

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**

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 Elder Board 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

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.

1. Teaching *(2 weeks) runs congruent with 2 weeks of Notice.*

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.

2. Nominations *3 weeks*

- A. Elder Board 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 Elder Board will allow a three week long opportunity for any active church members to nominate another male member to serve in this role.
 - a. In order for a man to be eligible for nomination, he must be an active member 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 Elder Board and informed that their name has been brought forward.

- D. The nominees 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 fulfill the role.)
- E. 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 as outlined in the Elder Role & Responsibilities document. Each candidate will be asked to fill out basic bio-questionnaire/testimony designed to give insight into their faith.
- F. 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.
- G. The candidate(s) will be granted one month to accept or decline their opportunity to continue in the Elder selection process and return their Questionnaire and Reference Forms to the Elder Board for review.
- H. After that time the current Elder Board will review the standing nominations within 2 weeks, to ensure they align with the biblical qualifications.
 - a. If they align, they move onto presentation process.
 - b. If in the review, there is concern according to the biblical qualifications, the Elder Board will meet with the nominee to rout out the concern. If the concern stands the nominee will be removed from the process.
- I. Presentation of nominees to church body.
 - a. All those who are being presented to membership for testing for the role of Elders will write their testimony and engage in an interview that highlights their story and reasons for considering the role.
 - b. The nominees will then be presented in a visible manner that allows the members to see and know who the Elder nominees are in order to start the testing period.

3. 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. If anyone has a biblical rational for an objection to any nominee becoming an Elder, they must present it to the Elder Board in writing within the testing period.

- 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 persons(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 Elder Board will be done.
 1. If the concern does not stand against the biblical rational and the nominee is in good standing according to the biblcal qualifications, their nomination will continue.
 2. If the concern is found to be of biblical qualification shortfall, the nominee will be given opportunity to withdraw their nomination until the concern is resolved.

4. Choosing *2 weeks*

- A. After careful consideration and much prayer for each nominee and other appropriate factors, the Elder Board will select the individual(s) to be affirmed as an Elder of Pathway Community Church.
- B. All nominees will be informed of the Board decisions. Those who are not being affirmed will be contacted by at least two Elders on the current Elder Board 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.