Board Election Flowcharts (Appendix C)

Abbreviated Flowchart for election of the following officers

Lead Pastor

- Elders & Deacons form a search team (no same-household duplication)
- Candidate(s) interviewed and vetted
- ¾ vote of Elders, Deacons to present candidate
- ¾ Membership vote required to call
- Duties begin per search team guidance

Elders

- Evaluated by Elders per 1 Timothy 3:1–7 & Titus 1:5-9
- ¾ vote of current Elders to appoint
- Announced to Membership; duties begin immediately

Deacons

- Evaluated by Church Membership & other Leaders per the requirements of 1 Timothy 3:8–13
- Reviewed and affirmed by Elders
- Interviewed by Deacons
- ¾ vote of members at business meeting to appoint
- Announced to Membership; duties begin immediately

Secretary & Treasurer

- Nominated by Elders & Deacons
- Approved by ¾ vote of Elders and Deacons
- Announced at next Vision Meeting; duties begin immediately

Expanded Flowchart

A. LEAD PASTOR

In the event of a vacancy of the Lead Pastor, the church as directed by the Board of Elders and the Board of Deacons shall begin to search for qualified candidates to fill this position. The Board of Elders and the Board of Deacons will formulate a *pastoral search team*, and by majority vote, they can add any other agreed-upon members within the church to this team. The search team should not have two members from the same family/household.

All candidates must agree with the church's written doctrines and practices, and shall be interviewed and investigated, speaking to the church at the will of the pastoral search team and Boards of Elders and Deacons as is deemed fitting. Multiple interviews will be necessary for candidates under serious consideration.

Once a desirable candidate has been found, the pastoral search team will meet to discuss and vote for this candidate to be presented to the church leaders (elders, deacons, trustees). A three-fourths majority of the Boards of Elders, Deacons, and Trustees are required to then present a candidate to the church membership at a duly-called business meeting to vote on the candidate as the next lead pastor. A new lead pastor may be called by ratification of 66% of the voting members present.

If elected, the new Lead Pastor will assume his duties at the direction of the pastoral search team.

B. ELDER

The Board of Elders, led by the Lead Pastor, shall appoint those qualified persons who shall constitute the Board of Elders, and shall promptly fill vacancies in that office for whatever reason occurring. The necessity for more or less elders will be based upon the discretion of the current Board of Elders. When the need arises for an additional elder(s), the selection process shall be as follows:

- At a Board of Elders' meeting, the current board shall begin by evaluating individuals based on 1 Timothy 3:1-7. Those who match the biblical criteria of 1 Timothy 3 will then be evaluated on membership; teaching; service in a leadership capacity; maturity in their spiritual walk (with nothing that would damage the reputation of God or this church); shepherding gifts; and the ability to commit to the responsibilities and expectations of being an elder.

- Once approved as a candidate, the Board of Elders shall vote with a needed two-thirds majority to officially select a candidate to be an elder. The new elder(s) shall be announced at an upcoming meeting of the church, and duties will begin immediately.

C. DEACON

The necessity for more or less deacons will be based upon the discretion of the Board of Elders in collaboration with the Board of Deacons. When the need arises for an additional deacon(s), the selection process shall be as follows:

- An announcement to the church body shall be made in the 3 months prior to the Vision Meeting, inviting candidates from the church body to evaluate prospective deacons according to biblical standards and present to the deacon board candidates through agreed upon means of communication.
- Once all candidate names have been submitted, the current deacon board shall evaluate individuals based on 1 Timothy 3:8-13. Those who match the biblical criteria of 1 Timothy 3 will then be evaluated on membership; service in a leadership capacity; maturity in their spiritual walk (with nothing that would damage the reputation of God or this church); and ability to commit to the responsibilities and expectations of being a deacon. Any candidates who do not meet those requirements shall be eliminated from contention and notified.
- The list of viable candidates will be sent to the Board of Elders for similar consideration and review of qualifications. If the elders affirm the candidate(s), the Board of Deacons will be given permission to interview the candidate(s), prior to membership voting and approval.
- At the next business meeting, all deacon candidates will be presented to the church body in attendance, and a vote shall be taken. To become deacons, all candidates must secure 2/3 of the vote.
- Once approved as a candidate, the new Deacon(s) shall be announced and duties will begin immediately.

D. CHURCH SECRETARY & CHURCH TREASURER

These positions (or position when one person serves both functions) are nominated by the lead pastor with a three-fourths majority approval of the elders and trustees. New leaders shall be announced at the next vision meeting of the church, and duties will begin immediately.