

ELDER QUALIFICATIONS QUESTIONNAIRE

With regard to the selection of elders, the Apostle Paul warned Timothy, “Do not lay hands upon anyone too hastily and thus share responsibility for the sins of others” (1 Tim. 5:22). Selecting qualified men to serve at the highest level of human leadership within a church is an awesome responsibility and one that should not be taken lightly. It is a process that must be undertaken slowly, prayerfully, thoughtfully, and thoroughly.

You have been recommended to the leadership of this church as someone who may be qualified to serve as an elder. To enable us to confirm your qualifications, we will appreciate your taking the time to carefully read through the biblical requirements of an elder described in the following pages and honestly evaluate yourself in light of them. After we have had the opportunity to review your responses, we will schedule a follow-up meeting to explore any further questions we may have for each other.

Thank you for your willingness to consider this very important ministry opportunity!

NAME OF POTENTIAL ELDER CANDIDATE: _____

For each of the biblical qualifications listed below, please evaluate yourself according to the following scale:

1 - Poor 2 - Weak 3 - Average 4 - Good 5 - Excellent

THE SUMMARY QUALIFICATION

Above reproach (1 Tim. 3:2; Tit. 1:7) As a summary statement for all the other qualifications, Paul says an elder is to be a man who is *above reproach*. His lifestyle is to be such that no one can legitimately accuse him of conduct which is unbecoming a mature believer. This does not mean that he is perfect or that he has no room for improvement (Phil. 3:10-14; 1 Jn. 1:8; Ps. 143:2). Generally speaking, however, an elder is a model of Christian maturity and the virtues set forth in these passages normally characterize his life.

1 2 3 4 5
Comments:

THE SPECIFIC QUALIFICATIONS

As to God	
<p>(1) Not a new convert (1Tim. 3:6). An elder must be a believer and he must have been a believer for a sufficient length of time to have significantly grown and matured in his Christian walk.</p> <p>Briefly explain the gospel: _____</p> <p>_____</p> <p>_____</p> <p>_____</p> <p>_____</p> <p>_____</p> <p>Briefly explain how and when you became a Christian: _____</p> <p>_____</p> <p>_____</p> <p>_____</p> <p>_____</p> <p>_____</p> <p>_____</p> <p>_____</p> <p>_____</p>	<p>1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/></p> <p>Comments:</p>
<p>(2) Devout (Tit. 1:8). The word means “holy” and suggests a separation from sin unto God. The elder not only takes active steps to avoid sin in his life, but his lifestyle reflects a serious and passionate pursuit of God.</p>	<p>1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/></p> <p>Comments:</p>
As to Himself	
<p>(1) If a man aspires to the office of overseer (1 Tim. 3:1). The elder serves as an overseer, not merely out of a sense of obligation, but out of a genuine and joyful desire to further God’s purposes in the life of the church by serving in leadership. (cf. 1 Pet. 5:2, “<i>shepherd the flock of God among you, exercising oversight not under compulsion, but voluntarily according to the will of God</i>”)</p>	<p>1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/></p> <p>Comments:</p>
<p>(2) Temperate (1 Tim. 3:2). The elder is Spirit-controlled rather than self-indulgent. He is not given to excesses but is rather characterized by moderation in all things.</p>	<p>1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/></p> <p>Comments:</p>

<p>(3) Prudent (1 Tim. 3:2). This word refers to a quality of mind that is serious, earnest and sound. The elder does not make decisions impulsively, flippantly, or carelessly. Rather, he exercises balanced, thoughtful, and prayerful judgment throughout the decision-making process.</p>	<p>1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> Comments:</p>
<p>(4) Not quick tempered (Tit. 1:7). The elder does not have a short fuse. He is emotionally stable and in control of his feelings.</p>	<p>1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> Comments:</p>
<p>As to His Family</p>	
<p>(1) Husband of one wife (1 Tim. 3:2; Tit. 1:6). Literally, “a one-woman man.” The elder is totally devoted and faithful to his own wife so that he is not flirtatious in his behavior or lustful in his thoughts toward other women. (NOTE: Since the other qualifications in these passages speak not of one’s past failures [which may be confessed, forgiven, and overcome] but rather of one’s present character, we believe this phrase speaks not of one’s past marital status, but of one’s present marital fidelity. Past divorce and remarriage issues may raise red flags that need to be explored with respect to a man’s current character, but they are not <i>automatically</i> disqualifying in our view.)</p>	<p>1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> Comments:</p>
<p>(2) One who manages his own household well (1 Tim. 3:4-5; Tit. 1:6). The elder’s wife and children love and respect him, and he is diligently carrying out his responsibilities as provider and spiritual leader in the home.</p>	<p>1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> Comments:</p>
<p>As to Others</p>	
<p>(1) Hospitable (1 Tim. 3:2; Tit. 1:8). Literally, “a lover of strangers.” As he is able, the elder shares his home and resources with others in order to minister to their needs.</p>	<p>1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> Comments:</p>
<p>(2) Able to teach, holding fast to the faithful word... able to exhort... and refute... (1 Tim. 3:2; Tit. 1:9). The elder is a faithful and careful student of God’s Word. As a result, he is stable in his faith and sound in his doctrine. He knows the Bible well enough to teach, apply, and defend its truth to others.</p> <p>Do you agree with the doctrinal statement of this church? _____</p> <p>Do you hold to any unique doctrinal views of which we might want to be aware? If so, what are they? _____</p> <p>_____</p> <p>_____</p> <p>_____</p>	<p>1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> Comments:</p>

<p>What experience do you have in teaching the Bible to others?</p> <hr/> <hr/> <hr/> <hr/>	
<p>(3) Not self-willed (Tit. 1:7). A self-willed man is a self-centered man who demands his own way. As a servant, an elder must seek to please God and care for others. He must be able to set aside his own personal agenda and preferences in order to promote unity and care for the needs of others.</p>	<p>1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> Comments:</p>
<p>(4) Loving what is good (Tit. 1:8). In his recreation, entertainment, conversation, and behavior, the elder is to be drawn to that which is edifying and wholesome rather than that which is spiritually unprofitable or destructive.</p>	<p>1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> Comments:</p>
<p>(5) Not pugnacious or a striker, i.e., anger out of control (1 Tim. 3:3; Tit. 1:7). The elder is not given to either physical or verbal abuse nor does he use his position of leadership to bully or push people around.</p>	<p>1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> Comments:</p>
<p>(6) Uncontentious (1 Tim. 3:3). An elder is not a quarrelsome person who struggles against others for self-seeking reasons such as jealousy, ego, or selfish ambition. He may strongly disagree, but he will state his case without being contentious.</p>	<p>1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> Comments:</p>
<p>(7) Gentle (1 Tim. 3:3). This word in the original Greek text refers to strength under control, like a powerful, but gentle horse. An elder is not heavy-handed in his dealings with people, but rather handles them in a gentle, patient, and gracious way.</p>	<p>1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> Comments:</p>
<p>(8) Just (Tit. 1:8). In his relationships with others, an elder is able to make just decisions, those that are wise, fair, impartial, objective, and honest according to the principles of Scripture.</p>	<p>1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> Comments:</p>
<p>(9) Respectable (1 Tim. 3:2). The basic idea of this word is “orderly.” It describes a man whose behavior is good and blended harmoniously in a balanced manner. As a result, he enjoys the respect of others.</p>	<p>1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> Comments:</p>

<p>(10) Having a good reputation with those on the outside (1 Tim. 1:7). The elder enjoys a good reputation among unbelievers because he exhibits a lifestyle of genuine love and integrity.</p>	<p>1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> Comments:</p>
<p>As to Things</p>	
<p>(1) Free from the love of money (1 Tim. 3:3; Tit. 1:7). An elder does not seek his significance, security, or primary satisfaction from material wealth. He does not spend more than he makes, he avoids unnecessary debt, and he gives generously to the work of God and to those in need.</p>	<p>1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> Comments:</p>
<p>(2) Not addicted to wine (1 Tim. 3:3; Tit. 1:7). An elder is to be free from any form of substance abuse (alcohol, drugs, etc.) or any kind of addiction which might take control of his life, cause belligerent and irresponsible behavior, or cause weaker Christians to stumble (Rom. 14:13-21)</p>	<p>1 <input type="checkbox"/> 2 <input type="checkbox"/> 3 <input type="checkbox"/> 4 <input type="checkbox"/> 5 <input type="checkbox"/> Comments:</p>