



POTENTIAL NOMINEES

Officer Nomination Process Overview

The leadership of the church by elders and deacons is as important today as it was in the first century. It is God's design to feed, lead, and serve His Body and Bride through the offices of elder and deacon. Since becoming an officer in our domination is a perpetual (life-long) calling, identifying, preparing and electing men for church office must be a genuinely Spirit-led process.

This calling is not solely based on someone's natural abilities, gifts, business skills, or personality type. In addition, no one can unilaterally decide that he is an elder or deacon. Rather, this calling involves the power and wisdom of God at work in an individual's life and requires recognition not only by the individual (internal calling), but also by the church (external calling). Identifying officer nominees involves selecting men in whose lives God is clearly at work, and through whose lives God is working in the lives of others. In other words, we don't make someone an elder or deacon. We identify someone who, by the grace and calling of God, is already functioning as an elder or deacon.

This material is meant to assist the members of City Church in this important nomination process. Every member is urged to carefully read through this information and prayerfully evaluate nominees before submitting the name of any man for nomination.

Please refer to the nomination booklet that those who are nominating have been asked to prayerfully use as their "governing" document to evaluate their nominees.

INTERVIEW

After receiving the nominations for elder and deacon, the Session of City Church will inform the nominee that he has been nominated, and ask that he prayerfully consider his sense of calling before proceeding to the next step of being interviewed by the Session.

If the nominee senses God's leading to take the next step of being interviewed, he will be invited to meet with the Session and, if married, will be requested to have his wife accompany him to the interview.

This initial interview will largely involve the questions listed on the *INTERVIEW QUESTIONS ON CHRISTIAN EXPERIENCE* on the last pages of this pdf. Other questions will include specific duties particular to City Church officers, initial responses to the questions for ordination they will be required to answer if elected to their office, and their availability to set aside time for officer training and eventual officer responsibilities and requirements.

TRAINING

Upon completion of this initial interview, and assuming that there is nothing that would hinder or disqualify the nominee from service as an officer in the church,

The training period length will depend on the number of participants, likely around 5-6 months.

There are six phases of officer training:

1. **Calling** — This phase will be brief, but will consider what it means to be called to serve as an officer of the church.
2. **Philosophy of Ministry** — In this phase we will be considering City Church's *vision, mission, values, and convictions* concerning ministry.
3. **Training in Character** — This phase emphasizes the officer candidate's personal relationship with God and his desire to live a godly and holy life.
4. **Theological Convictions** — This phase emphasizes the officer candidate's growth in his knowledge of and understanding of the doctrines and beliefs of the Presbyterian Church in America.
5. **Church Government** — This phase emphasizes the officer candidate's knowledge and understanding of the way our church conducts its government, discipline and worship. Also, training will be given to the specific ministries and responsibilities of their office.
6. **Training in Service** — This phase focuses on the nuts and bolts of shepherding and serving Christ's church.

The training phases are designed to not only equip the elder and deacon candidate with the knowledge and skills for his office, but also to confirm one's sense of calling and desire to continue to move forward in the process of becoming a church officer.

EXAMINATION

If there is concurrence between the Session and the candidate that God's will is to continue, the candidate will be examined in all that he has studied in phases four and five above. In addition, he will be examined in his willingness to give assent to the questions required for ordination, that are listed below.

1. Do you believe in the Scriptures of the Old and New Testaments, as originally given, to be the inerrant Word of God, the only infallible rule of faith and practice?
2. Do you sincerely receive and adopt the *Confession of Faith* and the *Catechisms* of this church, as containing the system of doctrine taught in the Holy Scriptures; and do you further promise that if at any time you find yourself out of accord with any of the fundamentals of this system of doctrine, you will, on your initiative, make known to your Session the change which has taken place in your views since the assumption of this ordination vow?
3. Do you approve of the form of government and discipline of the Presbyterian Church in America, in conformity with the general principles of biblical polity?
4. Do you accept the office of ruling elder/deacon in this church, and promise faithfully to perform all the duties thereof, and to endeavor by the grace of God to adorn the

profession of the Gospel in your life, and to set a worthy example before the church of which God has made you an officer?

5. Do you promise subjection to your brethren in the Lord?
6. Do you promise to strive for the purity, peace, unity and edification of the church?

ELECTION

If the candidate passes the above exams and, if he continues to believe that God is calling him to serve as an elder or deacon, a congregational meeting will be called for the specific purpose of electing elders to the session, and deacons to the diaconate.

A majority vote of the congregation is required for the election of a candidate for elder or deacon.

ORDINATION AND INSTALLATION

Newly elected elders and deacons will be ordained and installed before the congregation during a regular service of worship.

INTERVIEW QUESTIONS ON CHRISTIAN EXPERIENCE

1. What are you currently doing (outside of Sunday morning) to gain a better understanding of Scripture?
2. What from God's Word has had a special ministry in your life lately?
3. Is there anything from Scripture that you are having a particularly difficult time applying to your life at present?
4. What are your current habits of prayer?
5. Most recently, how have you seen the Lord work in your life or the lives of others through prayer?
6. Is there anyone in your life with whom you are not reconciled?
7. Is there any sinful act against another that you have not confessed?
8. Who knows you better than anyone else (besides your wife, if applicable) and with whom you share freely and honestly?
9. How would you describe your relationship with your wife (if applicable)?
10. If you're unmarried, how would you describe your current relationship with any housemates or close family members?
11. If applicable, are there any areas of responsibilities with your wife that you are neglecting?
12. If applicable, how would you describe your relationship with your child/ren?

13. If applicable, are there any areas of responsibilities with your child/ren that you are neglecting?
14. What are your spiritual gift/s?
15. How are you currently using your spiritual gift/s?
16. Are you currently a member of a small group e.g.. neighborhood group, Bible study, etc?
17. Do you know how to share the gospel message with another person?
18. Do you look for opportunities to share the gospel with friends, neighbors or colleagues?
19. Are you praying for friends, neighbors or colleagues who need to hear the gospel message?
20. How many hours per week do you average working at the present time?
21. How would you assess the amount of time you are currently working: not enough, just right, too much?
22. Do you think that you have a clear understanding of the biblical principles of financial and material stewardship?
23. Are there any areas of your financial and material stewardship that need to be aligned with biblical principles?
24. What is your commitment to the biblical principles of tithing and giving?
25. Is your conscience clear that there is nothing in your own life that would disqualify you from assuming a church office?
26. Do you know of anything anyone else would say which could disqualify you from assuming a church office?
27. If applicable, does your wife completely support you in going forward with training to become a church officer?