



# ***THE WAYPOINT*** 55

*"Ministry-focused webinars in 55 min or less"*

***Our Webinar  
begins promptly  
at 7:30pm.  
Please stay  
tuned.***





# **BUILDING AN ELDER PIPELINE:**

**Develop a Plan for Vetting and  
Training Future Elders**



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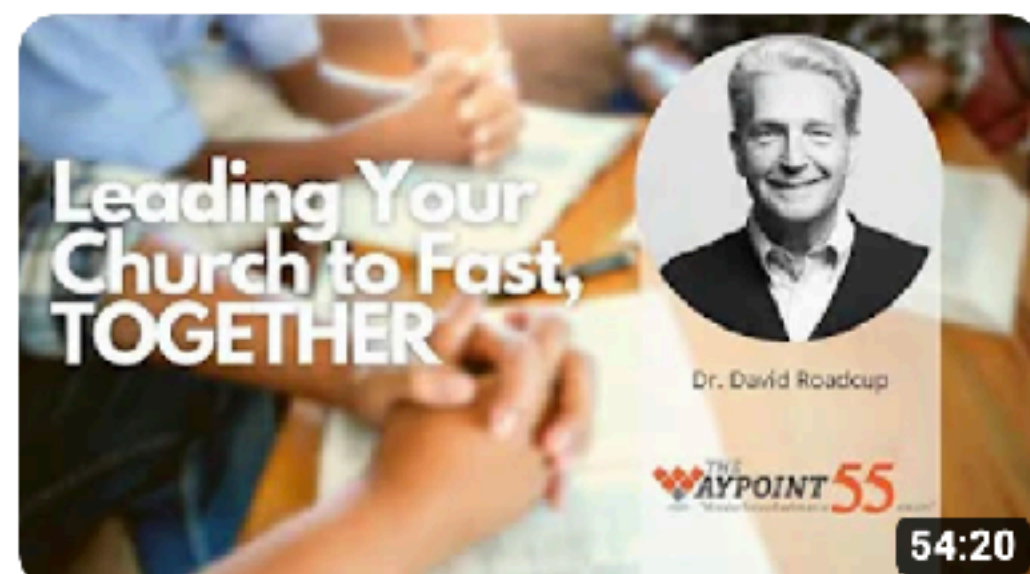
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# 11 COMMON ELDER ERRORS

September 16, 2024  
8 PM-8:55 PM





# KEY ELEMENTS OF THE PROCESS



# KEY ELEMENTS OF THE PROCESS

- Elder Values



# KEY ELEMENTS OF THE PROCESS

- Elder Values
- The Journey Elder Expectations



# KEY ELEMENTS OF THE PROCESS

- Elder Values
- The Journey Elder Expectations
- Vetting Process



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- Elder Values
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- Training Process



# KEY ELEMENTS OF THE PROCESS

- Elder Values
- The Journey Elder Expectations
- Vetting Process
- Training Process
- Continuing Elder Process



# **THE JOURNEY Elder VALUES**

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

- 1. A reputation that is above reproach**
- 2. Faithfulness to one's wife**
- 3. Raising children to know Christ**
- 4. Moderate consumption of alcohol to avoid intoxication**
- 5. Hospitality toward others**



# **THE JOURNEY Elder VALUES**

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

- 6. Generosity, not being a lover of money**
- 7. Self-control and temperateness**
- 8. Firm belief in the Gospel message**
- 9. Devotion to prayer and the Word**
- 10. Ability to lead and guide others in gospel truth**



# THE JOURNEY Elder VALUES

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

**11. Positive relationships with people outside the church**

**12. 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]**



# **THE JOURNEY Elder VALUES**

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

**13. 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)**

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



# THE JOURNEY Elder VALUES

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 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



# The Journey Pre-Elder Expectations

To become an Elder at The Journey, these are steps that must first be taken

- 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.**



# Elder VETTING PROCESS

**1 - Identify potential Elders within the church.**

**2 - Invite potential Elder(s) to be part of a six-month cohort that meets twice a month.**



# Elder VETTING PROCESS

## 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



# Elder VETTING PROCESS

**4 - Invite potential Elders into an interview process.**



# Elder VETTING PROCESS

**4 - Invite potential Elders into an interview process.**

**5 - Elder Team Discussion**



# Elder VETTING PROCESS

**4 - Invite potential Elders into an interview process.**

**5 - Elder Team Discussion**

**6 - Invitation to be an apprentice Elder**



# Elder 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.



# Elder TRAINING PROCESS

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 to 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.



# Elder TRAINING PROCESS

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.



# Elder TRAINING PROCESS

## 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.



# Elder TRAINING PROCESS

## 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.



# Elder TRAINING PROCESS

## 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



# **CONTINUING Elders' PROCESS**

**1- Each Elder will serve a 3-year term**

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



# **CONTINUING Elders' PROCESS**

**1- Each Elder will serve a 3-year term**

**2- After the 3-year term, any Elder who wants to remain on the team will reapply for the role of Elder.**

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



## Objective:

- Define The Journey's Vision and monitor execution.

## Job Products:

- Clear and effective vision and values
- A clear and effective Elder Pipeline
- A Spiritually, Emotionally, and Physically Healthy Lead Pastor
- A Model of Surrendered Living
- Proactive Doctrinal Protection
- A current Governance Policy Manual
- Unity and Relational Health as an Elder Team
- A Spiritually Healthy Flock
- Ongoing and Annual Elder Evaluation
- Ongoing and Annual Lead Pastor Evaluation
- A Financially Sustainable Church





# YOUNG LEADERS

MENTORING THE COMING GENERATION OF  
CHURCH LEADERS

AUGUST 11<sup>th</sup> @ 8PM







# CRAFTING A PARTNERSHIP AGREEMENT WITH YOUR MISSIONARIES

MONDAY | JUNE 16TH | 8PM





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