

Eldership at Millersville Bible Church

“The elders shall be recognized by the congregation as the ruling body of this Church” (Article III, Sec. 1A, p. 11). This is consistent with God’s design for Elder rule in the N.T. It also highlights the importance of having godly men who meet the qualifications for leadership outlined in I Timothy 3:1-13 and Titus 1:5-9. Our By-laws strongly emphasize the need for such qualified men.

It is our desire to ensure that Millersville Bible Church will always have well-qualified elders. Many churches suffer as a direct result of unqualified leadership. Consequently, a thorough leadership evaluation and training process must be provided to safeguard this ministry. The process will focus, as does the Scripture, on areas of character, conduct, and competence. The basis will be the above mentioned Scriptures, as well as, relevant points from our Church Constitution and By-laws. The process will involve four sequential phases: Introduction, Evaluation, Training, Selection.

The ***Introduction phase*** will provide an overview of biblical eldership to all who desire to understand it. The ***Evaluation phase*** is designed to determine a man’s readiness to enter actual elder training. A written test will be used to assist in this phase (see below). The ***Training phase*** will involve at least seven basic requirements:

1. To complete a study of the qualifications in I Timothy 3:1-13 and Titus 1:5-9, conducted by one of the elders.
2. To complete a study of the doctrinal statement of M.B.C. This may involve individual assignments to strengthen areas of weakness (see Titus 1:9).
3. To complete a study of the Constitution and By-laws of this Church.
4. To complete a study of the *Biblical Model for Church Ministry* based on Ephesians 4:11-16 and other related Scriptures.
5. To complete an exercise on Bible study and teaching methods.
(I Timothy 3:2 “. . . able to teach.”)
6. To faithfully fulfill ministry needs at Millersville Bible Church for at least one year.
7. To be examined in all the above areas by the nominating committee of the Board
(Article III, Section 8A, 4B, 1C, p.13).

(I Timothy 3:10, “Let these also first be tested; then let them serve . . .”)

The ***Selection phase*** will be conducted by the existing elders in accordance with the procedures outlined in our Constitution and By-laws.

Millersville Bible Church

Evaluation Questionnaire for Leadership Training

Note: We ask that you only use an open bible for this questionnaire. It is our desire that this exercise will help you (as well as the leadership of MBC) to better understand your ability to handle scripture. It will also help determine areas where you could benefit from additional training. Such training might be preliminary to actual leadership training.

1. Briefly define and scripturally defend the following:
 - a) Inspiration of the Bible
 - b) Inerrancy of the Bible
 - c) The triune nature of God
 - d) The deity of Jesus Christ
 - e) The depravity of humanity
 - f) Salvation
 - g) The resurrection of Jesus Christ
 - h) Final judgment for believers and unbelievers

i) The existence, person and strategy of Satan

j) Eternal security of salvation

k) The ministry of the Holy Spirit

l) The two ordinances of the church

2. What is the Biblical design for: (Support your conclusions with scripture)

a) Local church ministry?

b) The role of Elders and Deacons?

c) Missions (foreign and local?)

d) Godly living?

e) Resolving conflict in the church?

f) Financial Stewardship?

4. What principles should guide the interpretation of the Bible?

5. What is the Biblical role of women in the church?

6. What are the Biblical instructions concerning divorce and remarriage?

7. List a scripture verse or two applicable to the following:

- a) Worry
- b) Anger
- c) Complaining
- d) Guilt
- e) Instability
- f) Pride
- g) Gossip
- h) Temptation
- i) Lying
- j) Depression
- k) Selfishness

8. What are your strengths and weaknesses?

9. How do you fulfill your Biblical obligations toward your wife?

10. What are your convictions and methods for discipline of your children?

11. How would you define a leader? In what ways have you had experience in this capacity?

12. Describe your devotional time with the Lord.

13. How do you manage your family's finances? What is your attitude toward the accumulation of debt? What percentage of your income do you give to the Lord's work? What percentage do you give to your local Church?

14. What opportunities have you had to teach the Scripture?

15. What does it mean to be a "teachable" person?

**Qualifications of An Elder Based on
I Timothy 3 and Titus 1**

Steve Cornell, senior pastor

Character	Conduct	Competence
1. Above reproach (I Tim. 3:2; Titus 1:6) 2. Husbands of one wife (I Tim. 3:2; Titus 1:6) 3. Self-controlled (I Tim. 3:2; Titus 1:8) 4. Soberminded - “sensible” (I Tim. 3:2; Titus 1:8) 5. Respectable - “well ordered life” (I Tim. 3:2; Titus 1:8) 6. Hospitable (I Tim. 3:2; Titus 1:8) 7. Not a money lover (I Tim. 3:3; also see I Peter 5:2; Titus 1:7) 8. Not self-willed - “doesn’t have to have his own way” (Titus 1:7) 9. Not quick tempered (Titus 1:7) 10. Loving what is good (Titus 1:8) 11. Just (Titus 1:8) 12. Devout (Titus 1:8)	1. Not addicted to wine (I Tim. 3:3; Titus 1:7) 2. Not violent (I Tim. 3:3; Titus 1:7) 3. Gentle (I Tim. 3:3) 4. Uncontentious (I Tim. 3:3) 5. Good home manager (I Tim. 3:4) 6. Keeps Children under control with all dignity (I Tim. 3:4) Having children who believe (Titus 1:6) 7. A good reputation with outsiders (I Tim. 3:7)	1. Able to teach (I Tim. 3:2) (See Titus 1:9) 2. Not a new convert (I Tim. 3:6)

Note: These are qualities that currently characterize the man’s life.

**Qualifications Based on MBC
Constitution and By-Laws**

Character	Conduct	Competence
<ol style="list-style-type: none"> 1. Displays kindness and a forgiving spirit. 2. Displays Christlike love (see I Cor. 13:4-8a) 3. Slow to take offense. 4. Ready always for reconciliation. 	<ol style="list-style-type: none"> 1. Faithfully demonstrates fulfillment of covenant commitment. 2. Contributes regularly both time and resources to the church ministry. 3. Maintains private devotions. 4. Leads family in spiritual worship. 5. Evidences a burden for those who are unsaved. 6. Displays holiness and purity. 7. Evidences desire for spiritual growth. 8. Prays for fellow members. 9. Reaches out for those in sickness and distress. 	<ol style="list-style-type: none"> 1. Demonstrated knowledge of MBC and the ability to scripturally support those beliefs. 2. Must be at least 21 years old. 3. Must be saved at least three years. 4. Must be a covenant member at least 2 years. 5. Must have a thorough knowledge of church constitution and by-laws. 6. Must have faithfully fulfilled a ministry area at MBC.