

## Contact Information

Full Name: \_\_\_\_\_ Date of Birth: \_\_\_\_\_

Mailing Address: \_\_\_\_\_

Email Address: \_\_\_\_\_ Phone: \_\_\_\_\_

Are you willing to consent to an online background check? Check your answer. \_\_\_\_\_ Yes or \_\_\_\_\_ No

If so, please enter your driver's license number here: \_\_\_\_\_

Please enter the names of three Christian references here. Please include at least one family member and one former or current pastor/church leader.

1. Name: \_\_\_\_\_ Phone Number: \_\_\_\_\_

Nature of relationship: \_\_\_\_\_

2. Name: \_\_\_\_\_ Phone Number: \_\_\_\_\_

Nature of relationship: \_\_\_\_\_

3. Name: \_\_\_\_\_ Phone Number: \_\_\_\_\_

Nature of relationship: \_\_\_\_\_

## General Requirements

There are some things that we ask from all our committed church members. Since the elders and their wives are the people who most influence the church, we must all lead by example in the following areas. Please complete all the questions and fill-ins below:

1. Have you been baptized (underwater) after committing to follow Jesus?

Yes. I was baptized!

○ Person who baptized me: \_\_\_\_\_

○ Location of baptism: \_\_\_\_\_

○ Year of baptism: \_\_\_\_\_

No, I need to get baptized! Let's set it up!

No, but I was baptized as an infant/small child; does that count?

Other: \_\_\_\_\_

2. Are you a consistent participant in our Sunday morning gatherings?

Yes, I rarely miss!

Yes, but I usually miss church once or twice a month.

No, I'm a little spotty.

Other: \_\_\_\_\_

3. Are you currently involved in a small group?

Yes, I serve as a guide in a group.

Yes, I attend a group.

No, I'm not currently in a group.

I would like to be guiding a group.

Other:.....

4. Do you know how to share the gospel?

Yes, and I'll be happy to demonstrate!

I think so, but I might need to brush up on this.

No, but I'd like to learn!

Other:.....

5. Do you spend time reading the Scripture outside of church activities?

Yes, I read the Scripture most every day.

Yes, but I'm a little inconsistent.

No, I really don't read the Scripture very often.

No, but I want to get better at doing it. Can you help?

Other:.....

6. Do you spend time praying regularly?

Yes, I always pray at the dinner table and before bed.

Yes, I send up little prayers all throughout the day.

Yes, I pray throughout the day and set aside chunks of time for prayer.

No, I'm not good at praying, but I'd like to learn!

Other:.....

7. Are you a generous giver?

Yes!

No, but I'm working on it.

My spouse and I are not aligned on this issue, and it creates friction.

I'd like to give more, but I could use some guidance on this.

Other:.....

8. Have you already placed your membership with our church?

Yes

No

Other:.....

9. Are you committed to the vision of our local church? (Insert vision statement here:\_\_\_\_\_

Yes!

No!

Other:\_\_\_\_\_

## Scriptural Qualifications

There are only a few passages that deal with the qualifications of elders in the local church. We should not view these qualifications as a checklist that automatically qualifies or disqualifies men for eldership. Rather, these **qualities** paint a picture of the kind of people who lead in the local church. Anyone who reads these passages will undoubtedly find areas of strength and weakness in their own life and character. These questions will help gauge your strengths as an elder candidate or elder wife, as well as areas where you need improvement. All of these results are confidential and will only be seen by the pastor and existing elders of the church. Start by carefully reading the passages below. Please note that the New Testament uses the terms “pastor,” “overseer,” and “elder” interchangeably.

### 1 Timothy 3:1-7

1 Here is a trustworthy saying: Whoever aspires to be an overseer desires a noble task. 2 Now the overseer is to be above reproach, faithful to his wife, temperate, self-controlled, respectable, hospitable, able to teach, 3 not given to drunkenness, not violent but gentle, not quarrelsome, not a lover of money. 4 He must manage his own family well and see that his children obey him, and he must do so in a manner worthy of full[a] respect. 5 (If anyone does not know how to manage his own family, how can he take care of God’s church?) 6 He must not be a recent convert, or he may become conceited and fall under the same judgment as the devil. 7 He must also have a good reputation with outsiders, so that he will not fall into disgrace and into the devil’s trap. (NIV)

### 1 Titus 1:5-9

5 The reason I left you in Crete was that you might put in order what was left unfinished and appoint elders in every town, as I directed you. 6 An elder must be blameless, faithful to his wife, a man whose children believe and are not open to the charge of being wild and disobedient. 7 Since an overseer manages God’s household, he must be blameless—not overbearing, not quick-tempered, not given to drunkenness, not violent, not pursuing dishonest gain. 8 Rather, he must be hospitable, one who loves what is good, who is self-controlled, upright, holy and disciplined. 9 He must hold firmly to the trustworthy message as it has been taught, so that he can encourage others by sound doctrine and refute those who oppose it. (NIV)

### Acts 20:28

“Keep watch over yourselves and all the flock of which the Holy Spirit has made you overseers. Be shepherds of the church of God, which he bought with his own blood.”

## 20 Questions for Elders and their Wives.

1. Do you desire to be an **elder or the wife of an elder?** (1 Tim 3:1)

Yes, I want to do this!

Yes, I'm a little nervous, but I'm willing.

No!

Other:\_\_\_\_\_

2. Would you consider yourself to generally be **above reproach and blameless?** (1 Tim 3:2, Titus 1:6)

This doesn't mean you're perfect. Are there things you've said and done that people will use to discredit you as a leader in the church?

Yes, I believe I've generally lived a life above reproach.

No, I've made some mistakes in the past, and I need help to make them right.

No, I'm currently caught up in some things that disqualify me. Can you talk with me about these things?

Other:\_\_\_\_\_

3. Are you a **faithful husband** of one wife? (Or faithful wife?) (1 Tim 3:2)

Yes, I'm faithful to my wife/husband.

Yes, I'm faithful to my wife/husband, but I/we have been previously married.

No, I've struggled with infidelity and need to talk about this.

No, I'm thinking of adding some extra wives and starting my own reality TV show.

Other:\_\_\_\_\_

4. Would you describe yourself as **temperate, self-controlled, and disciplined?** (1 Tim 3:2, Titus 1:8)

Yes, the people who know me would say I'm a steady person, not given to extremes.

Yes, I am consistent in my character and conduct.

Yes, but I struggle with self-control in a specific area that I need to talk about.

I need to work on some areas before pursuing church leadership. Let's talk.

Other:\_\_\_\_\_

5. Are you a **respectable** and **upright** person? (1 Timothy 3:2, Titus 1:8)

Yes, most people in my life respect me.

Yes, I feel like I'm respectable, but I often feel disrespected by others.

No, I feel like other people don't respect me at all. What am I doing wrong?

Other:\_\_\_\_\_

6. Are you (and your spouse) **hospitable?** Do you welcome people into your lives? Do you make people feel welcome in your presence? Do you open your home to others? (1 Tim 3:2, Titus 1:8)

Yes, we love people and enjoy showing hospitality.

- Yes, we do show hospitality, but it's not natural for us. We need to make ourselves do it!
- No, we're people who don't enjoy spending time with others outside our immediate family.
- No, but we want to be hospitable! Can you help us figure it out?
- Other:\_\_\_\_\_

7. Are you **able to teach**? This doesn't mean you are a world-class communicator. It probably has more to do with a willingness to teach than possessing a highly developed skill set. (1 Tim 3:2)

- Yes, teaching is a strong suit of mine.
- Yes, I can do it, but it's not my favorite.
- I'm not ready to teach yet, but I'm willing to learn.
- Other:\_\_\_\_\_

8. Are your **drinking habits** consistent with the character of a church leader? (1 Tim 3:3, Titus 1:7)

- I do not drink alcohol ever.
- I drink alcohol, but I am never impaired (drunk) by alcohol.
- I sometimes drink more than I probably should.
- At times, other people have expressed concern about how much alcohol I've consumed.
- Other:\_\_\_\_\_

9. Are you a **violent** or **quick-tempered** person? (1 Timothy 3:3, Titus 1:7)

- No, I'm usually gentle, keeping my strength under control.
- Not usually, but sometimes I let myself get pretty fired up!
- I often do and say the wrong things when I'm mad.
- Yes, this is actually a serious problem for me. I need help with this!
- Other:\_\_\_\_\_

10. Are you **quarrelsome**? Do you often find yourself in arguments with other people? Have you lost friends or strained relationships because of your tendency to argue? (1 Timothy 3:3)

- No, I get along with most people most of the time.
- No, I'm not quarrelsome, and if you call me that again, I'm going to argue with you about it.
- Yes, I do tend to get into arguments with other people, but it's usually not my fault.
- Yes, I get into a lot of arguments, but I'd like to find better ways to deal with people.
- Other:\_\_\_\_\_

11. Are you a **lover of money**? Do you cut corners financially? (1 Timothy 3:3, Titus 1:7)

- No, I don't care much about money or things. I find it easy to give, and I hold my earthly possessions pretty loosely.
- No, but I'm often tempted by material things and the pursuit of money.
- Yes, I focus a lot on acquiring more money and material things.

Yes, I know I need to work on this, and would like help in this area.

Other:.....

12. Do you **manage your household** well? (1 Timothy 3:4-5, Titus 1:6)

Yes, we have a loving, peaceful family life.

Yes, but we have some trouble in our marriage that we should probably disclose.

No, we seem to have a lot of ups and downs in our household. We need help here.

Other:.....

13. Are your **children** walking with Jesus? (1 Timothy 3:4-5, Titus 1:6)

Yes, all of my children know and follow Jesus.

Yes, but one or more of my kids seem a little off track.

No, but they abandoned Jesus after they left our home.

No, but we became disciples after our children were grown.

No, we have children who have gone "wild" and are "disobedient" to the Lord.

Other:.....

14. Are you a **recent convert**? How long have you been seriously walking with Jesus? (1 Timothy 3: 6)

1-5 years

6-10 years

10-20 years

20 years +

Other:.....

15. Do you have a **good reputation with outsiders**? Is your reputation different inside and outside the church? (1 Timothy 3:7)

Yes, people in all areas of my life generally think well of me.

No, I've had some fallouts with family, friends, or employers that I need to clean up.

No, I get along with church people ok, but I have trouble with people in my community.

Other:.....

16. Are you **overbearing**? Do you have to get your own way? (Titus 1: 7)

Yes, I'm very competitive and always find myself wanting to "win."

Yes, sometimes I am selfish and want things to go my way.

No, I'm a team player, and I'm happy to decide things as a group.

No, I tend to be more of a follower than a leader.

Other:.....

17. Do you **love what is good**? (Titus 1:8) Check all that apply:

- I abstain from inappropriate sexual content in all forms.
- I'm currently struggling with inappropriate sexual content.
- I stay away from coarse joking, foul language, and off-color topics.
- I struggle with coarse joking, foul language, and off-color topics.
- I closely monitor the kinds of books, TV, and other media that I consume.
- I have no strong convictions about the kind of media I consume.
- Sometimes, I turn off shows I'm watching that get inappropriate.
- If something is inappropriate, I usually watch it anyway.
- I found myself always working to get away from worldly things.
- I don't really challenge myself in regard to worldly things.
- Other:\_\_\_\_\_

18. Have you ever been accused of being **holy**? When people consider you, do they see you as a man/woman of God? (Titus 1:8)

- Yes, people who know me know that I am serious about following Jesus.
- Yes, but only those closest to me know about my faith.
- No, people are sometimes surprised when they find out I'm a Christian.
- No, I think I'm a good Christian, but I don't consider myself holy. Can you help?
- Other:\_\_\_\_\_

19. Are you someone who is committed to **sound doctrine**? Do you hold tightly to the teachings of the Scripture? (Titus 1:9)

- Yes, I'm all in on the Scripture and use it to guide my life.
- Yes, I believe in the Scripture, but I don't know it really well.
- No, I've got some different, non-traditional views about the Bible.
- No, I just make stuff up as I go.
- Other:\_\_\_\_\_

20. Are you willing to **encourage others by sound doctrine and refute those who oppose it**? Are you willing to help shepherd a flock? (Titus 1:9, Acts 20:28)

- Yes, I am not afraid to counsel and confront people in accordance with God's Word.
- Yes, I am afraid, but I will confront people when I need to. (We can help you learn how.)
- No, I don't really want to get involved with that kind of ministry.
- Other:\_\_\_\_\_

## Additional Questions:

Do you have any questions about any of the Scripture or questions referenced above?

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Do you have any additional questions or concerns about anything not mentioned above?

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Do you have any questions about the points above? If so, please explain:

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Are you interested in any of the following:

- Preaching/teaching
- Performing weddings/funerals
- Children's Ministry
- Youth Ministry
- Senior's ministry
- Missions work
- Apologetics
- Counseling
- Church planting
- Church finances
- Community Outreach
- Prayer and Fasting
- Music Ministry
- Social media, marketing, publicity
- Bible College
- Other: \_\_\_\_\_

## HPCC Eldership Overview

In addition to the Scriptural qualities we've just looked at, there are some practical considerations for potential elders and their wives. Consider the following:

1. At (church name), only men will be considered elders. This is based on the clear teaching of Scripture and is part of the church's statement of belief.
2. Just like men and women work together in a marriage, we believe elders and their wives should work together to guide the congregation. We value the spiritual gifts, insights, and suggestions of our wives and will regularly include them in our conversations and prayers.
3. The pastor at (church name) is the lead elder, or the "head among equals" (see 1 Tim 5:17). Under his leadership, the staff is responsible for the church's operations and all programming decisions. The pastor's job is to cast the vision for the church, and the elders help hone and implement it.
4. The elder's primary responsibility is to "keep watch" over the congregation and to protect our people and our doctrine. (Acts 20:28)
5. All big-picture decisions will be made by consensus. Specifically, we are looking for unanimous decisions before action is taken or changes are made. This creates a system of checks and balances within our church's leadership. It also ensures that we are seeking the one voice of God's one Spirit.
6. There will be two types of elder meetings that happen at (church name). The first type of meeting will be an evening meal on an agreed-upon date. This meeting will be for elders and their wives and will be primarily relational. We will share a meal, pray together, and discuss any upcoming issues. This is a time to take care of each other and seek God's wisdom for our church. The second type of meeting will be an agreed-upon meeting for prayer and discussion of church business.
7. Elders at (church name) will make one-year commitments annually. Each new year, all elders will decide whether to recommit for the upcoming calendar year. If the pastor or existing elders feel that an elder needs to be removed from the team, that elder will not be invited to recommit for the new year.