

PATHWAY COMMUNITY CHURCH

DEACON ELECTION PROCESS

"They must first be tested; and then if there is nothing against them, let them serve as deacons."

1 Timothy 3:10

Although Acts 6 is not described specifically as a Deacon Selection process, it does seem to be a good process to imitate. All the more so when we consider that the Deacons' ability to carry out their duties will be greatly enhanced by knowing they have the trust of the congregation.

THE ELECTION PROCESS WILL BE AS FOLLOWS:

1. Notice *2 weeks*

- A. Two weeks notice to members ahead of the nominations should be given to provide an opportunity for members to prayerfully consider their nominations.

2. Teaching *2 weeks (runs concurrent with the "Notice")*

We need educating on the need for and Biblical description of Deacons. The leadership of the Jerusalem church in Acts 6 brought a problem to the congregation, and then the church willingly participated in the process. Outlining needs and Biblical solutions will engage people's minds and hearts.

- A. Teaching and documents on the Deacons placed on the website and distributed to members via email.

3. Ask for Nomination *2 weeks*

Such an approach enhances the membership's ownership of the process. It should increase their confidence in the individuals ultimately chosen and create a greater sense of responsibility in those who serve as deacons. A timeline of two weeks for nominations will run concurrently with the asking of nominees to let their names stand.

- A. After setting out the Biblical description of Deacons the elders request members to nominate individuals to serve in this role.
- B. Elders in collaboration with the Deacon Board will discern the nominations and decline any that do not meet the Biblical qualifications.
- C. Ask the nominees, we can assume all those nominated will wish to or be able to serve. A timeline of two weeks for asking of nominees to let their name stand will run simultaneously with the nominations being suggested.
- D. Elders to ask nominees they believe fit the Biblical imperatives if they wish to serve and remind them of their spiritual and practical responsibilities.

4. Testing *2 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. Any person(s) with a concern regarding a nominee that is from a biblically based nature should contact the Elder Board in writing. The Elder Board will document the concern for the purpose of dealing with it. Once the matter has been dealt with, the documentation shall be destroyed.

- A. The Elder Board will present to membership the list of candidates who wish to be considered for, and who fulfill the criteria of the role.
- B. 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 Elder Board with a biblical objection, that will be documented.
 - b. The Elder Board will then discuss the objection to determine if the concern holds weight under the biblical qualifications.
 - i. Two members of the Elder Board 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 and the person(s) objecting (where appropriate* see 3.B.iii.) to resolve the issue and restore the relationship.
 - 1. If the matter is resolved and the nominee 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 nominee’s consideration will continue.
 - 3. Where the nominee is unwilling to resolve the objection and restore the relationship we recognize the nominee 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 nominee 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 rationale and the nominee 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 nominee is found to not be in good standing to the biblical qualifications, their nomination will be ceased.

5. Choosing *2 weeks*

- A. The Elders call a membership meeting to call for the voting on Deacons.
- B. The membership meets together as a group to pray over the names before voting.
(Understanding that they have been praying individually up until this point)
- C. Candidates must have a 75% vote of members present in order to be elected as a Deacon.

6. Appointment

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 Deacons 'visible' to the church and helps underline the significance to them and the church of their role.

- A. Recognition will be provided at a service shortly after the election process has been completed.
- B. The Deacon Section of the website will be updated containing their photographs, contact email (via website) and areas of responsibility.