.
 - a. For a man to be eligible for nomination, he must be an active member of PCC for a minimum of one year. He shall be at least eighteen years of age and a resident of the Pembina Valley.
- C. The men who have been identified as a candidate(s) will be contacted by a current member of the Board of Elders and informed that their name has been brought forward.

4. Candidates Decision *(4 weeks)*

- A. The candidate(s) will be asked if they desire the role and to continue in the selection process. (We cannot assume all those nominated will desire or be able to fulfil the role.)
- B. The candidate(s) will be granted one month from the date of notification to accept or decline their opportunity to continue the Elder selection process and return their questionnaire and reference forms to the Board of Elders for review.
- C. The individual(s) who has been identified as a candidate(s), and wishes to continue, will be asked to engage in a self-appraisal and spousal evaluation (if married) in light of the biblical qualifications and the job description of the Elder position at Pathway Community Church. Each candidate will be asked to fill out basic bio-questionnaire/ testimony and partake in a biblical interaction designed to give insight into their faith.
- D. Candidate(s) will also be asked to choose 2 active members (who are not currently serving as an Elder) to provide reference as to why they feel the candidate is fit for the role and would serve well in the position.

5. Elder Candidate Review *(2-3 weeks)*

- A. During this time the current Board of Elders will review the standing nominations to ensure they align with the biblical qualifications.
 - a. Members of the Board of Elders will contact and interview the candidate(s) within two weeks of their acceptance of their nomination.
 - b. If in review, there is a concern according to the biblical qualifications, the Board of Elders will root out the concern. If the concern stands the candidate will be removed from the process.

6. Testing *(3 weeks)*

The time for testing should be long enough to allow any concerns to be investigated and for transparency, but not so long that minds lose focus. (3 weeks)

- A. Presentation of candidate(s) to the church body.
 - a. All those who are being presented to membership for testing for the role of Elder will write their testimony for public consumption.
 - b. The candidates will then be presented in a visible manner that allows the members to see and know who the Elder candidate(s) are in order to start the testing period.
- B. If anyone has a biblical rational for an objection to any candidate(s) becoming an Elder, they must present it to the Board of Elders in writing within the testing period.

7. Elders Respond to Testing *(2 weeks)*

Elders final review and opportunity to respond to any issues during testing period.

- A. Testing Process for dealing with concerns brought forward would be as follows:
- a. The person(s) with a concern contacts a current member of the Board of Elders with a biblical objection, that will be documented.
 - b. The Board of Elders will then discuss the objection to determine if the concern holds weight under the biblical qualifications.
 - i. Two members of the Board of Elders will address concerns that are not of a biblical nature with the person(s) who brought the concern forward.
 - ii. Objections affirmed to be of a biblical nature will be addressed with the candidate(s) and the persons(s) objecting (where appropriate * see 7.A.b.iii) to resolve the issue and restore the relationship.
 1. If the matter is resolved and the candidate is in good standing according to the biblical qualifications, their nomination will continue.
 2. Where the person(s) is unwilling to resolve the objection and restore the relationship we recognize that person as functioning outside the biblical mandate to “love one another” and their objection will be dismissed.
The candidate’s consideration will continue.
 3. Where the candidate is unwilling to resolve the objection and restore the relationship, we recognize the candidate as functioning outside the biblical mandate to “Love one another” and their nomination will be ceased.
 - iii. Where it may not be appropriate for the person(s) and the candidate to meet and deal with the matter in person; further investigation by the Board of Elders will be done.
 1. If the concern does not stand against the biblical rational and the candidate is in good standing according to the biblical qualifications, their nomination will continue.
 2. If the concern is found to be of biblical qualification shortfall, the candidate is found to not be in good standing to the biblical qualifications, their nomination will be ceased.

8. Choosing *(2 weeks)*

- A. After careful consideration and much prayer for each candidate and other appropriate factors, the Board of Elders will select the individual(s) to be affirmed as an Elder of Pathway Community Church.
- B. All candidates will be informed of the Board of Elders decisions. Those who are not being affirmed will be contacted by at least two Elders on the current Board of Elders to provide clarity on decision.
- C. Affirmation
 - a. Having a public recognition of those chosen to serve in their roles brings honour on God who gave them their gifts. It also makes the Elders 'visible' to the church and helps highlight the significance of their role.
 - b. Affirmation should be done at a membership meeting soon after the appointment, as well as Sunday morning service.
 - c. Pathway website/media will be updated to make the Elders visible. We will highlight their roles, and areas of responsibility and will contain their photographs and contact info.
 - d. All Elders will need to get a criminal and vulnerable persons check done.