

Proposed Process for Identifying an Initial Team of Elders

Preliminary Notes:

- This process does not become “active” unless approved by the membership of Felton Bible Church (See the *Biblical Eldership Development* flowchart).
- Prior to beginning this process, FBC will spend time considering the qualifications for elders – i.e. through one or more sermons, etc.

1. Nomination Period (Two Weeks) – Any member of the church may submit a nomination for the Council of Elders, under the following guidelines:

- The nominee must, in the nominator’s understanding, meet the qualifications for eldership described in 1 Timothy 3:1-7 and Titus 1:5-9.
- The nominee must be an FBC member and agree to be nominated.
- The nominator must complete and turn-in (to the church office) a nomination form.
- Based on their current roles, P.J. and Warren are automatic “nominees.”

2. Review and Recommendation – A review and recommendation small group will consider the nominations. This small group will consist of P.J. Davis and Warren Kruth (as the current “pastor-elders” of FBC), and two women of the church (members, and not the spouse of either man) whom P.J. and Warren will identify and ask to participate. This small group will review the nominations and develop an initial “recommended” list for submission to the Ministry Team.

- P.J. or Warren will inform those on the “recommended” list about their inclusion and notify them as to step #4.
- The “recommended” list will include no more names than the small group deems ultimately acceptable on a final elder team.¹

3. Ministry Team Consideration – The Ministry Team will review the “recommended” list. The Ministry Team will not make new additions to the list but may challenge any of its names. The Ministry Team will affirm, by vote, the “recommended” list for advancement to the next stage.

4. Initial Training – All of the men whose names appear on the “recommended” list must ensure the following prior to step #6:

- That they have read the document titled, *Felton Bible Church: An Elder-Led Congregation for the Glory of King Jesus*;
- That they were present for, or have subsequently listened to, the January-February 2019 biblical eldership preaching series;
- That they were present for, or have subsequently listened to, the teaching on elder qualifications as noted above in “Preliminary Notes”;

¹ For instance, if five total names go forward to step #3, it is because the eventual Council of Elders could encompass all five persons.

- That they have read at least one of the following books: *Biblical Eldership* (Strauch), *Elders in the Life of the Church* (Newton & Smucker), *Church Elders* (Rinne).

5. *Initial Evaluation* – All those on the “recommended” list will submit themselves to an initial evaluation process. This process will involve the following:

- An interview with P.J. and Warren – focusing on areas of theological understanding, biblical convictions, view of the church, and personal life (as per 1 Timothy 3 and Titus 1).
 - P.J. and Warren will, in turn, submit themselves to the same interview process with two or more persons from the “recommended” list.
- The aftermath of this interview process will be an updated “recommended” list as appropriate.

6. *Public Consideration (Four Weeks)* – P.J. and Warren will publish a list of “recommended” elders to the congregation for public consideration. This month-long process will include the following:

- *Opportunity for anyone to raise a formal objection against a recommended elder.* Any such objections must be provided in writing to the Secretary of the Ministry Team with the name of the objector attached. The Secretary will review the objection for completeness (i.e. name and written reason) and then forward it on to P.J. and Warren (Note: If the objection pertains to one of these two men, the Secretary will not provide the named individual with a copy of the objection).
 - If the objection appears substantive and pertains to the qualifications of an elder (or to a man’s general suitedness for this ministry), P.J. and Warren will investigate the matter.
 - If they determine the objection is warranted, P.J. and Warren will remove the man’s name from the “recommended” list.
 - If, in the best judgment of P.J. and Warren, the objection is either unfounded or not substantive, they will retain the man’s name on the “recommended list.”
 - If the objection pertains to P.J. or Warren, the Secretary will forward the objection to the Ministry Team for disposition as the team sees fit.
- *Opportunity for a public question and answer time.* P.J. and/or Warren will chair a public question and answer time with all those on the “recommended” list. This will be an opportunity for the congregation to ask questions of their recommended elders.

7. *Formal Vote* – The FBC membership will vote to affirm the final list of recommended elders.

- Members will receive a response sheet that lists the recommended elders and provides space to affirm or reject each person. The sheet will require the member’s name and will not be valid without it.
- In the event a member believes they must reject one of the recommended elders, he or she will be asked to give a reason for the rejection (in written form).
- For an elder to serve, he must be affirmed by at least 75% of the members present when the vote is taken. The Secretary will collect the completed sheets, check them

for accuracy (i.e., name and responses to all of the names listed), and provide the results to the Ministry Team for ratification.²

- The name of any recommended elder who is not affirmed by at least 75% of the members present will be passed on to P.J. or Warren, along with the sheets that record objections raised against them.
 - P.J. and Warren will investigate as necessary and may choose to either 1) Accept the lack of affirmation as indication from the Lord that it is not time for the man to serve in this capacity; 2) Submit the man's name a second time to the FBC membership for reconsideration (along with any necessary clarifying information related to objections that were raised).
 - If a man is not affirmed a second time, he is not eligible for subsequent nomination for at least one year.
 - If it is P.J. or Warren who fails to obtain affirmation by 75% of those present, the Secretary will inform the Ministry Team and provide the written reasons for members' objections. The Ministry Team will then proceed as they deem appropriate.

8. Installation – Once approved, these men will be formally installed in their role as pastor-elders and function as such for a period of one year (in accordance with the FBC Constitution, Bylaws, and the document titled *Felton Bible Church: An Elder-Led Congregation for the Glory of King Jesus*). After one year, they will be subject to a reaffirmation process as described in the document, *Felton Bible Church: An Elder-Led Congregation for the Glory of King Jesus*, Section III.E-3. Following this initial affirmation at the one-year point, the Council of Elders will begin to function with the indefinite term limits described in the aforementioned document.

² The Secretary will hold the completed sheets in confidence (confidential) until their destruction by shredding (or other means). The Secretary may show a completed sheet to P.J., Warren, or the Ministry Team in order to address any necessary issues – i.e., a recommended elder receives less than 75% of the vote, or a response sheet indicates a legitimate and previously unaddressed (in step #6) concern as to the man's ability to serve.