

FAQ's Concerning Elder Selection

Q: What spiritual gifts should I be looking for in the life of a prospective elder as I make my recommendations?

A: Note, not all gifts will be present in any one person!

(descriptions adapted from *Network* spiritual gifts course materials)

- 1) **Administration**—plan and implement procedures to accomplish specific goals.
- 2) **Apostleship**—starts new initiatives to reach new people.
- 3) **Discernment**—distinguishes between truth and error—right and wrong.
- 4) **Encouragement**—strengthens, comforts, urges to action those who are discouraged or who are struggling in their faith.
- 5) **Evangelism**—ability and desire to share their story of faith with others.
- 6) **Faith**—believes God and His promises and willing to act accordingly.
- 7) **Giving**—generously and sacrificially share resources of time, talent, and money.
- 8) **Healing**—being God's instrument for restoring people to health and wholeness.
- 9) **Helps**—"stand in the gap" and lend a hand wherever necessary.
- 10) **Hospitality**—cares for people through fellowship, food, shelter, etc.
- 11) **Intercession**—consistent prayer on behalf of and for others.
- 12) **Knowledge**—offer truth through revelation or biblical insight.
- 13) **Leadership**—casts vision, motivates, and directs people to accomplish the purposes of the church.
- 14) **Mercy**—a compassionate heart that leads to practical help for those in need.
- 15) **Miracles**—authenticate the message and ministry of God through supernatural means, which glorify Him.
- 16) **Prophecy**—reveals truth and proclaims it for understanding, correction, repentance, or edification.
- 17) **Shepherding**—nurture, care for and guide people toward spiritual maturity.
- 18) **Teaching**—understands and clearly explains biblical truth and life application.
- 19) **Wisdom**—effective application of biblical truth.

Other important qualifications to consider—character, integrity, high moral standards, sound doctrinal beliefs, desire and ability to work with the pastor and other elders, willingness to make the time commitment required, faithful in attendance and participation in the life and work of the church, over-all dedication to the church and her vision/mission, the courage to make difficult decisions, a high level of spiritual and emotional maturity, the pursuit of ongoing spiritual growth, a sense of "call" to the role of elder, knowledge of and obedience to Scripture, humility, boldness, ability to remain calm and objective during a crisis, marital faithfulness, sexual purity, slow to anger, forgiving, patient, kind, good role model for others, well thought of outside the church, a love for people (believers and non-believers alike), and the heart of a servant coupled with the desire and ability to lead.

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