

Roles and Qualifications for Nominations

Church Roles to Consider

Board

Board Member

- Members of the Church Board (men and women)
- Responsibilities for all Board Members
 - The policy making group for the church*
 - Responsible to ensure that the mission of the church is carried out*
 - Approve and oversee priorities, goals, strategies, ministries, key initiatives*
 - Oversee & authorize hiring & firing & evaluation of pastors (other than hiring Senior Pastor)*
 - Oversee church finances & property*
 - Oversee pastor & staff in ministry teams and committees*
 - Be the “court of final appeal” for disputes related to church business*

Board Member/Elder

- Some of the Members are also Elders (men)
- Additional responsibilities for Elders
 - Scriptural direction of church*
 - Doctrinal teaching of church*
 - Counsel and accountability for Senior Pastor; primary source of encouragement and strength to Senior Pastor*
 - Church discipline*
 - Oversee church membership*

Note that all Members of the Board (including Member/Elders) have equal voice and equal vote

Nominating Committee

Search Committee:

- Presented to the congregation when there is need to search for a senior pastor

Qualifications

Fundamental Assumptions

- We are not looking for perfection (head, heart, or hands) [1 John 1:8-2:2]
- We are looking for people who are redeemed/forgiven, and who are growing in head, heart, and hands [1 John 2:2-6]
- We are to be discerning [Hebrews 5:11-14] not judgmental [Matthew 7:1-5]; we recognize that only God can ever fully know people’s hearts [Acts 1:24; John 2:24-25], so we look for the Spirit’s work and leading
- We are to pursue our own growth in Christ as we discern others [Matthew 7:5]

- Our work must be in love [1 Corinthians 13:1-3]
- We are seeking to hear and follow the guidance of the Spirit [Philippians 1:9-11; Acts 15:28], not merely human thinking [Matthew 16:23]

Categories of qualifications

- Relation to church
- Spiritually mature
- Solid personal life
- Solid home & public life
- Strong & growing cross-cultural abilities
- No disqualifiers
- Related to the specific roles

Shared by all

Relation to church: a member in good standing who embraces the church's doctrine, vision, and values, and is known and trusted within the congregation

- Member in good standing (or in process of joining the initial phase)
- Embrace the doctrine of the church [1 Timothy 3:9; Titus 1:8]
- Embrace the vision and values of the church [Philippians 2:1-2; Acts 15:28; Acts 13:2-3]
- Known and trusted within the congregation [Acts 6:3; 1 Timothy 3:2, 10; Titus 1:7]
- Is pursuing peace and unity with others in the congregation [Ephesians 4:3]; has appropriately sought reconciliation with others where there has been conflict [Matthew 5:21-24]

Spiritually mature: is mature and growing in Christ, walking in the Spirit, who serves as an example to others

- Filled with the Spirit and faith [Acts 6:3, 5]
- Filled with wisdom (understanding and skill for the responsibility) [Acts 6:3]
- Example to congregation [1 Peter 5:3]
- Not a recent convert [1 Timothy 3:6]
- Control tongue/be honest/not a gossip [1 Timothy 3:8]

Solid personal life: is an example of living a life of goodness and self-control, expressing love, gentleness, and humility

- Self-controlled [1 Timothy 3:2; Titus 1:8]
- Respectable [1 Timothy 3:2]
- Hospitable (welcoming to others and sharing with others, including those unlike him/her) [1 Timothy 3:2; Titus 1:8]
- Lover of good (doing good works) [Titus 1:8]
- Gentle [1 Timothy 3:3]
- Worthy of respect [1 Timothy 3:8]
- Humble/Not arrogant [Titus 1:7]

- Slow to anger [Titus 1:7]
- Upright [Titus 1:8]
- Holy [Titus 1:8]
- Good [Titus 1:8]

Solid home & public life: whose life at home (whatever the situation) and in public (work, school, and community) is good and honorable

- If married, spouse is a solid and mature believer [1 Timothy 3:2, 11; Titus 1:6] and supportive of this task [Philippians 2:1-2; Luke 14:28-32]; appropriate reconciliation if divorced [1 Corinthians 7:10-11; Matthew 5:23-26]
- If a parent, manage household well [1 Timothy 3:4-5; Titus 1:6]
- Good reputation with outsiders [1 Timothy 3:7]

Strong and growing in cross-cultural abilities [most of these items are duplicated from other qualifications]: listens and interacts well with others across differences

- Embrace the vision and values of the church [Philippians 2:1-2; Acts 15:28; Acts 13:2-3]
- Hospitable (welcoming to others and sharing with others, including those unlike him/her) [1 Timothy 3:2; Titus 1:8]
- Humble/Not arrogant [Titus 1:7]
- Slow to anger [Titus 1:7]
- Slow to speak / Quick to listen [James 1:19]
- Not quarrelsome [1 Timothy 3:3]
- Have demonstrated the ability to interact with rich ways with people across differences, both when in power and when under another's authority [Acts 6:3; 1 Timothy 3:10]

No disqualifiers: in reality and in appearance is not disqualified by lack of control or poor interactions with others

- Above reproach [1 Timothy 3:2; Titus 1:6]
- Not stuck in addictions [1 Timothy 3:3, 8; Titus 1:7]
- Not violent [1 Timothy 3:3; Titus 1:7]
- Not quarrelsome [1 Timothy 3:3]
- Not greedy, pursuing money [1 Timothy 3:3, 8; Titus 1:7]
- Is pursuing peace and unity with others in his/her life [Ephesians 4:3]; has appropriately sought reconciliation with others where there has been conflict [Matthew 5:21-24]

About the specific role: is eager to serve in the role, is realistic about what it requires, and is ready and able to do that

- Eager to serve in this role [1 Peter 5:2]
- Have considered and is willing to put in the required effort, both in formal meetings and in informal time [Luke 14:28-32]

Nominating Committee

Ability [Acts 6:3: filled with wisdom]: has the needed skill and discernment for the role

- engage constructively in challenging conversations
- understanding of and valuing people across differences (ethnicity, sex, socio-economic status, education, personality)
- discernment about people

Search Committee [add]

Ability [Acts 6:3: filled with wisdom]: has the needed skill and discernment for the role

In addition to the Nominating Committee qualifications

- able to network and seek connections beyond the Crossway body

Board Members [add]

Relation to the church: eager to support and strengthen the direction and patterns of the church

- Embrace constitution, by-laws, and core values of church

Spiritually mature; Solid personal life; Solid home & civic life; Strong and growing in cross-cultural abilities; No disqualifiers: a model for others

- Higher level than Nominating Committee, yet same things
- An example that others should follow [1 Peter 5:3]

Ability [Acts 6:3: filled with wisdom]: able to handle the complexities and tensions of exercising oversight in humility

- Able to think through the big picture of the church and its ministries [1 Peter 5:2]
- Able to see multiple perspectives of the same issue
- Able to live and work with some unresolved issues
- Not domineering [1 Peter 5:3]
- Able to give and receive feedback, both direct and indirect [Psalm 141:5; Proverbs 27:5-6]
- And to do so across differences (ethnicity, sex, socio-economic status, education, personality)

About the specific role:

- is realistic that this work will require significant time, energy, and emotion

Elders [add]

Relation to church: able to explain and support the direction and patterns of the church

- Able to teach explain/defend/appropriately revise the vision, doctrine, and values of the church [1 Timothy 3:2; Titus 1:9]
- And to do so across differences (ethnicity, sex, socio-economic status, education, personality)

Ability [Acts 6:3: filled with wisdom]: about to teach, and when needed correct, related to the doctrine and teaching of the church

- Able to teach [1 Timothy 3:2; Titus 1:9]
- Able to correct/rebuke [Titus 1:9]
- And to do so across differences (ethnicity, sex, socio-economic status, education, personality)

Solid personal, home, civic life: only men are eligible to be elders

- Male [1 Timothy 3:2; 2:12-14]

About the specific role:

- is realistic that this work will require significant time, energy, and emotion