

## Elder Discernment Form

The Leadership Discernment Team requests submissions on a year-round, ongoing basis for the position of **Elder** (three-year term, commencing normally at the end of February after the Annual General Meeting (AGM)).

**A summary of the Biblical Characteristics for Spiritual Leaders is on the other side of this form.** These characteristics are a crucial starting point; the Leadership Discernment Team will also reflect on the current needs of the Board of Elders. Please read the biblical qualifications carefully and spend time in prayer about your submission. Submissions can be made **either** electronically ([www.westwoodchurch.bc.ca/elder/](http://www.westwoodchurch.bc.ca/elder/)), or by returning this form to the Office Drop Box at the Information kiosk, or the church office. Submissions are welcome anytime but should be made no later than November in a calendar year for discernment in time for the following February's AGM.

For further information, please contact [robin@westwoodchurch.bc.ca](mailto:robin@westwoodchurch.bc.ca).

The Leadership Discernment Team is an ongoing, year-round committee governed by the Board of Elders. The current members are Steve Chase, Ken Gagnon, Tom Lavigne, Rob Dyck (per bylaws non-voting), and Robin Bjarnason (chair).

### Summary of qualifications of an Elder/Moderator:

1. Is a mature and growing Christian who reflects the spiritual character and qualifications found in I Timothy 3:1-13, Titus 1:5-9 and Galatians 5:22-26.
2. Is a member in good standing and a regular attender at Westwood Church and has demonstrated effective ministry leadership.
3. Is in support of Westwood's *Mission, Vision and Values* (available in the Resource Library at [www.westwoodchurch.bc.ca](http://www.westwoodchurch.bc.ca)).
4. Is gifted to provide senior leadership to the people and ministries of the church.

### Summary of responsibilities of an Elder/Moderator:

1. Together, as a leadership team and in partnership with pastoral staff, provide spiritual oversight to Westwood Church.
2. Together, as a leadership team and in partnership with pastoral staff, provide visionary leadership to Westwood Church.
3. Together, as a leadership team, ensure that Westwood Church, as a non-profit, charitable body, operates in legal and financial compliance with Canadian law.

Please complete the section below to make a nomination.

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Name of person you are recommending for discernment: \_\_\_\_\_

Please give a brief supporting statement for the person: \_\_\_\_\_

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Your name (first and last): \_\_\_\_\_

Your Phone: \_\_\_\_\_ Email: \_\_\_\_\_

## Biblical Characteristics for Spiritual Leaders

(Questions to ask when discerning leaders, taken from 1 Timothy 3:1-7; Titus 1:5-9)

### Regarding Character and "Internal" Life:

1. "*Temperate*": Is this person balanced, clear-headed, making sound judgments that are controlled by God's word - not a "one-issue" person?
2. "*Self-controlled*": Is this person able to keep fleshly desires and reactions in check?
3. "*Respectable*": Is this person's life well ordered, keeping all facets in proper perspective?
4. "*Not a 'money-lover'*": Does this person tend to be preoccupied with money and material things?
5. "*Not a recent convert*": Can you identify specific ways in which this person has matured since beginning to walk with God?
6. "*Loves what is good*": When in this person's presence, are you drawn to good, worthwhile, positive things? (See also Philippians 4:8)
7. "*Holy*": Does the speech and action of this person indicate that their highest priority in life is knowing and walking with God and does their life reflect His character?

### Regarding Relationships and "External" Life:

8. "*Above reproach*", "*blameless*": Can this person pass the test of being evaluated by those closest to them?
9. "*Good reputation*": Can I hold this person up as an example of a consistent Christ-follower, especially to unbelieving associates, without being embarrassed?
10. "*Not pursuing dishonest gain*": Does this person live as "close to the edge" as possible in ethical decisions, tending to rationalize away unethical choices?
11. "*Husband of one wife*": If married, does this person demonstrate total commitment in the marriage relationship? Does this person get "distracted" by other relationships, or center life around him/herself?
12. "*Hospitable*": Is this person a giver or taker in relationships? Does this person make it a practice to seek to include new people in their relational circle?
13. "*Not given to drunkenness*": Does this person indulge in anything that might lead to losing self-control? Is this person concerned about causing others to stumble?
14. "*Not violent, but gentle*", "*not overbearing*": Is this person abusive or "bullying," or upbuilding?
15. "*Not quarrelsome*": Is this person constantly argumentative, or willing to yield to others?
16. "*Not quick-tempered*": Does this person react when opposed by others, or can they maintain composure? Can this person forgive or "brush things off" rather than taking them personally?
17. "*Manages family well*": Is this person's family more important than personal goals and desires? Is this person resented or respected by family members?
18. "*Upright*": Is this person able to be fair and impartial with people, listening to both sides of issues?
19. "*Able to teach*", "*Holds firmly to trustworthy message*" so they can encourage others by sound doctrine and refute those who oppose it. Does this person have a broad knowledge of God's word and biblical principles? Is this person able to translate that knowledge into sound, practical advice regarding life situations and issues? Does this person have enough wisdom from insight into God's word to be able to steer discussions toward a correct understanding of God's truth?