
Leadership Team/Elders- Working Together

I Their Appointment

A They must be Biblically qualified

B They must be affirmed by the congregation

C They will be approached to serve by members of the existing Leadership Team

D They must be willing to serve.

E It is God who raises up leaders and causes them to be recognized as such by others.

Joshua 3:7 I Samuel 3:19 I Chronicles 30:12 Exodus 19:19 Acts 13:1,2; 20:28.

II Their Working Relationships

A Leadership Team members/Elders are accountable.

1. To God Hebrews 13:17

2. To each other. Acts 20:28-30

3. To the people they lead. I Timothy 5:19,20

B Leadership Team members/Elders are servants.

1. They must give themselves to God and His Word. I Timothy 3 Titus 1

2. They must give themselves to the service of His people. I Peter 5:2

C Leadership Team members/Elders serve together with other elders.

1. Elders must regard each other as equals or as superiors: having gifts that differ, yet all necessary.

2. Differences are to be expected.

3. No elder should speak or act in isolation from other elders with reference to congregational policy.

4. No elder should hold veto power over others either by silence or through verbal domination.

5. "Preaching Elders" must follow the guidance of the other elders as to the amount of preaching they do.

6. Elders should periodically, evaluate themselves and each other as to their qualifications and performance.

7. Should a relative or close personal friend of one elder require reproof or discipline, that elder should remove himself from the discussion of such matter.

D Elders must make decisions.

1. Chairman

a. The elders group will elect a chairman from their number to serve for a one year term.

b. The chairman will decide at what point a vote is appropriate.

2. The agendas and minutes will be written by a designated elder.

E Decisions

1. Decisions are to be made prayerfully, thoughtfully, courageously, with respect for the majority opinion and a commitment to unity.

1. Quorum - A quorum consists of two-thirds of the members.

2. Voting (Procedure in case where unanimity is unlikely.)

a. Presentation of the issue.

b. Discussion for clarification

c. A vote of: 3 of 4; 4 of 6; 5 of 6; or 5 of 7 will carry any issue.

3. Dissenting voters may request a delay of one, or at most two meetings - when a second vote would be taken.

4. Conclusions and key decisions to be publicly announced are to be written and jointly approved.

III Their Terms of Office

A New elders must make an initial commitment for two years.

B Every second year, there will be a congregational affirmation of Leadership Team members or elders.

C Elders are encouraged to take one-year sabbaticals by turn according to seniority.

D Elders cease to be Elders;

1. When they have no time or have lost ability to function properly.

2. When their reputation or example is tarnished.

3. In such a case, the Elder should offer to resign, or be asked to do so by the other Elders.

4. Resignations should never be used as leverage to get one's own way.

E Elders must agree to function within the parameters of the Adding and Releasing Members document.