

## **CONGREGATION ELDER MATERIAL**

### **Part 2: Elder Recommendation \ Characteristics**

#### **COASTAL ELDER RECOMMENDATION**

Coastal Community Church Elders are recommended by the congregation and undergo a robust screening and interview process before they are eligible for appointment to the Elder team. Accepting the volunteer role of Elder is not something to be taken lightly; Elders make extensive time commitments and take on deep spiritual responsibility in leading, and we are grateful for their selfless service on our behalf.

When we think about who would serve most effectively as an Elder in a church like Coastal, we consider what we call the “Five C’s” – Character, Competence, Chemistry, Courage and Calling... with the primary focus on Character. The Bible has a specific list of characteristics for the Elder found in 1 Timothy 3:2–7 and Titus 1:6–9.

#### *1. First “C”—Character (1 Timothy 3:2–7 and Titus 1:6–9)*

- Above reproach—Elders must lead by example and demonstrate a lifestyle free from patterns of sin.
- Faithful to his wife – Elders, if married, must be devoted spouses.
- Exercise self control—enslaved to nothing, and free from excesses.
- Live wisely—Elders must be balanced in judgment, not given to quick, superficial decisions based on immature thinking. Ability to distinguish truth from error, right from wrong, pure motives from impure motives.
- Good reputation—a track record of demonstrating honorable behavior. Able to keep information confidential.
- Enjoy having guests in his home---Hospitable; unselfish with personal resources, willing to share blessings with others.
- Able to teach—Elders must be able to communicate truth and sound doctrine in a non-argumentative way. (\*Not the same as having the “gift” of teaching - Romans 12:7; 1 Corinthians 12:28; Ephesians 4; 11 - nor does it have anything to do with preaching. Relates to the Elders’ ability to understand the Word and clearly and effectively communicate it to others.
- Not be a heavy drinker---Elders must be free from addictions and willing to limit their liberty for the sake of others.
- Not violent--- or quick-tempered, and able to exercise self-control in difficult situations.
- Gentle---patient, not be stubborn, or prone to forcing their opinions on others
- Not quarrelsome—not contentious; always have to be right. Servant-minded.
- Not love money—Elders must not be stingy, greedy, or preoccupied with amassing material things.
- Manage own family—Elders must have a well-ordered household and a healthy family life.
- Not a new believer—They must have been a Christian long enough to demonstrate the reality of their conversion and depth of spirituality.

- Spoken well of---Good reputation with outsiders; well-respected by unbelievers and free from hypocrisy.
  - Live a blameless life---not flirting with sin; beyond reproach
  - Loving what is good—Elders must desire the will of God in every decision.
  - Just—Elders must desire to be fair and impartial. Their judgments must be based on scriptural principles.
  - Devout—Elders must be devoted Christ followers, seeking to be conformed to His image. They must be committed to prayer, worship, the study of Scripture, and the guarding of their spiritual walk.
  - Strong Belief—Elders must be stable in the faith, obedient to the Word of God, and continually seeking to be controlled by the Holy Spirit.
2. Second “C”—**Competence**: Defined as specific, Holy Spirit-endowed gifts, combined with skills acquired through training and life experience. For instance: Conflict-resolution skills \ ability to Hear the Spirit provide direction for God’s best in a given situation. Ability to envision the future of the church and communicate it well to others.
  3. Third “C”—**Chemistry**: The intangible quality of being able to “fit” within the existing team; to encourage unity and relational harmony within the team.
  4. Fourth “C”—**Courage**: The ability, when needed, to enter into difficult conversations \stances and defend the faith, the church, and individuals in ways that preserve and maintain the church family. The ability to speak the truth in love without destructive results.
  5. Fifth “C”—**Calling**: The ability to sense God’s calling on one’s life for a particular season of service to the body of Christ: “I think God is in this.”

### **Elder Prerequisites**

- Elders must be **participating members** of Coastal.
- Must meet scripture qualifications for elders (\*see above)
- The way we define our Core Leaders at Coastal: Active in a Life Group \ Consistently giving their tithes and offerings at Coastal \ Serving in some capacity in the church

### **Time Commitment for Elders**

- Elders’ meeting—one per month.
- Elders’ retreat—one weekend per year .
- Four to six hours (on average) per month for review of Elder Team materials, policies, correspondence, meeting preparation, and team conference calls.
- In addition to the regular Elders' meeting, committee responsibilities may require additional hours each month, depending on the committee's requirements.

- If serious issues arise that require immediate attention by the Elder Team, additional hours may be required outside of regular Elders' meetings. (This happens infrequently, but is a possibility.)