

4.0 The Elders

4.1 Qualifications

In order to be eligible for nomination as an elder, an individual must:

1. Be a member in good standing, qualifying according to 1 Timothy 3:1-7, And Titus 1:6-9
2. Set an example to the members of the church by:
 - a. Regular involvement in the life and ministry of the church.
 - b. Giving public support to the statement of faith of the Mennonite Brethren Churches.
 - c. Being an active and cheerful giver in proportion to income.

4.2 Nomination and Election of Elders

1. Nominations shall be received in writing from the membership at least one month prior to the time of the election.
2. The Board of Elders shall be responsible for the careful scrutiny of all nominees. Nominees who are approved by the elders shall be presented to the membership for election.
3. Those nominees who have never served as elders, shall, upon the recommendation of the Board of Elders, serve as elders-in-training for one year.
4. A 75% majority of all votes cast in the election shall be required for the election of a member as an elder.

4.3 Job Description

The Board of Elders shall be the official governing board of the church. The board delegates ministry activities to various ministry teams and oversees the following areas of spiritual leadership:

1. Takes a leading role in assuring spiritual power through prayer.
2. Makes provision for biblical teaching that leads to a spiritually mature congregation.
3. Protects the congregation from teaching contrary to Scripture, from situations where a congregation member is engaged in obvious, ongoing sin, and from people who are causing division in the body.
4. Gives direction to the pastoral team.
5. Assures congregational care, including Elders Care Fund.
6. Develops, empowers, and releases congregation members for meaningful ministry.
7. Assures resources are allocated for effective ministry.
8. Seeks God's direction for the future of Eagle Ridge Bible Fellowship.
9. Interviews prospective members of Eagle Ridge Bible Fellowship.
10. Appoints leaders of the core and strategic ministry teams

4.4 Covenant

Knowing that, as a leader in this congregation, I must model godly relationships before one another and the church, I commit myself to:

1. Pray for the congregation and fellow members of the leadership team.
2. Fellowship regularly with fellow members of the leadership team.
3. Never speak ill of any member of the team.
4. Resolve broken relationships personally, quickly, and in a godly manner.
5. Forgive one another when offended and hold no grudges.
6. Always support decisions of the board once they are made unless they are not biblical.
7. Care for one another when a member is hurting.
8. Be honest in board deliberations and never devious in seeking personal agendas.
9. Trust my colleagues, being open and transparent about my life and my views on relevant issues.
10. Never betray a confidence of the board.
11. Be held accountable by one another for this covenant and agree to step off the board if there is regular violation of these agreements.
12. Make meetings a priority, being punctual, prepared and completing assigned tasks in a timely manner.

4.5 Composition of Elder Board

1. The Board of Elders shall consist of a minimum of 7 and a maximum of 12 elected elders and elders-in-training, all with voting privileges. The senior pastor, associate pastor and assistant pastor(s) are participating members but may not vote. Subject to the Duration for Service Section below, the Board will be elected at the annual general meeting.
2. The Board of Elders shall elect a chairman, vice chair, and secretary.
3. The secretary shall be responsible for recording the minutes of each board meeting, as well as the minutes of the regular church business meetings. An official copy of all minutes shall be filed in the church office.

4.6 Duration of Service

1. Elder-In-Training is a one year term provided for a member who has never served on an ERBF elder board. It is not a portion of the 3-year term of elder.
2. Following the Elder-In-Training year, the member must be nominated and ratified for a full term as elder.
3. All elders enjoying the support of the church may succeed their terms indefinitely and be presented as a nominee for ratification by the membership. However, an allowance of an administrative sabbatical shall be made in the seventh year of continuous service.