

MULTIPLYING ELDERS



Elders Workshop
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ELDERING

What it isn't...

What it is...

CHARACTER

What is it?

The inner being of who we are, (II Corinthians 4:16), the inner man (Ephesians 3:16)... and what we set our hearts and minds on (Colossians 3:1-2).

How does Scripture explain what it is?

- **I Timothy 3** - above reproach, husband of one wife, sober-minded, self-controlled, respectable, not a drunkard, not violent but gentle, not quarrelsome, not a lover of money, manage his own household well, well thought of by outsiders
- **Titus 1** - above reproach, husband of one wife, his children are believers, not given to debauchery or insubordination, not arrogant, not a drunkard, not violent, not greedy for gain, lover of good, self-controlled, upright, holy, disciplined
- **I Peter** - not lording it over those entrusted to you, being examples

What does it look like at Mission?

- Interview process
- Meals and accountability time before monthly meeting - weekly prayer Saturday morning
- Four questions at accountability time... 1) How is your relationship with the Lord? 2) How is your relationship with your wife and children? 3) How is your heart toward ministry and church? 4) Has your heart remained pure?

x
x x
x x x
x x x x
x x x x x

CONVICTION

What is it?

Displays a deep affection for Jesus Christ, His Church and demonstrates a willingness to assist in leading and caring for it... alignment in ministry

How does Scripture explain what it is?

Willingness to lead the church

- **I Timothy 3** - desires a noble task,
- **I Peter 5** - not because you must, but because you are willing, as God wants you to be...eager to serve
- **Acts 20** - committed to and commending others to the word (Acts 20)

Alignment in ministry

- **Ephesians 4:2-6** - be completely humble and gentle, be patient, bearing with one another in love, make every effort to keep the unity of the Spirit which is the bond of peace, one.....body, Spirit, hope, Lord, faith, baptism, Father

What does it look like at Mission?

- Six pursuits - Fervent Prayer, Biblical Preaching, Passionate Worship, Purposeful Discipleship and Care, Courageous Evangelism. Strategic Church-Planting & Networking
- Four Commitments - the Mission (Matthew 16:13-18), Maturity (Luke 2:40), Ministry (Mark 10:45), Multiplication (Matthew 25:14-30)
- Small Groups
- Missions

COMPETENCY

What is it?

Shepherd (caring and protecting people), Teacher (feeding, instructing, and refuting), Leader (organizational decisions, finances, appoint other leaders)

How does Scripture explain what it is?

- **I Timothy 3** – hospitable, able to teach, manage his own family well, not a recent convert
- **Titus 1** – put what remained in order, hospitable, give instruction in sound doctrine, rebuke those who contradict it
- **I Peter** – be shepherds of God's flock, watching over them
- **James 5** – praying for the sick
- **I Timothy 5** – do not be hasty in the laying on of hands
- **Acts 20** – be alert, working hard, be generous

What does it look like at Mission? (In process of formalizing)

- Believer for at least 5 years and member for at least 3 years
- Attended Consider Mission / Commit to Mission
- Completed BILD series 1 – books 1-4
- Completed at least 3 of the core four and Systematic Theology
- Completed Soul Care Basics
- Demonstrated shepherding and leadership ability in a Mission ministry (usually small group leader or coach)
- Serve as an elder intern for at least 1 year
- Additional opportunities to be an example to the church and to lead and shepherd people include:
 - Sunday morning worship services
 - Sunday evening “Night of Worship”
 - Special services – conferences and workshops
 - Baptisms
 - Memorial services
 - Requests for James 5 anointing
 - Saturday morning prayer
 - Sunday morning prayer (before and during service)
 - Work days
 - Service in the Food Pantry
 - Myerstown Campus
 - General visitation, hospital visits, elderly, widows, and other people in need

CHEMISTRY

What is it?

Personality, relational capability, cultural fit, emotional intelligence

How does Scripture explain what it is?

- **I Timothy 3** - not quarrelsome
- **Titus 1** - not arrogant or quick tempered
- **Acts 20** - he knelt down and prayed with them and there was much weeping
- **Ephesians 4:1-6** - live a life worthy of the calling, completely humble and gentle, bearing with one another in love, make every effort to keep the unity of the Spirit which is the bond of peace
- **Philippians 2:3-4** - nothing from selfish ambition or vain conceit, looking to the interests of others
- **Ephesians 4:15-16** - speaking the truth in love, yet knowing we are part of the body and we must work together under the one who is the head, Christ
- **Proverbs 17:17** - a friend love at all times, and a brother is born for adversity

What does it look like at Mission?

- Ground rules (we show respect for each other, don't talk over one another, show deference)
- Recognizing differences - spiritual gift assessments
- We all have gifts that differ
- Consensus - committed to not moving ahead without being unified
- United front - even in disagreement

CAPACITY

What is it?

The combination of both desiring the work and the ability to effectively handle other areas of life

How does Scripture explain what it is?

- **I Timothy 3** – desire the work
- **I Peter 5** – willing
- **I Timothy 3** – manage his own family well
- **Luke 14:28** – building a tower, sit down and estimate the cost to see what is needed
- **Matthew 6:33** – seek first the kingdom
- **Ecclesiastes 3:1-2, 11** – there is a time for everything, He has made everything beautiful in its time
- **Ephesians 5:15-16** – be careful how you live, not as wise but as unwise, making the most of every opportunity, because the days are evil
- **Psalms 90:12** – teach us to number our days that we may get a heart of wisdom
- **Luke 10:38-42** – Martha and Mary – does life need to be simplified
- **Psalms 37:5** – commit your way to the Lord, trust in Him and he will do this

What does it look like at Mission?

- Sense and spirit of priority for family
- What does it take for you to be on Mission? – everyone must answer that question in their own context and life
- Sabbatical year – 2 / 3 year terms

CASE STUDIES (RECRUIT, TRAIN, EVALUATE)

- 1) Elder candidate Joe has been with your church for 5 years and a small group leader for three years. He has been a faithful member of your church and is well respected among your congregation. His character, from all appearances seems to meet the qualifications from I Timothy 3 and Titus 1 and he is well rounded in doctrinal matters. He has never served on an elder board before. Using the 5 C's, what are two to three questions that would help you assess Joe's qualifications as an elder?

- 2) Elder Luke has served as an elder for 1 year and is due for an annual review to see how his first year of eldership is going. While he always communicates his absences, he has missed four of the 12 monthly meetings. Additionally, it is apparent from his questions and body language at elder meetings that he is less than impressed with how money is being allocated. Using the 5 C's, what are some questions that you could ask that would help reveal what is happening in Luke's life and mind.

- 3) As vice chairman, you have been asked to come up with an evaluation form for elders that will be administered every two years to each elder. Using the 5 C's, draft one question from each area that you believe would be helpful in the evaluation process.

- 4) Next month's elder retreat is coming up, and you have been asked to help with the training portion of the retreat. What are three ways you could use the 5 C's in helping to shape the training for the retreat?

- 5) Elder Chris has just disclosed that he has had an emotional affair with a coworker. After spending time with him, you learn that he has been working 70+ hours a week, one of his kids has required extra medical attention due to an unusual infection, and his wife has been very depressed. Using the 5 C's, what are some possible ways of dealing with this situation?