



Elder Application

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Thank you for being willing to enter the process of considering the role of becoming an Elder at Harvest Bible Chapel WS. The office of Elder is a heavy responsibility and a critical role in the life of our church. Honest sharing of information and seeking God's will are important not only for you, but for the church as a whole. The following is an overview of the process that we use in the elder selection process.

Application

Attached is our Elder Application. Please take the time you need to review and complete the application. If you have questions as you work through the application, please let us know. Once we have received the application and have completed the reference checks, we will schedule a time to discuss the application with you. In addition to reviewing the application, we will review the Harvest Bible Chapel WS Bylaws in detail with you.

Next Steps

If at the end of the application process there is agreement to move forward, you will begin a six-month period as an Elder Candidate. The first three months are a "silent period" and your name will not be made public during this period. At the end of this three months, your name will be made public to the church for the remaining three months.

Each month during the six-month period, we would like to meet with you. Either the Senior Pastor, one of the elders, or another pastor will meet with you to answer questions, to touch base on how things are going, and to pray with you. If there are concerns that cannot be adequately and completely resolved, the candidacy process will be ended.

Role and Commitments During the Candidacy Process

During the six-month candidacy period, you will be encouraged to observe the process, ask questions, and provide input. However during this time you will not be a part of the formal decision making process. During the candidacy process including the application process, we ask you to commit to the following:

- **An ongoing time of prayer and reflection** – Please seek God's direction in moving forward in the process
- **A commitment to confidentiality** - You will be privy to confidential discussions and prayer requests regarding attenders of Harvest Bible Chapel WS, staff at Harvest Bible Chapel WS and other issues regarding the operations of the church. We ask that you commit to confidentiality as you begin this process and throughout your time as an elder candidate, an elder, and even after you leave the elder board in the future. Unless otherwise noted, discussions in elder meetings are confidential in nature. This ensures that there can be open and transparent conversations among elders at Harvest Bible Chapel WS.
- **A willingness to be honest and open** – We hope you will be willing to discuss your relationship with God, concerns and issues which may make it difficult for you to serve as an elder, and a willingness to remove yourself from the process if you sense that God is not leading you in this direction.

During the candidacy process and the application process we commit to the following:

- An ongoing time of prayer and reflection for you asking that God gives clear direction on this process with you.
- A commitment to confidentiality with you as we work together.
- A willingness to address questions and to do our best to clearly articulate expectations, beliefs and our processes to you during this period.
- A willingness to honestly discuss concerns we have about your continued involvement as an elder or elder candidate.

If you are comfortable with this process and with the commitments outlined above, we look forward to entering this process with you. You are seen as a valuable leader in our church and we are excited to see if God leads you to move into this position of leadership at Harvest Bible Chapel WS.

Sincerely,

Personal Questions

How long have you known Christ as your Savior and how would you describe your relationship with Him?

In what churches have you fellowshiped and how do you evaluate those experiences? Please describe a church environment in which you and your family have thrived and one that may have been difficult.

Describe your previous experience, if any, of service on a church staff or board? Please describe the most personally rewarding service/ministry experience you have had.

What are your spiritual gifts? Can you describe how you have your been able to utilize your gifts in either a service or ministry capacity?

Describe your marital status and history. If married, can you tell us the condition and quality of your relationship with your wife at the present time?

How does your wife feel about your involvement at this level of leadership?

Describe the most difficult service/ministry situation you and your wife have experienced. What was her response to it and the outcome of that situation?

How does your wife feel about submission to your leadership within the home and in spiritual matters? Describe the most difficult area your wife has struggled with in submission to your leadership.

Describe your relationship to your children? If they are grown do you know of any hesitancies they would have about your serving in this capacity?

Describe your personal disciplines in the Word, prayer, evangelism, and scripture memory. Historically, have there been one or more areas you struggle with? Describe how you have worked to resolve it?

Are you aware of any relational problems that would hinder your service to the church?

What is the state of your personal finances at the present time and what is your position on biblical stewardship? Describe your giving patterns over the past 5 years.

Do you currently tithe? What do you understand "tithing" to be? Please know that as a part of the elder application process we confirm consistent patterns of giving with the financial deacons of the church.

What are your biggest personal strengths?

Please share an example of some lessons God has been teaching you over the last 6-12 months? How has He been teaching you this?

Doctrinal Questions

What do you believe to be a biblical philosophy of ministry for the local church?

What, if any, are your hesitations about the doctrinal statement of Harvest Bible Chapel WS?

Are you in agreement with the constitution and the form of government that it outlines?

Have you read and are you in agreement with the emphases of the church as outlined in the Core Values Statement?

How would you describe your position on the charismatic movement?

What is your position on divorce and the place of divorced people in the church?

How would you characterize your knowledge of the scriptures and your familiarity with its teaching?

What, if any, are the areas of biblical teaching that you feel less informed about?

Briefly describe your definition of a Disciple of Jesus. What role do you think the church can play in disciple making?

Commitment Questions

What does the word commitment mean to you?

What do you consider to be the major commitments in your life?

Do you see the necessity of modeling attendance patterns in Sunday's and Life Groups?

Briefly describe your current personal ministry.

What do you think it means to be a team player?

What does the word "loyalty" mean to you and how have you demonstrated that characteristic in your life?

Practical Questions

Describe a situation in which you were able to model a level of responsibility that is equal to your level of authority? If so, how?

Do you understand the difference between biblical convictions and personal preferences? How do you see this distinction affecting the office of an elder?

Describe a time when you received criticism and how you responded.

Can you describe a time when things do not go your way? How did you respond?
Who are the people in your life that tell you the truth even when it is difficult to hear? How do you respond to them?

What encourages you? Can you describe a time when you have been encouraged?

What do you see as the greatest need in the church today? How would you like to see this need addressed?

References

Please supply names and contact information of three people who know you well outside of Harvest Bible Chapel WS. We would like to talk with a neighbor, a coworker and a friend who know you well. Please let them know that we will be contacting them as a part of our Elder review process.

Name	Relationship	Contact Information
1.		
2.		
3.		

Previous Church Contacts

Please provide contact information of the pastor of the two most recent churches that you have been involved with.

Church	Years Attended	Contact information
1.		
2.		