

Roles and Qualifications for Nominations 2025

Church Roles to Consider

Board

Board Member [3 year term]

- Members of the Church Board (men and women)
- Responsibilities for all Board Members
 - The policy making group for the church*
 - Responsible to ensure that the mission of the church is carried out*
 - Approve and oversee priorities, goals, strategies, ministries, key initiatives*
 - Oversee & authorize hiring & firing & evaluation of pastors (other than hiring Senior Pastor)*
 - Oversee church finances & property*
 - Oversee pastor & staff in ministry teams and committees*
 - Be the “court of final appeal” for disputes related to church business*

Board Member/Elder [3 year term]

- Some of the Board Members are also Elders (men)
- Additional responsibilities for Elders
 - Scriptural direction of church*
 - Doctrinal teaching of church*
 - Counsel and accountability for Senior Pastor; primary source of encouragement and strength to Senior Pastor*
 - Church discipline*
 - Oversee church membership*

Note that all Members of the Board (including Member/Elders) have equal voice and equal vote

Nominating Committee [2 year term]

The role of the Nominating Committee is to nominate people for affirmation by the congregation, who will serve as Nominating Committee Member (2 people each year) as well as Board Member or Board Member/Elder (as needed). It is anticipated that the Nominating Committee will normally do most of its work between September and January each year.

Search Committee [until the task is completed]

- Presented to the congregation when there is need to search for a senior pastor

Qualifications

Fundamental Assumptions

- We are not looking for perfection (head, heart, or hands) [[1 John 1:8-2:2](#)]

- We are looking for people who are redeemed/forgiven, and who are growing in head, heart, and hands [[1 John 2:2-6](#)]
- We are to be discerning [[Hebrews 5:11-14](#)] not judgmental [[Matthew 7:1-5](#)]; we recognize that only God can ever fully know people's hearts [[Acts 1:24](#); [John 2:24-25](#)], so we look for the Spirit's work and leading
- We are to pursue our own growth in Christ as we discern others [[Matthew 7:5](#)]
- Our work must be in love [[1 Corinthians 13:1-3](#)]
- We are seeking to hear and follow the guidance of the Spirit [[Philippians 1:9-11](#); [Acts 15:28](#)], not merely human thinking [[Matthew 16:23](#)]

Categories of qualifications

- Relation to church
- Spiritually mature
- Solid personal life
- Solid home & public life
- Strong & growing cross-cultural abilities
- No disqualifiers
- Related to the specific roles

Shared by all

Relation to church: a member in good standing who embraces the church's doctrine, vision, and values, and is known and trusted within the congregation

- Member in good standing (or will be a member in good standing at the time of the congregational vote)
- Embrace the doctrine of the church [[1 Timothy 3:9](#); [Titus 1:8](#)]
- Embrace the vision and values of the church [[Philippians 2:1-2](#); [Acts 15:28](#); [Acts 13:2-3](#)]
- Known and trusted within the congregation [[Acts 6:3](#); [1 Timothy 3:2, 10](#); [Titus 1:7](#)]
- Is pursuing peace and unity with others in the congregation [[Ephesians 4:3](#)]; has appropriately sought reconciliation with others where there has been conflict [[Matthew 5:21-24](#)]

Spiritually mature: is mature and growing in Christ, walking in the Spirit, who serves as an example to others

- Filled with the Spirit and faith [[Acts 6:3, 5](#)]
- Filled with wisdom (understanding and skill for the responsibility) [[Acts 6:3](#)]
- Example to congregation [[1 Peter 5:3](#)]
- Not a recent convert [[1 Timothy 3:6](#)]
- Control tongue/be honest/not a gossip [[1 Timothy 3:8](#)]

Solid personal life: is an example of living a life of goodness and self-control, expressing love, gentleness, and humility

- Self-controlled [[1 Timothy 3:2](#); [Titus 1:8](#)]
- Respectable [[1 Timothy 3:2](#)]

- Hospitable (welcoming to others and sharing with others, including those unlike him/her) [[1 Timothy 3:2](#); [Titus 1:8](#)]
- Lover of good (doing good works) [[Titus 1:8](#)]
- Gentle [[1 Timothy 3:3](#)]
- Worthy of respect [[1 Timothy 3:8](#)]
- Humble/Not arrogant [[Titus 1:7](#)]
- Slow to anger [[Titus 1:7](#)]
- Upright [[Titus 1:8](#)]
- Holy [[Titus 1:8](#)]
- Good [[Titus 1:8](#)]

Solid home & public life: whose life at home (whatever the situation) and in public (work, school, and community) is good and honorable

- If married, spouse is a solid and mature believer [[1 Timothy 3:2, 11](#); [Titus 1:6](#)] and supportive of this task [[Philippians 2:1-2](#); [Luke 14:28-32](#)]; appropriate reconciliation if divorced [[1 Corinthians 7:10-11](#); [Matthew 5:23-26](#)]
- If a parent, manage household well [[1 Timothy 3:4-5](#); [Titus 1:6](#)]
- Good reputation with outsiders [[1 Timothy 3:7](#)]

Strong and growing in cross-cultural abilities [most of these items are duplicated from other qualifications]: listens and interacts well with others across differences

- Embrace the vision and values of the church [[Philippians 2:1-2](#); [Acts 15:28](#); [Acts 13:2-3](#)]
- Hospitable (welcoming to others and sharing with others, including those unlike him/her) [[1 Timothy 3:2](#); [Titus 1:8](#)]
- Humble/Not arrogant [[Titus 1:7](#)]
- Slow to anger [[Titus 1:7](#)]
- Slow to speak / Quick to listen [[James 1:19](#)]
- Not quarrelsome [[1 Timothy 3:3](#)]
- Have demonstrated the ability to interact with rich ways with people across differences, both when in power and when under another's authority [[Acts 6:3](#); [1 Timothy 3:10](#)]

No disqualifiers: in reality and in appearance is not disqualified by lack of control or poor interactions with others

- Above reproach [[1 Timothy 3:2](#); [Titus 1:6](#)]
- Not stuck in addictions [[1 Timothy 3:3, 8](#); [Titus 1:7](#)]
- Not violent [[1 Timothy 3:3](#); [Titus 1:7](#)]
- Not quarrelsome [[1 Timothy 3:3](#)]
- Not greedy, pursuing money [[1 Timothy 3:3, 8](#); [Titus 1:7](#)]
- Is pursuing peace and unity with others in his/her life [[Ephesians 4:3](#)]; has appropriately sought reconciliation with others where there has been conflict [[Matthew 5:21-24](#)]

About the specific role: is eager to serve in the role, is realistic about what it requires, and is ready and able to do that

- Eager to serve in this role [[1 Peter 5:2](#)]
- Have considered and is willing to put in the required effort, both in formal meetings and in informal time [[Luke 14:28-32](#)]

Nominating Committee

Ability [[Acts 6:3: filled with wisdom](#)]: has the needed skill and discernment for the role

- engage constructively in challenging conversations
- understanding of and valuing people across differences (ethnicity, sex, socio-economic status, education, personality)
- discernment about people

Search Committee [in addition to the above] → not needed at this time

Ability [[Acts 6:3: filled with wisdom](#)]: has the needed skill and discernment for the role

In addition to the Nominating Committee qualifications

- able to network and seek connections beyond the Crossway body

Board Members [in addition to the above]

Relation to the church: eager to support and strengthen the direction and patterns of the church

- Embrace constitution, by-laws, and core values of church

Spiritually mature; Solid personal life; Solid home & civic life; Strong and growing in cross-cultural abilities; No disqualifiers: a model for others

- Higher level than Nominating Committee, yet same things
- An example that others should follow [[1 Peter 5:3](#)]

Ability [[Acts 6:3: filled with wisdom](#)]: able to handle the complexities and tensions of exercising oversight in humility

- Able to think through the big picture of the church and its ministries [[1 Peter 5:2](#)]
- Able to see multiple perspectives of the same issue
- Able to live and work with some unresolved issues
- Not domineering [[1 Peter 5:3](#)]
- Able to give and receive feedback, both direct and indirect [[Psalm 141:5](#); [Proverbs 27:5-6](#)]
- And to do so across differences (ethnicity, sex, socio-economic status, education, personality)

About the specific role:

- is realistic that this work will require significant time, energy, and emotion

Elders [in addition to the above]

Relation to church: able to explain and support the direction and patterns of the church

- Able to teach explain/defend/appropriately revise the vision, doctrine, and values of the church [[1 Timothy 3:2](#); [Titus 1:9](#)]
- And to do so across differences (ethnicity, sex, socio-economic status, education, personality)

Ability [[Acts 6:3](#): filled with wisdom]: about to teach, and when needed correct, related to the doctrine and teaching of the church

- Able to teach [[1 Timothy 3:2](#); [Titus 1:9](#)]
- Able to correct/rebuke [[Titus 1:9](#)]
- And to do so across differences (ethnicity, sex, socio-economic status, education, personality)

Solid personal, home, civic life: only men are eligible to be elders

- Male [[1 Timothy 3:2](#); [2:12-14](#)]

About the specific role:

- is realistic that this work will require significant time, energy, and emotion