

DATE: January 10, 2024

FROM: BCOC Shepherds

TO: BCOC Church Family

SUBJECT: Process for Selecting New Elders and Deacons

This is the beginning of a new year, and we need each one in our congregation to focus attention on the selection of elders and deacons for this congregation. Church leadership is a service that is an important aspect for every community of believers and in our congregation, it is equally important. The next few years will be important for God's people and shepherds and deacons are both needed. The following is the process that we will use to select those who will serve as our leaders in the coming years.

Qualifications:

Our selection process attempts to conform to the principles given to us in scripture and to a period to ensure that those who want to serve know the flock and are known by the flock. Most important, it is essential that those being selected are committed believers of God.

Elder / Shepherd

- Titus 1:5-9 / 1 Timothy 3:1-11 *(Please read these scriptures, meditate on the meaning, and ask whatever questions you feel compelled to ask.)*
- Minimum of (2) years in service to the Body *(Two years of service in the body is agreed upon by our existing shepherds for parties to get to know each other.)*
- Demonstrated Bible teaching within the last 2yrs.
- Has preached a sermon to the Body before confirmation. *(We are asking those who have not presented a lesson from God's word to our congregation to do so prior to confirmation.)*

Deacons

- 1 Timothy 3:8-13 *(Please read this scripture and meditate on its meaning and ask whatever questions you feel compelled to ask.)*
- Minimum of 1 year serving the Body *(The term "deacon" simply means "servant". Deacons are those with the skillsets that can be utilized in service by our congregation.)*

Nomination

- Occurs at any time and are presented to the Elders (as needed).
- The Elders will confirm their qualifications and meet with each nominee.
- If qualifications are met, they will be presented for confirmation during the 1st Quarter of the year.
- To nominate a person for the role of deacon or elder, write or type the person's name on a piece of paper and identify the role you wish them to perform. You may add additional comments as you feel appropriate. Nominate as many individuals as you believe are qualified to do the job.
- Hand your recommendation to one of the elders.

Confirmation

- Confirmation will occur during the first quarter of each year. (*We are in the first quarter of this year now.*)
- Those meeting the qualifications will be put before the Body.
- Each selectee will have an open question hour with the Body.
- The Body will have 3 weeks of prayer and to bring any concerns to the current Elders.
- If no issues prevent installation, they will be confirmed.

Reconfirmation

- 1/3 of those serving as elders and deacons will be brought before the Body each year.
- Every 3yrs, each Elder and Deacon will come up for reconfirmation.
- Elders are always open to receive questions from the Body and the congregation is encouraged to ask questions of the elders/shepherds at any time.
- The Body will have 3 weeks of prayer and if an accusation concerning an elder is brought to the attention the elders it should be done in accordance with the note below.
→ (Note: 1 Tim 5:19 – “Do not receive an accusation against an elder except on the basis of two or three witnesses”.)
- If no issues prevent installation they will be reconfirmed.

Thank you for your time and consideration.

Elders/Shepherds