



MANUKAU CITY BAPTIST CHURCH

Eldership

our job

To ensure Manukau City Baptist Church becomes everything that God calls it to be.

our responsibilities

Coordinate and empower

Govern and give direction

Guard doctrine

Provide leadership

Prayer

Spiritual authority

Deal with issues

Part of the overall church leadership team along with Pastors & Management Team

our requirements

Love for God & people

Wise

Respected - good reputation

Shepherds

Leaders

Willing

Humble

Pray-ers

how we make this happen

Meet monthly and as required for prayer, discussion and decisions

Empower others to do ministry and then ensure delegations are being fulfilled:

- Delegate authority for Business Administration to the Management Team and staff
- Delegate authority for ministry to staff and ministry leaders
- Delegate authority for staff to Senior Pastor

Senior Pastor directly accountable to Eldership for encouragement, accountability and review.

Require congregational authority for staff appointments and property sales or purchases as per constitution

Review the current state of the church.

Be future orientated and big picture people.

Determine the future direction of the church

Part of a team operating by consensus and unity

Representing & serving the Church & those outside the Church

Open & honest and willing to share their views

Confidentiality important
Communicate well with the church and to be accountable
Enjoy meeting together as a team and encourage each other
Skill set required is the pooled giftings and skills across the whole team.
The Bible has specific requirements... but perfect people are not able to apply!

practical implementation

- **CLEAR VISION**

Our stated vision for the Elders is: “to ensure Manukau City Baptist Church becomes all that God intends it to be.”

This means we are simply serving our God and serving the church with good oversight (not detail) to discover and fulfil what God has for us as a church.

- **HOW WE MAKE DECISIONS**

We try to make all decisions by consensus. That means we talk things through until we reach a good outcome that we can all live with. Sometimes, that has meant one person has had to defer and to accept the decision of the others. Publicly, even if we may have thought differently, we intentionally stick to the decisions that we have made collectively. We also want to be humble enough to know when we haven't made the best decision and are happy to revisit it. Most significant decisions don't have to be decided immediately – if we can't decide, then let's come back to it next time we meet.

Elders need to be future orientated – what could be for our churches and how we are going to get there. The detail of decision then needs to be implemented by the Lead Pastor through staff and ministry leaders.

- **HOW ELDERS IS RUN**

The Lead Pastor puts together the agenda and runs the meetings. It just seems to make the most sense – they have the greatest knowledge of what is going on and what issues need to be raised. They also have a vested interest in good decisions being made as they have to implement decisions personally or through the staff. And leading the Eldership should be a position of service and servant leadership.

Decisions are simply made better through a group of people praying and seeking God – that is how our Elderships should operate. They aren't a handbrake for a Senior Pastor nor are they just cheer leaders for a Pastor- they should add significant wisdom and strength for our churches!

The Biblical qualifications of an Elder are broad and in a group of people, different people have different strengths There should be a good BLEND of strengths across an eldership eg the COMBINED team need to have spiritual depth, leadership, be pastoral, be future orientated etc

- **ACCOUNTABILITY**

There are “regular” items on the agenda – eg Sunday services (what has been happening and what will happen), church community update (what is going on with people and ministries), staff updates etc.

The Lead Pastor is directly accountable to the Elders, and the staff are directly accountable to the Lead Pastor. Accountability is best done through relationship ie ongoing communication. And communication from a Lead Pastor to his Elders is the payment for trust invested in the Lead Pastor! Good agenda, good minutes, being well prepared and following up on action points is important. Elders working hard to make the most of their roles and serving the church well as in Elder and in ministry within the church is important too! There should be two way care, respect, honesty and good questions asked when they need to be asked.

- **TEAM**

I want to enjoy spending time with my Elders as a Lead Pastor, and vice versa. Sometimes we must deal with some tough situations, but I hope we can consistently leave an Elders meeting encouraged with what is ahead for us as a church.

biblical requirements

Wise and respected leaders
Church leaders
Sort out issues
Leaders
Shepherds
Good reputation, teachers
Shepherds, willing, humble
Prayers, healing

Deuteronomy 1:15
Acts 11:30
Acts 15:2
Acts 14:23
Acts 20:28
Titus 1:6-9
1 Peter 5:1-5
James 5:14-15

...they must have a good reputation and be faithful in marriage. Their children must be followers of the Lord and not have a reputation for being wild and disobedient.

Church officials are in charge of God's work, and so they must also have a good reputation. They must not be bossy, quick-tempered, heavy drinkers, bullies, or dishonest in business. Instead, they must be friendly to strangers and enjoy doing good things. They must also be sensible, fair, pure, and self-controlled. They must stick to the true message they were taught, so that their good teaching can help others and correct everyone who opposes it. Titus 1:6-9

Just as shepherds watch over their sheep, you must watch over everyone God has placed in your care. Do it willingly in order to please God, and not simply because you think you must. Let it be something you want to do, instead of something you do merely to make money. Don't be bossy to those people who are in your care, but set an example for them. Then when Christ the Chief Shepherd returns, you will be given a crown that will never lose its glory.

All of you young people should obey your elders. In fact, everyone should be humble toward everyone else. 1 Peter 5:1-5

This is a trustworthy saying: "If someone aspires to be a church leader, he desires an honorable position." So a church leader must be a man whose life is above reproach. He must be faithful to his wife. He must exercise self-control, live wisely, and have a good reputation. He must enjoy having guests in his home, and he must be able to teach. He must not be a heavy drinker or be violent. He must be gentle, not quarrelsome, and not love money. He must manage his own family well, having children who respect and obey him. For if a man cannot manage his own household, how can he take care of God's church?

A church leader must not be a new believer, because he might become proud, and the devil would cause him to fall. Also, people outside the church must speak well of him so that he will not be disgraced and fall into the devil's trap.

In the same way, deacons must be well respected and have integrity. They must not be heavy drinkers or dishonest with money. They must be committed to the mystery of the faith now revealed and must live with a clear conscience. Before they are appointed as deacons, let them be closely examined. If they pass the test, then let them serve as deacons.

In the same way, their wives must be respected and must not slander others. They must exercise self-control and be faithful in everything they do.

A deacon must be faithful to his wife, and he must manage his children and household well. Those who do well as deacons will be rewarded with respect from others and will have increased confidence in their faith in Christ Jesus. 1 Timothy 3:1-12

mcbc appointment

Appointment of Elders at MCBC is set out in our constitution. The full constitution can be found on our web site and governs how our specific church is run. The sections in regard to Eldership appointments are detailed below.

5.0 LEADERSHIP

5.0.1 The Leadership of this church consists of Elders, Pastors, Management Team and other persons as may from time to time be determined by the church membership. All Leadership personnel must be members of this church.

5.0.2 Leadership structure of the church is Elders Board, Senior Pastor, Other Pastors & Management Team

5.0.3 The combined Leadership Team will meet as required and 70% of the Leadership will constitute a quorum

5.0.4 The person or persons designated by the leadership Team must record the minutes of the Members Meetings, Elders board and management Team meetings, take charge of all records, and with the Pastors, prepare the Annual Report.

5.1 ELDERS

5.1.1 Elders with the Senior Pastor (in accordance with the Vision Statement and the Approved Annual Plan) will supervise the spiritual welfare of the church.

5.1.2 Names for new Elders may be submitted by members to the Elders Board for consideration.

5.1.1 Elders nominations will be finalised by the Elders and Pastors, advertised in the church newsletter, and elected by ballot at the Annual Meeting with a 75% majority vote of those members present. The term of office will be three years, but they shall be eligible for re-election at the third anniversary annual general meeting.

5.1.2 A nomination may be accepted during the church year provided there is a vacancy. The election to follow the procedure of clause 5.1.3 and the election to take place at a special Members Meeting or by postal ballot. The part year in which the election takes place to be considered the first year of the three year term.

5.1.3 The elders and the senior pastor will meet as required but not less than 11 times per year.

5.1.4 The senior pastor and church staff will maintain the church members roll with responsibility to the Elders.