

## Process of Elder Confirmation

- The current group of potential elders was selected through extensive prayer and consideration by Randy Impson using the precedent set in several examples in scripture. (Acts 14:23, Titus 1:5)
- Over the past six months, those that were selected were asked to evaluate several aspects of leadership and consider whether they meet the qualifications of eldership using scriptural examples (1 Timothy 3:1-7, Titus 1:6-9)
  - The group spent extensive time in prayer and fasting about the commitment seeking the direction of the Holy Spirit throughout the process.
  - Several meetings were held to discuss the scriptures regarding eldership and each man's personal ability to manage the task of leadership within the body.
- Because the process is extremely important and should not be taken lightly, the group of men that have continued through the process believe it is vitally important to involve Portico Church in the final stages of confirmation.
  - Recognizing that the leadership is a responsibility granted not one that can be forced, the body of Portico Church will have the opportunity to assist in the completion of the elder confirmation process.
  - A process of confirmation has been developed that involves the entire church and invites input, discussion, and even objection as our church enters completion of the process of establishing elders.
- The process of elder confirmation being established uses Matthew 18:15-17 (dealing with difficulties within the church) as a model.
  - The church will be given the list of men who are under consideration for eldership.
  - Those who are volunteer staff will be given a two week time period to raise and voice any concerns about the men under consideration.
  - Those who have a concern or reason that one of the men should not be placed in an elder role, should first take their concern to that man directly.
  - After discussing the concern or reason, there should be a sincere attempt to reach a suitable resolution (suitable resolution would mean that either there is no longer a concern or the man being considered for elder withdraws his name from the confirmation process).
  - If no resolution is reached, then the person with the concern should ask Randy Impson to join them in another discussion with the potential elder and again attempt to seek a suitable resolution. After this discussion a decision involving the three parties will be made regarding the next course of action.
  - To emphasize a biblically significant part of this process, concerns about a potential elder must first be taken to that person directly. Do not involve more people than what is necessary to reach an appropriate resolution.

**We ask that everyone take this process very seriously, as this process has major implications in the direction and spiritual health of our church.**

## Roles of Elders

In 1 Peter 5, Peter encourages elders to be “shepherds of God’s flock”. The job of shepherd provides a great foundation for discerning the various roles that elders fill within the church body. The roles listed below are ones that can be seen in scripture, either by what shepherds did, how leaders were encouraged to act, or by how God rebuked shepherds of this people for acting. Ultimately, Peter reminds elders that they are to look to Christ as the Chief Shepherd and the supreme example of how to lead.

**Defender:** The shepherd defends the flock from outside predators, holding out truth and “refuting those who oppose it”. (Zec. 11:17; Acts 20:27-29; 1 Sam. 17:34-35; Titus 1:9)

**Teacher/Equipper:** Shepherds feed and nourish the flock through teaching and look to equip the flock with the things they need to more fully live out the mission to which Christ calls them. (1 Tim. 3; 1 Tim. 5; John 21:17)

**Knows and Gathers Flock:** The shepherd knows the flock by name and gathers them together. He seeks after lost sheep and adds new sheep to the flock. (Lev. 27:32; Is. 13:4; Jer. 31:10, 33:13; Nahum 3:18; Ez. 34; Zec 11:16; John 10:14; Acts 20)

**Leads the flock to pasture:** The shepherd sets the direction for the flock. He leads them out and brings them back in. (Gen. 49:24; Num. 27; Deut. 32:7; Jer. 23:1; Ex. 34; Titus 1)

**Serves and Cares:** The shepherd thinks of the flock before himself. He “strengthens the weak” and “binds up the injured”. He must be willing to serve first. (Ps. 23:2, 28:8; Is. 40:11, 56:11; Jer. 23:11, 32:12; Ez. 34; James 5:19; 1 Peter 5:2)

**Spiritually Accountable:** The shepherd is responsible for the flock and, as such, is held accountable by God if they are lead astray or scattered. (Is. 24:17; Zec. 10:3; Ezekiel 34)

**Example:** Shepherds are to be a reflection of the Chief Shepherd in how they live and in how they lead. (Num. 11; Ps. 78:72; Jer. 10:12; 1 Peter 5:3)

Here is a trustworthy saying:  
**Whoever aspires to be an overseer desires a noble task.**

**Now the overseer is to be above reproach, faithful to his wife, temperate, self-controlled, respectable, hospitable, able to teach, not given to drunkenness, not violent but gentle, not quarrelsome, not a lover of money. He must manage his own family well and see that his children obey him, and he must do so in a manner worthy of full respects. (If anyone does not know how to manage his own family, how can he take care of God’s church?) He must not be a recent convert, or he may become conceited and fall under the same judgment as the devil. He must also have a good reputation with outsiders, so that he will not fall into disgrace and into the devil’s trap.**