

Elders Candidate Reserve Document

Purpose:

This document aims to provide guidelines for selecting suitable candidates to be on the “Elders Candidate Reserve” that will receive further training and mentorship by senior pastor or an elder and will later become the formal elder candidate(s) to be confirmed by the DCFC Members Meeting.

General Qualifications:

1st Timothy 3:1-7; Titus 1:5-9; 1st Peter 5:1-3; DCFC Constitution 2B ii a-l.

Evaluation Considerations:

I. Character

Do the candidates have consistent internal and external character in all spheres of life to be a biblical elder? Do they Authentic pursuit of character and integrity in marriage, ministry, and work:

- *Are they humble and teachable?*
- *Are they the same person on the inside as they are on the outside?*
- *Are they flourishing in their marriage or singleness?*
- *How do they cultivate their relationship with Jesus?*
- *What is their track record around self-control?*
- *How do they steward their resources? What is their motivation?*
- *Do they have a track record of insubordination or problems with authority?*
- *Are they emotionally healthy/addressed trauma in their life?*
- *Are they able to handle criticism constructively?*

II. Competency

Do the candidates have the experience, knowledge, and ability in service, theology, pastoring, leadership, and culture to be a biblical elder?

A. Service Competency

Includes past service experiences such as “Deacon Board Service,” “Fellowship Chair Service,” “Elder Board Service” (Are not elders at DCFC), and “Any other

service” (i.e., ministry committees).

*How did other people observe them in their service and accomplishments?
In their challenges and under criticism?*

i. Self-controlled vs. Controlling

1. Self controlled: *Did they manage their emotions well? Did they communicate lovingly when they didn't agree?*

2. Controlling: *Did they manipulate others to gain influence or personal agenda?*

ii. Courage in conflict vs. Cowardice in conflict

1. Courage: *Were they proactive in difficult situations? (e.g., confronting sin, etc.)*

2. Cowardice: *Were they passive in avoiding difficult situations? Did they avoid confrontation?*

iii. Conviction vs. Double-minded (James 1:8)

1. Conviction (to the church): *Were they striving to achieve the mission of the church for the benefit of the flock and the glory of God?*

2. Double-Minded (personal agenda and/or approval of others): *Were they pursuing their own agenda? Were their convictions aligned with the mission of the church or for other people?*

iv. Contributor vs. Combative

1. Contributor (open-minded): *Were they actively contributing to the mission of the church? Were they open to new ideas and offering ways to improve the church?*

2. Combative (Closed-minded): *Were they against new ideas? Were they unnecessarily aggressive about new ideas or new events. Do they cling too tightly to the 'old days'?*

v. Compassionate vs. Callous

1. Compassionate: *Do they show compassion towards those who are struggling or towards those whom they disagree with? Are they able to lead effectively while maintaining harmony?*

2. Callous: *Were they driven at the expense of damaging team harmony and the goals of the team?*

B. Theological Competency:

Do the candidates adhere to DCFC's theological tradition and have a robust theological understanding and conviction of key doctrines of the Christian faith? Have they been properly trained (formally or informally)?

i. Adherence to the following:

1. DCFC Bylaws
2. Statement of Faith
3. DCFC Theological Tradition

ii. DCFC Leadership Training or Relevant Leadership Training.

C. Pastoral Competency:

Do the candidates have Pastoral experience and equivalent training to effectively teach/preach, counsel, and equip others?

1. Preaching a message or teaching a lesson/class
2. Leading and/or facilitating, small groups, community groups or fellowship groups

D. Leadership Competency:

Do the candidates have had effective leadership and/or administrative experience such as organizing, effectively delegating, and leading meetings?

1. Leading meetings and committees
2. Organize, delegate, and communicating effectively with others

E. Cultural Competency:

Are these candidates able to effectively navigate the diverse cultural and generational context of DCFC?

1. Are they able to navigate first and second generation leadership and ministry issues well?
2. Do they have cultural awareness of the values and strengths and weaknesses of both the first and second generation?
Cultural differences among specific Chinese, Asian, and American ethnic groups?

III. Chemistry (Teamwork)

Teamwork, the ability to work together with others to accomplish the goals of the organization. Ministry is the work done by the body of Christ, no individual operates independently, all parts are interconnected and yet serve a great purpose.

“Do they lead from the front (as servant leader, setting the example) or from the back (as the boss, mainly commanding)?”

What does “destructive” teamwork look like?

- o “my way is the only way” – inflexible, rigid
- o “does not say what they mean” – manipulated, dishonest
- o “hidden agenda” – ulterior motives
- o Self-protection - defensive

What does “constructive” teamwork look like?

- O Mutual trust, do you believe they have your best interest (or team’s interest)?
- o Submission to the group decision (Do they wear the “team hat?” Do they slander or gossip about the group behind their back?)
- o Embrace / encourage different opinions/differences (personality)

- o Praise others accomplishments, recognize others

How does this candidate's present view on leadership?

- o How well does he follow?
- o Does he submit to decisions that may not be his preference?

Administration Process:

I. Selection of Candidates

1. Nominated by three pastoral/elder members.
2. Approved by 3/4 Elders Board members, based on the above evaluation considerations.

II. Mentoring/Training of Candidates

1. Each candidate will be mentored by senior pastor or an elder for at least one year.
2. Mentorship will include (but not limited to): a) "Leadership Essentials" by Greg Ogden and Daniel Meyer; b) "Biblical Eldership" by Alexander Strauch.
3. When needs arise to elect new elders, the formal candidate(s) will be selected among these candidates for further confirmation by DCFC Members Meeting according to the Bylaws.