

ELDER PROCESS

KEY ELEMENTS OF THE PROCESS

Elder Values

- Does this person meet biblical qualifications to be an elder

The Journey Expectations

- What are our expectations as a church for the person in this role

Vetting Process

- The steps we take to be sure this person is fit to be an elder

Training Process

- Process for training a new elder

Continuing Elder Process

- Our process for continuing to grow elders and to make sure we are a team working towards the same vision and living out the same mission

THE JOURNEY ELDER VALUES

Here are the Biblical values we see in elders at The Journey...

- A reputation that is above reproach
- Faithfulness to one's wife
- Raising children to know Christ
- Moderate consumption of alcohol to avoid intoxication
- Hospitality toward others
- Generosity, not being a lover of money
- Self-control and temperateness
- Firm belief in the Gospel message
- Devotion to prayer and the Word
- Ability to lead and guide others in gospel truth
- Positive relationships with people outside the church
- Consistent commitment to the Journey as evidenced by praying, attending regularly, joining a group, serving in ministry, giving a tithe, and supporting the vision [as described in the Partnership agreement]
- Wife has a similar commitment and support to the Journey and its vision and ministries; she has a positive reputation of self-control, faithfulness, and peacefulness (i.e. not quarrelsome)

- Discussions amongst the Elder Board need to begin from a position of trust and respect.

Passages that support these values

- [1 Timothy 3:1-7](#)
- [Titus 1:5-9](#)
- [1 Peter 5:1-4](#)

THE JOURNEY PRE-ELDER EXPECTATIONS

To become an elder at The Journey, these are the steps that must first be taken.

- ☐ Be Baptized
- ☐ Attend Starting Point class
- ☐ Attend Meet The Journey class
- ☐ Attend Encounter Jesus class
- ☐ Be serving in a ministry
- ☐ Be involved in a group - neighborhood or affinity
- ☐ Be giving generously
- ☐ Be in our leadership pipeline
- ☐ Currently be leading a team or group
- ☐ Unified with the vision & mission of the church
- ☐ Be a partner

ELDER VETTING PROCESS

1 - Identify potential elders within the church.

- With these values and expectations in mind, the Elder team will keep an ongoing list of possible candidates and will discuss that list quarterly.
- Current elders will vet our leadership pipeline list and talk about potential elders who exemplify elder values and are living out elder expectations.

2 - Invite potential elder(s) to be a part of a 6-month cohort who meets twice a month.

- Once potential elders are identified, we will invite them into an elder cohort.
- This elder cohort will be a group of male leaders already within The Journey who have met the expectations above.
- [Each man would fill out a detailed questionnaire discussing their spiritual and day-to-day life.](#)

- Each participant will be told from the very start this may or may not end up with them being invited to take next steps with us as an elder so take some time to pray and seek God's wisdom.

3 - The 6-month cohort would cover these topics:

- Theology - Our views on God, Jesus, Holy Spirit, Bible, Communion, Baptism and our theology on topics like LGBTQ, women in leadership, etc.
- Leadership structure of The Journey
- Role of elders in this structure

4 - Invite potential elders into an interview process.

- For those in the cohort we would like to take next steps with, we would invite them into an interview process.
- This process would be our current team holding a face-to-face interview with them discussing questions from the cohort, making sure they are a fit for our team and church.
- We would finish our interview time praying with the candidate.

5 - Elder Team discussion

- The current elder team would spend time discussing this candidate and our thoughts on them being on our team.
- This is where any concerns or needed clarifications would be brought to the team.
- If any concerns do come up, then there would be a meeting with the candidate to get a clearer understanding of those concerns.
- In the end, the elder team would vote on bringing the candidate on as an apprentice elder.

6 - Invitation to be an apprentice elder.

- When the candidate has been voted on and approved by the Elder Team, we will make an invitation to them to become an apprentice elder.
- The candidate will have up to 1 month to pray about this offer and let us know if they will accept the invitation or would like to pass.
- If they do pass - but decide in the future they would like to be an elder - we will need to restart this process once again.

TRAINING PROCESS

If the elder role is accepted and approved by the current board, here is the timeline. The Elder calendar for planning purposes will run from January 1 to December 31. However, the Elder team can add an apprentice, or elder, at any time.

1 - Year 1 is an apprenticeship year.

- The apprentice year is all about growing these men and pouring into them.
- They will attend monthly scheduled Elder meetings plus other meetings as needed .
- They will add input and thoughts into any discussions.
- They will have no voting ability during the apprentice year if a vote is taken.
- They can not hold a position of Chairman, Co-Chairman, or Secretary, on the elder board in their apprentice year.

2 - After the apprentice year, the board and apprentice decide whether he is a good fit.

- The Elder team will go through a time of prayer and fasting, seeking the Spirit's direction in moving forward.
- The Elder team will discuss with the apprentice elder their experience over the prior year. Discussions will be about any concerns present and/or how we see him as a good fit for this team while sharing what strengths have been seen and also areas the elder can work on .
- The Elder team will go back over our Biblical Criteria and Elder Expectations with the apprentice elder.

3 - The Elder Team votes for the apprentice elder to be on the team.

- This should be a unanimous vote for the apprentice to be on the Elder team.
- If there are 'No' votes, the Elder team should carefully listen to the concerns and decide what appropriate next steps should be at that time.
- If at the end, a 'No' vote is still present, and no consensus is reached, the apprentice will not be added to the team and will be told in a face-to-face meeting with the team sharing their concerns.

4 - Put out the name(s) of elder candidates to the church body for feedback.

- If an apprentice elder is voted to come aboard the Elder team, his name would be shared with the church asking for any concerns related to that individual being shared with the Elder team. This will be done through a church wide email.

- If there are concerns, elders will sit down with the person bringing about those concerns and the potential elder to find out more about what those concerns may be.
- If the Elder team finds those concerns are valid, they would sit down with the candidate to understand better what is going on before making any final decisions.
- If the Elder team concurs with those findings, we will pull the candidate's name and start a process of healing.
- If the Elder team does not concur, we will sit back down with the concerned member to see how we can best move forward.
- We will allow 2 weeks for church feedback.

5 - Elder commissioning

- If, after the end of two weeks of feedback, there are no concerns, we will present the new elder to the church body.
- This presentation will take place on a Sunday morning during one of our worship services and include a commissioning time from the stage.

CONTINUING ELDERS' PROCESS

1 - Each elder will serve a 3-year term.

- For a new elder, the start date would be the next monthly Elder meeting.

2 - After the 3-year term, if an elder wants to remain on the team, he will reapply for the role of elder.

- At the end of his 3-year term, each elder will fill out a Reapplication questionnaire. After filling it out, the elder will sit down and walk through his answers with at least two other elders.
- After this conversation, the current elders will make a decision about whether to affirm or deny the reapplying elder on a next term.
- If he is affirmed, his term will be another three years.

3 - At any time, an elder can ask for a Sabbatical period.

- This Sabbatical time may be any length of time.
- If this Sabbatical is during the elder's normal term, he does not need to reapply for his role. But a conversation with the other elders after that time away will be needed to affirm him coming back.
- If at any point a majority of the elder team feels an elder needs to take a Sabbatical from the team, the elder in question will do so.

UPDATES RECORD

DATE	Updated By Whom	Confirmed by
December 4, 2023	Chad Simpkins	
December 5, 2023	Jim Pruitt	
March 6, 2025	Chad Simpkins	