SELECTION OF ELDERS

SELECTING & APPOINTING NEW ELDERS
The first New Testament elders were appointed by the founders of the church. By this example, we believe that the selection and appointment to the Board of Elders at TNLC is to be by the spiritual leadership of the church. The process outlined below is intended to engage the leadership of the Next Level Church in the identification of and appointment to the Board of Elders.

Process:
1. Announce
   TNLC will announce that the Process for Selection and Appointment of New Elders has been initiated.

2. Identify and Nominate
   The BOE shall seek names of individuals who call TNLC their church home for consideration as an Elder. Names may come from any number of sources including (but not limited to) the Board of Elders, Staff, and recommendations from the congregation. The names of those identified should be brought forth in the BOE meeting for discussion. At the close of a preliminary discussion, the BOE will nominate the candidates that will be asked to continue the Elder Selection and Appointment process.

3. Inquire
   The individual(s) who has been identified as a candidate(s) will be contacted by a member of the BOE and informed that their name has been brought forward. They will be asked to engage in self-appraisal and personal evaluation in light of the Biblical qualifications and the corporate responsibility of the Elder position at TNLC. Each candidate will be asked to fill out a basic questionnaire designed to give insight into their faith (see documents “Elder Expectations” and “Elder Questionnaire”). The candidate will be granted one month to accept or decline their invitation to continue in the Elder selection process and return their Questionnaire and Reference Forms.

4. Interview
   Each candidate will be asked to interview with a team of three (3) Elders. They will be asked questions and give opportunity for the candidate to ask questions in return. Questions should be designed to ascertain the candidate’s qualifications and to establish their understanding of and their commitment to the appointment. The BOE is also encouraged to conduct personal interviews with the perspective candidates for consideration as an Elder at TNLC.

5. Confirm and Notify
   After careful and prayerful consideration of each nominee and other appropriate factors, the Board of Elders will select the individual(s) to be affirmed as an Elder of TNLC. All nominees will be informed of the Board’s decision. The nominees who were not considered for appointment will be contacted by at least one the members of the Board of Elders who will explain the reasons they were not selected.

6. Present
   Newly appointed members will be presented to TNLC and enter into a covenant with them. At the conclusion of the presentation, there will a time of corporate prayer and celebration.
EXPECTATIONS OF THE INDIVIDUAL ELDER

QUALIFICATIONS

1. Character
Elders must not only have the necessary skills to lead, they must also possess the character required to lead. A lack of character will negatively influence the community the elder has been entrusted to lead. A person who possesses character is a person who chooses to be vulnerable. This involves choosing "to let others know you, have access to your life, to teach you, and to influence you." In being vulnerable you are communicating that you are a person of integrity and humility. More than anything else, character is what allows you to build relationships that influence others. This person is to have a good reputation with both believers and unbelievers.

While the biblical phrase “above reproach” does not translate to perfection, it does convey a consistent expression of sincere faith. An Elder must be pure in their sexual life. The implied requirement is that a person has had a long enough period of sexual purity as to be respected and approved as living a holy life. An Elder demonstrates the ability to effectively lead their home. This includes providing an environment for spiritual growth, discipline, and loving nurture.

2. Competency
Elders must have a firm theological knowledge of the Bible. Along with this knowledge, they must be able to draw from both culture as well as their own life principles on following Christ and building God's kingdom. They must have the ability to teach others from God’s Word in a clear and relevant way.

Elders must also have the ability to provide spiritual direction to those within The Next Level Church. Spiritual direction is “an act of giving attention to what God is doing in the person who happens to be before you at any given moment. It involves helping people to “cultivate a deeper personal relationship with God in the midst of life experiences.” They must be recognized as having a heart toward others and an ability to carry out service to the body of Christ.

Elders must have the ability to address and carry out conflict resolution within their group. An Elder must be able to listen and interpret emotions to people who have some sort of conflict between them. Conflict resolution is not the ability to solve every person’s problem; rather it is the ability to lead others towards unity.

3. Chemistry
Elders must fully embrace the Vision & Values of The Next Level Church. They are people who both value and embody the Core Values and actively pursue them seeing them develop in others. They are committed to supporting the direction of TNLC through both words and actions. Their desire is to see the long-term development of The Next Level Church and thereby set the standard for partnership with TNLC. An Elder is a person who shows self-control in all matters and the ability to function in healthy relationships as a team member with the church leadership.

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1 The Ascent of a Leader, Bill Thrall, Bruce McNicol, and Ken McElrath
2 Sacred Companions, David G. Benner