

**Selection process for Elders** Any time there is a vacancy in the Elder Team, or it has been determined that additional elders are needed due to growth, the church will enter into the elder selection process defined below.

1. Use biblical criteria to identify candidates. Suggested texts: Acts 14:22-23, 20:28, Ephesians 4:11-12, 1 Timothy 3:1-7, Titus 1:5-9, 1 Peter 5:1-4.
2. Enter a 40-day church-wide season of prayer specifically for God's guidance throughout this process.
3. After this initial 40 days of prayer accept recommendations from church ministry partners, pastoral and ministerial for a period of 2 weeks.
4. Members of the current Elder Team (elders and pastoral staff) will review recommendations.
  - a. In the event a current member of the Elder Team whose term is about to expire is being considered to serve a concurrent term, that member will participate in the selection process as a candidate only if they choose to withdraw their name from consideration.
5. Once all recommendations have been prayerfully reviewed by the Elder Team the names of those recommended by the unanimous approval of the Elder Team, would be published.
  - a. Published candidates should then enter their own 40-day period of prayerful self-examination allowing them the opportunity to withdraw their name from consideration or confirm their willingness to continue in the selection process.
  - b. Also during this same 40 days, allow the congregation to share any reason why a person(s) should not be considered—first with that person one-to-one and then with a member of the Elder Team.
6. The Elder Team will begin interviews with candidates who wish to continue the process on a face-to-face basis. Topics to be discussed would include but not be limited to:
  - a. Affirming the overall character of the individual
  - b. The evidence in the candidate's life of all biblical criteria outlined for an elder
  - c. The candidate's faith history, spiritual growth and biblical beliefs
  - d. Support of the church's Mission, Vision, and Values, and RLCC *Statement of Faith*
  - e. Overall willingness to serve and make the time commitment required
7. At the end of the interview process. The names of the elder candidates who have successfully met the biblical criteria, have received the unanimous endorsement of the Elder Team, and have made the commitment of time, would be affirmed by vote of a 2/3 majority of the church ministry partners present at a specially called business meeting.
8. Each year, prior to the annual business meeting, elders should carefully review their commitment to serve and the biblical criteria necessary for continued service. This review of commitment and biblical criteria should be carried out individually and with the Elder Team examining one another. If an elder is found not willing to continue in service or not currently meeting biblical standards they should immediately withdraw from the Elder Team voluntarily, or if necessary, be removed by unanimous agreement of the members of the Elder Team.
9. At the annual business meeting each year, all elders currently serving should be presented to the congregation for affirmation of their continued leadership—not a vote.
10. If at any time a member of the congregation feels that an elder is no longer capable or qualified to serve, they must follow the steps of confrontation and reconciliation outlined in Matthew 18:15-17. a) They must first discuss their concerns with that elder. If the issue is not resolved, b) the ministry partner can then request a meeting with both the elder in question and the pastor(s). If still no resolution is reached, c) the ministry partner would then make their concerns known to the remainder of the Elder Team in a meeting of all parties. Elders will then consider the matter in prayer and make their decision (see

**point 8** above). (Elders will not discuss or consider a personal conflict situation between parties that has not first been addressed according to the steps laid out here.)

11. Any elder removing themselves from service or having been removed by decision of the Elder Team can resume service in the future subject to once again going through the elder selection process defined above.

