



FIRST BAPTIST
NEW BRAUNFELS

ELDER APPLICATION

"It is a trustworthy statement: If any man aspires to the office of overseer (elder), it is a fine work he desires to do."

1 Timothy 3:1 NASB2020

This application is organized into four stages, with each stage requiring more detailed input from the applicant. Upon completing a stage, save and submit the file. Our committee will review your submission and respond with either additional questions or permission to proceed.

NOTE: You will submit your file after each of the first three stages. (Same file with additional stage completed.)

When instructed, attach the file to an email and send to: 978180cd.fbcnb.org@amer.teams.ms

1st Stage

- Part 1 – Introduction – FBCNB Elder role brief overview and outline of the application process.
- Part 2 – Preliminary Information – Collects very basic information and complete a background check.

Save the document, attach a copy to an email, and submit to:
978180cd.fbcnb.org@amer.teams.ms

2nd Stage

- Qualifications – Detailed self-assessment***
- Wife's self-assessment & input – If married, wife's self-assessment of herself relative to 1Tim 3:11, her sense of God's call on their lives, and her position on her husband's suitability
- References – No less than three references from people who know the applicant well.

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3rd Stage

- Theology, practical applications, & FBCNB alignment – Assessment of overall theological alignment, assurance of agreement with FBCNB's mission, vision, values, and Bylaws, and practical life applications.
- Letter to congregation w/candidate list requesting prayer and encouragement for the candidates and board and noting the comment period where members may submit comments to the elder board.
(**NOTE:** Comments must be in person or signed written document. **NO** anonymous submissions will be accepted.)

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4th Stage

- Face-to-face interviews; a minimum of two (2) and if married; one to include the applicant's wife.

Elder Application Part 1 – Introduction

- 1) The FBCNB Elder roles and responsibilities are *fully detailed* in the Bylaws and the Elder Handbook.
 - a) Elders are men **appointed** (called) *by God* to **serve** His Church (Acts 13:2 & 20:28; 1 Peter 5:1-3).
 - b) Elders model prayer and servant leadership
 - c) Elders are responsible for spiritual oversight of our church
 - d) Governance – as empowered by the Bylaws
- 2) The application is a multi-part process with each step being progressively more detailed.
- 3) 1 Timothy 3:1-7; Titus 1:6-9; and 1 Peter 5:1-4 should be read before beginning the application process, and periodically referenced, throughout the process (If married, this applies to the wife as well.)
- 4) At this time, you will need to request a link to the background check by emailing Rhoda (rhoda@fbcnb.org) and cc Pastor Jared (jared@fbcnb.org).

Part 2 – Preliminary Information

Name

Address

Phone number

Email address

Social media accounts

Marital status

If married:

God does not lead a man into ministry w/o also leading his wife. She must sense this is God's direction for your lives, not simply another job for you. Does your wife sense the Holy Spirit's leading in this and does she endorse and support you to be an elder?

If divorced now or previously, please provide details

If you have children, please provide their names and ages:

Child Name

Age

Testimony

What was your age at salvation?

Please write out your story of coming to faith

Have you been baptized? Yes No Date if yes:

Have you had any rededication(s)? Yes No Date(s) if yes:

Describe your current walk with our Lord

Are there any areas where you habitually struggle?

What do you do to hold yourself accountable and overcome?

What are your spiritual gifts?

How have you, and how are you, applying your gifts in service to our Lord?

Church attendance and membership history

***You have completed the 1st stage.
Please save this document, attach a copy to an email, and
submit to: 978180cd.fbcnb.org@amer.teams.ms***

Elder Application – Self-assessment

Instructions

- The biblical qualifications of an elder are listed in I Timothy 3:2-7 and Titus 1:6-9.
- The following sections contains questions one might ask oneself to ascertain his maturity relative to the standards for church leaders. These are God's standards for service as an elder. These qualities, taken together, constitute a summary of what it means to be "above reproach."
- After each paragraph there is an evaluation scale. The purpose of this is not to affix a score of some kind to a man's character. The purpose is simply to bring out strong points and weak points. To illustrate the direction of your life, not perfection.

Check the number on the evaluation scale that best describes your character. Please remember these things while evaluating yourself: (1) that only God is perfect (2) take your time and reflect seriously about your relationship with God (3) these qualities are God's standards; not man's.

Self-assessment

- 1) He must be above reproach (I Timothy 3:2; Titus 1:6).

How do I evaluate my reputation as a Christian? Do I get positive feedback from those closest to me (my wife, my children, my friends) indicating I have a good reputation? Do people trust me with confidential information? God's standard for all believers is blamelessness (Eph 1:4; 5:27; Phil 1:10; 2:15; Col 1:22; II Pet 3:14). Is my life a worthy example for others (believers) to follow?

Dissatisfied 1 2 3 4 5 6 7 Satisfied

- 2) He must be the husband of one wife (I Timothy 3:2; Titus 1:6).

If I am married, how do I live out my role as head of household? Are we equal partners with me as "team leader" or is my home my castle with me as ruler of my kingdom? Do I love her with the heart of a servant as Christ did for His bride? Do I have eyes only for my wife? Visual temptation is rampant in our society and often confronts us even if we're not seeking it. Do my eyes linger long when the opportunity is presented? Do I seek those "opportunities?" Do I demand my "rights?" When there is disharmony, do we amicably reach resolution?

Dissatisfied 1 2 3 4 5 6 7 Satisfied

3) He must be temperate (I Timothy 3:2).

Am I free from worldly excesses? Are there any controlling habits which bind me in one way or another? Is my goal to daily become more like Christ?

Dissatisfied 1 2 3 4 5 6 7 Satisfied

4) He must be self-controlled (I Timothy 3:2).

Are my decisions mostly reasoned or rash? Are my decisions made mostly from my own knowledge and experience or do they reflect prayer and dependence on the Lord? Do I pause to consider God's perspective and leading?

Dissatisfied 1 2 3 4 5 6 7 Satisfied

5) He must be respectable (I Timothy 3:2).

Am I the kind of man whom others would comfortably put in a responsible position, knowing that I would be dependable, dignified, and honorable? Am I often crude in my talk? Do I break my word when keeping it takes sacrifices I didn't plan on? Do I keep on a schedule? Is my *inner* life respectable?

Dissatisfied 1 2 3 4 5 6 7 Satisfied

6) He must be hospitable (I Timothy 3:2; Titus 1:8).

Do I open my home to those I don't know as well as those I know? Have I been able to minister to people in my home, through a Bible Study, or by having unsaved neighbors over? Do I value those I don't know as well as those I know, seeking to build relationships with them? Do I hold my God-given resources (money & time) with an "open hand" or a "closed fist?" When I share my resources, is it without any expectation of receiving something in return? Do I find joy when something God has given to me can be used by someone else?

Dissatisfied 1 2 3 4 5 6 7 Satisfied

7) He must be skillful in teaching (I Timothy 3:2; Titus 1:9).

Do I have a good grasp of Bible content and principles? Can I defend my faith in a non-threatening manner? Do I know my Bible so well it is a tool I am comfortable using? Do I shy away from talking to people about spiritual matters for fear that they will bring up things I don't know? Do I have trouble discussing the Bible without getting into an argument? Am I appreciative of the teaching and preaching of others, trying to learn what I can in a non-critical way? Do I understand the Scriptures sufficiently to exhort, refute and encourage?

Dissatisfied 1 2 3 4 5 6 7 Satisfied

- 8) He must not be overindulging in wine or given to drunkenness (I Timothy 3:2; Titus 1:7).
Do I display a Spirit-controlled ability to do all things in moderation, without being brought under the bondage of any habit? Is there any food, drink, or narcotic controlling me? Do I have any addictive hobbies or pastimes? Is there anything in my life potentially causing a weaker Christian to stumble and sin against God?

Dissatisfied 1 2 3 4 5 6 7 Satisfied

- 9) He must not be (a bully) pugnacious (I Timothy 3:3; Titus 1:7).
Am I inclined to make peace when a conflict begins, rather than welcoming a fight, even to the point of physical attack? When I am angry, do I channel my energies into creative directions which make resolution easier? Do I verbally strike out at others because of angry feelings?

Dissatisfied 1 2 3 4 5 6 7 Satisfied

- 10) He must be gentle (I Timothy 3:3).
Am I sensitive to the feelings of others? Or am I tactless, hurting people without realizing it? Do my words and actions reflect compassion and empathy for the pain and hurts of others? Or do I pride myself on emotional control and never shedding a tear? Do I carefully listen and hear people out? Or do I often react without waiting to hear all the facts?

Dissatisfied 1 2 3 4 5 6 7 Satisfied

- 11) He must be not be contentious (I Timothy 3:3).
Am I more ***peacekeeper***, compromising and appeasing to avoid confrontation at any cost **OR** am I more ***peacemaker***, doing whatever it takes to create lasting harmony and unity? Do I have a cooperative spirit when working with others or am I competitive, causing division by debating every minor point? Upon encountering conflicts, disputes, and disagreements, does my presence tend to inflame or defuse the protagonists?

Dissatisfied 1 2 3 4 5 6 7 Satisfied

- 12) He must be free from the love of money (I Timothy 3:3; Titus 1:7; Hebrews 13:5).
Does my handling of money reflect wisdom and prayer? Do I measure success by my position and paycheck? Am I dependent upon God to provide or my bank account? When I have a need, do I visualize what money can do or what God can provide? Do I let my job stifle time for personal Bible study and family life? Am I quick to share with people in need? Am I generous and wise in responding to the financial needs of others? Do I seek God's Kingdom and His righteousness first?

Dissatisfied 1 2 3 4 5 6 7 Satisfied

13) He must be one who manages his own and household well, keeping his children under control with all dignity (I Timothy 3:4; Titus 1:6).

Do I model Christian life and living **within** my home? Do I spend time each week teaching my children Christian truth and wisdom? Do I discipline my children? Do I do so with godly wisdom, consistency, and care **and without anger**? Are my children well-behaved at home and in public? Do they treat me, and others, with respect? Or are they prone to be disrespectful and disobedient? Does my household reflect the love of Christ?

Dissatisfied 1 2 3 4 5 6 7 Satisfied

14) He must not be a new convert (I Timothy 3:6).

How spiritually mature am I? (1 Cor. 3:1-3) Am I mature enough, am I so conscious of being the result of God's grace, that I will not take *personal* pride in being considered for an elder? Am I eager for a position of influence and prominence? Am I unwilling to do tasks which are I c o n s i d e r menial and lowly? Do I win, or lose, gracefully? When I succeed, am I aware of and grateful for, those who helped me succeed? Do I boast in my accomplishments or what God has done through me?

Dissatisfied 1 2 3 4 5 6 7 Satisfied

15) He must have a good reputation with those outside the church (I Timothy 3:7).

Do men, and women, in the world respect me as having high moral standards and impeccable ethics? Do I make fair business deals and honor my promises even if they were not put into writing? Do I pay my bills and my taxes? Do I give respect to all? Am I under authority to civil government, by obeying the laws? Do my words and actions reflect Christ-like living?

Dissatisfied 1 2 3 4 5 6 7 Satisfied

16) He must not be self-willed (Titus 1:7).

Do I seek and submit to God's will? Do I regularly seek out and accept godly counsel from others. Am I able to graciously, thankfully, cheerfully adopt the counsel and wishes of others? Do I openly share past missteps in order to help others?

Dissatisfied 1 2 3 4 5 6 7 Satisfied

17) He must love what is good (Titus 1:8).

Phil. 4:8 – Finally, brothers and sisters, *whatever is true, whatever is honorable, whatever is right, whatever is pure, whatever is lovely, whatever is comendable, if there is any excellence and if anything worthy of praise*, think about these things.

Using Phil. 4:8 as our definition of “good” in Titus 1:8, do you:
usually focus (dwell) upon those things which are pleasing to God?
make choices based upon those things which are pleasing to God?
sacrificially invest my time, talents, and treasure in those things which please God?

Dissatisfied 1 2 3 4 5 6 7 Satisfied

18) He must be righteous (Titus 1:8).

Am I known as fair-minded? Do people seek my counsel, trusting me to provide a biblical perspective? Does my life, my earthly walk, so reflect God someone would say of me: “There is a man seeking after God?”

Dissatisfied 1 2 3 4 5 6 7 Satisfied

19) He must be holy (Titus 1:8).

Do I have a conscious regard for the nature of God and His right to rule my life? Do I pray regularly? Am I walking in fellowship with the Lord and do I have safeguards in place to help stay in fellowship? Do evil words and deeds cause me to grieve inside?

Dissatisfied 1 2 3 4 5 6 7 Satisfied

20) A leader's wife: 1 Tim 3:11

There are some who take I Timothy 3:11 as a reference to “deaconesses.” While this may be a valid interpretation, for our purpose it is a leader's wife. Therefore, in order for the man to be qualified for a leadership position in the church, his wife should also be evaluated in relation to the criteria in 1 Tim 3:11. Please evaluate your wife **BUT** remember these characteristics ought to characterize the *direction* of her life. Just as with your own self-assessment, there is no expectation of *perfection*.

- She must be dignified.

Do people view my wife as a person worthy of trust and respect? Is her walk with God evident to all? Does she have a good reputation in the church, her workplace, and your home?

Dissatisfied 1 2 3 4 5 6 7 Satisfied

- She must not be a malicious gossip.

Is my wife prone to gossip? Is her speech marked by edification and encouragement or by criticism and complaint? Is she careful and trustworthy with confidential information?

Dissatisfied 1 2 3 4 5 6 7 Satisfied

- She must be temperate.

Does she display a Spirit-controlled ability to do all things in moderation, without being brought under the bondage of any habit? Is there any food, drink, narcotic, habit, or pastime controlling her?

Dissatisfied 1 2 3 4 5 6 7 Satisfied

- She must be faithful in all things.

Do the adjectives faithful, reliable, and dependable characterize my wife? Does she seek the Lord daily, striving to walk in fellowship? Is she my biggest supporter and encourager?

Dissatisfied 1 2 3 4 5 6 7 Satisfied

- Unified (This is not relative to 1 Tim 3:11) – Is your relationship one of unity? Does she enjoy spending time with you? Does she seek your advice and counsel? Do you mutually submit to one another in sacrificial love?

Dissatisfied 1 2 3 4 5 6 7 Satisfied

Keeping in mind the intent is for introspection, NOT perfection, please provide a short statement regarding your overall thoughts and conclusions from after completing the self-assessment.

Signature of Applicant:

Name _____ Date _____

Please save this document, attach a copy to an email, and submit to:
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IV. **2nd Stage: Wife's self-assessment & input**

In order for the man to be qualified for a leadership position in the church, his wife should also be evaluated in relation to the criteria in 1 Tim 3:11. Please evaluate yourself, BUT remember these characteristics ought to characterize the direction of her life. There is no expectation of perfection.

***Please have your wife use her self-assessment file and email the completed file.

V. **2nd Stage: References** Please distribute the reference form (sent to separately) to your references at this time.

VI. **3rd Stage: Theology, practical applications, & FBCNB alignment** Assessment of overall theological alignment, assurance of agreement with FBCNB's mission, vision, values, and Bylaws, and practical life applications

1. Your doctrinal positions (**Please note:** these are complex, important subjects, yet we are not looking for a dissertation. Please keep your answers concise, with only enough information to demonstrate your understanding and position.)

VII. Christology – Doctrine of Christ

B. Soteriology – Doctrine of Salvation

C. Pneumatology – Doctrine of the Holy Spirit

D. Ecclesiology – Doctrine of the Church

E. Eschatology – Doctrine of Last Things

F. Bibliology – Doctrine of the Bible

G. Theology – Doctrine of God

2) Life application questions

A. How would you counsel someone struggling to differentiate between biblical conviction and personal preference?

B. Arminianism and Calvinism can lead to some spirited conversations. What position do you take? Do you allow others the freedom to believe differently?

C. One of the young men you are shepherding has a genuine desire for spiritual growth, and he has come to you with a request that you disciple him. Under what circumstances would you be available to help him in his Christian walk? What is the first thing that you would tell him to do?

D. How would you shepherd someone who is doubting their salvation?

E. How would you answer someone who questions why women are barred from being elders or ministers in the church?

F. A member of the church comes to you and wants to know what the Bible says on giving. They have a lot of bills and want to pause their giving for the next 6 months. What are your thoughts?

3) FBCNB doctrine, bylaws, mission, values, and vision

FBCNB accepts the Baptist Faith and Message adopted by the Southern Baptist Convention in 2000 as our statement of faith.

I, _____, have read the above documents and agree. If at any time my position changes, I will inform the Elder Board of my disagreement.

Signature _____ Date _____

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VII. 4th Stage; Part 7: Interview questions

You will be contacted by the committee to set up an interview date and time.

Sample Interview questions – The following questions do NOT need to be answered. They are simply illustrative of the type of questions you will be asked.

1. A new neighbor asks what it means to be a Christian but has to leave in a few minutes. What would you include in your short answer?
2. Someone is struggling with a “besetting sin” and asks for advice on overcoming it. What from your life would you share demonstrating how you hold yourself accountable?
3. What would you say to a Believer who is in a homosexual relationship?
4. What would you do if you received information from a church member that another church member was engaged in sin that is not yet common knowledge, but is known?
5. A man comes to you and says he would like to be an elder in the church. What would you say to him as far as what a man should do and be in order to become an elder?
6. A member in the church is married to a nonbeliever and has been receiving emotional as well as physical abuse. Now a divorce is desired. What would you say or do?