

## **ELDER CANDIDATE QUALIFICATIONS REVIEW FORM / SELF-ASSESSMENT**

(for CHFBC member)

*Praise God!* You have been nominated as a candidate for the office of Elder within Caledon Hills Fellowship Baptist Church. It is expected that all candidates meet the Scriptural qualifications listed in **1 Timothy 3:2-7** and **Titus 1:5-9**. The questions below are intended to evaluate you simply on the basis of what the Bible requires.

Notice that unlike the average job description the primary emphasis in **1 Timothy 3:2-7** and **Titus 1:5-9** is on *who the individual is* not so much on what he does. An Elder's function of pastoring is only as effective as his character permits. In this sense character is primary and function is secondary.

Also, we realize that as imperfect people, our candidates are not yet "glorified," although they are "being sanctified." Since every son of Adam this side of heaven falls short of the glory of God we are not evaluating candidates for sinless perfection. However, these qualifications represent a level of Christian maturity that is reputable, exemplary, and customarily present. ***Your fair and honest assessment is what really counts.***

### **Are You "Called" to Leadership?**

How does one know if he is "called" to Eldership? In the Old Testament, God spoke directly from heaven to those whom He was calling to lead (e.g. Moses), or he sent angels to deliver His call (e.g. Jacob) or He sent one of His prophets (e.g. David). In the early church, that call came directly from God's Son, Jesus Christ (e.g. the 12 Apostles and the Apostle Paul). But what about TODAY?

Evidently, the "call" to Eldership in the present church age comes by the work of the Holy Spirit, who impels a man's HEART to serve as a leader. Paul put it this way: "It is a trustworthy statement; if any man ***aspires*** to the office of overseer, it is a fine work he ***desires*** to do" (1 Tim 3:1, emphasis added). Paul makes it clear that those who are chosen to serve should want to serve. If you sense a personal aspiration and desire in your heart to participate more extensively in "overseeing" the care of the flock of God at CHFBC as an **Elder**, that may indicate God is "calling" you to serve Him and His church in that capacity.

### **Scriptural Qualifications for Elders**

Another key element of God's call is a man's attributes. Those who "desire" spiritual leadership within the church must also meet the Scriptural qualifications listed in the Timothy and Titus passages mentioned above. These criteria begin with the phrase "An

overseer then, **must be above reproach...**" (1 Tim.3:2a, emphasis added) and then describe the following areas of life that must be "above reproach" (or, **BLAMELESS**):

1. In his *MORAL CHARACTER*
2. In his *FAMILY LIFE*
3. In his *SPIRITUAL MATURITY*
4. In his *PUBLIC REPUTATION*

**Candidate "Self-Assessment"**

Therefore, it is expected that ALL CHFBC Elder candidates sense a spiritual "call" to such an office, and meet the qualifications listed in Scripture. If YOU sense such a call (that is, you have such a desire in your heart) then we ask that you assess yourself accordingly.

***NOTE: The final section ("Section B") of this assessment is to be completed by your SPOUSE, who is then to turn in the full completed form to the "Nominating Committee." Should either of you have any questions as you complete this form, please contact the lead Pastor.***

**CANDIDATE'S NAME (PRINT):** \_\_\_\_\_

**DATE OF REVIEW:** \_\_\_\_\_

**SECTION A: ASSESSMENT FORM - PERSONAL SPIRITUAL QUALITIES**

The Elder candidate must be "above reproach" (or: BLAMELESS- unassailable with no grounds for accusation against him) in the following areas of his life. Please prayerfully consider each one, and give an honest (and fair) assessment of each one:

**SELF-ASSESSMENT - AREAS OF "BLAMELESSNESS"**

I. **MORAL CHARACTER:** Personal Orderliness, Balance, and Discipline

1. **Above Reproach** (1 Tim. 3:2, 7; Titus 1:6, 7) – Are you irreproachable in the sense that there are no justifiable accusations or disgraces against you for which you have not repented?

Excellent	Good	Satisfactory	Needs Improvement
[ ]	[ ]	[ ]	[ ]

Comments: \_\_\_\_\_  
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2. **Respectable** (1 Tim. 3:2) – Do you have a well-balanced, virtuous life that would characterize you as a good role model?

Excellent	Good	Satisfactory	Needs Improvement
[ ]	[ ]	[ ]	[ ]

Comments: \_\_\_\_\_  
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3. **Disciplined** (Titus 1:8) – Do you have a sensible, well-ordered mind that shows good judgment and common sense?

Excellent	Good	Satisfactory	Needs Improvement
[ ]	[ ]	[ ]	[ ]

Comments: \_\_\_\_\_  
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4. **Temperate** (1 Tim. 3:2) – Are you emotionally balanced for making sound, cool-headed decisions?

Excellent	Good	Satisfactory	Needs Improvement
[ ]	[ ]	[ ]	[ ]

Comments: \_\_\_\_\_  
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5. **Self-Controlled** (1 Tim. 3:2; Titus 1:8) – Do you have mastery over yourself (personal discipline)? Are you able to exercise discretion and do you control yourself under adverse or tempting circumstances?

Excellent	Good	Satisfactory	Needs Improvement
[ ]	[ ]	[ ]	[ ]

Comments: \_\_\_\_\_  
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6. **Not Addicted to Wine** (1 Tim. 3:3; Titus 1:7) – Are you free from enslavement to any addiction? If you drink alcohol, is it used properly, so as never to be a “stumbling block” to yourself or anyone else?

Excellent	Good	Satisfactory	Needs Improvement
[ ]	[ ]	[ ]	[ ]

Comments: \_\_\_\_\_  
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7. **Not Pugnacious** (1 Tim. 3:3; Titus 1:7) Are you free from fighting, physical abuse, and violence?

Excellent	Good	Satisfactory	Needs Improvement
[ ]	[ ]	[ ]	[ ]

Comments: \_\_\_\_\_  
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8. **Uncontentious** (1 Tim. 3:3) – Are you peaceful in spirit and non-quarrelsome?

Excellent	Good	Satisfactory	Needs Improvement
[ ]	[ ]	[ ]	[ ]

Comments: \_\_\_\_\_  
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9. **Gentle** (1 Tim. 3:3) – Are you kind, with a gracious reasonableness, and patient with others, especially when they have done wrong?

Excellent	Good	Satisfactory	Needs Improvement
[ ]	[ ]	[ ]	[ ]

Comments: \_\_\_\_\_  
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10. **Not Self-Willed** (Titus 1:7) – Do you put the interests of others ahead of yourself and are you free from stubbornness and arrogance (are you willing to submit as needed)?

Excellent	Good	Satisfactory	Needs Improvement
[ ]	[ ]	[ ]	[ ]

Comments: \_\_\_\_\_  
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11. **Not Quick-Tempered** (Titus 1:7) – Are you free from being easily angered (short-fused) resolving your anger appropriately?

Excellent	Good	Satisfactory	Needs Improvement
[ ]	[ ]	[ ]	[ ]

Comments: \_\_\_\_\_  
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12. **Just** (Titus 1:8) – Are you morally upright and pure (e.g., a law-abiding citizen), being honest and fair?

Excellent	Good	Satisfactory	Needs Improvement
[ ]	[ ]	[ ]	[ ]

Comments: \_\_\_\_\_  
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II. **FAMILY LIFE** - Family Orderliness, Balance, and Discipline

13. **Husband of One Wife** (1 Tim. 3:2; Titus 1:6) – Are you a “one-woman” man (looking at present character, not past failure)? If you are married, are you faithful and loyal to your wife in all areas? If you are single, are you appropriately non-flirtatious?

**(NOTE:** Being divorced and remarried does not automatically disqualify someone. However, each case will be evaluated by the existing Eldership. Please contact the lead Pastor if this issue concerns you.)

Excellent	Good	Satisfactory	Needs Improvement
[ ]	[ ]	[ ]	[ ]

Comments: \_\_\_\_\_  
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14. **Manages Own Household Well** (1 Tim. 3:4-5; Titus 1:6) – In your home, are you a spiritual leader, lover, and labourer, who has the respect of your family?

Excellent	Good	Satisfactory	Needs Improvement
[ ]	[ ]	[ ]	[ ]

Comments: \_\_\_\_\_  
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15. **Children Under Control** (1 Tim. 3:4; Titus 1:6) – Do your children obey respectfully? Are they characteristically submissive (not unruly)?

Excellent	Good	Satisfactory	Needs Improvement
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Comments: \_\_\_\_\_  
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16. **Children Who Are Faithful** (Titus 1:6) – Are your children trustworthy? Do they display reliable conduct rather than a reckless life gone out of control?

Excellent	Good	Satisfactory	Needs Improvement
[ ]	[ ]	[ ]	[ ]

Comments: \_\_\_\_\_  
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17. **Hospitable** (1 Tim. 3:2; Titus 1:8) – Are you generous and receptive to guests even strangers?

Excellent	Good	Satisfactory	Needs Improvement
[ ]	[ ]	[ ]	[ ]

Comments: \_\_\_\_\_  
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III. **SPIRITUAL MATURITY** - Spiritual Development, Growth, and Discipline

A. **Ability to Handle the Word**

18. **Able to Teach** (1 Tim. 3:2) – Do you have a certain skill level at teaching the Word of God?

Excellent	Good	Satisfactory	Needs Improvement
[ ]	[ ]	[ ]	[ ]

Comments: \_\_\_\_\_  
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19. **Holding Fast the Faithful Word** (Titus 1:9) – Are you devoted to the Word of God, being firm and uncompromising in Bible doctrine?

Excellent	Good	Satisfactory	Needs Improvement
[ ]	[ ]	[ ]	[ ]

Comments: \_\_\_\_\_  
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20. **Exhort in Sound Doctrine** (Titus 1:9) – Are you willing and able to encourage, admonish and comfort believers by means of correct biblical principles and teachings?

Excellent	Good	Satisfactory	Needs Improvement
[ ]	[ ]	[ ]	[ ]

Comments: \_\_\_\_\_  
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21. **Able to Refute** (Titus 1:9) – Are you willing and able to expose, correct, and stop false teaching?

Excellent	Good	Satisfactory	Needs Improvement
[ ]	[ ]	[ ]	[ ]

Comments: \_\_\_\_\_  
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**B. Motivation:**

22. **Devout** (Titus 1:8) – Are you devoted to God and His word in order to live out your faith in holiness before others in a way that pleases God?

Excellent	Good	Satisfactory	Needs Improvement
[ ]	[ ]	[ ]	[ ]

Comments: \_\_\_\_\_

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23. **Loving What Is Good** (Titus 1:8) – Do you have a heart for and loyalty towards that which is good and right?

Excellent	Good	Satisfactory	Needs Improvement
[ ]	[ ]	[ ]	[ ]

Comments: \_\_\_\_\_

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24. **Free from the Love of Money** (1 Tim. 3:3) – Are you free from greed for money?

Excellent	Good	Satisfactory	Needs Improvement
[ ]	[ ]	[ ]	[ ]

Comments: \_\_\_\_\_

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25. **Not Fond of Sordid Gain** (Titus 1:7) – Are you free from seeking dishonest financial gain?

Excellent	Good	Satisfactory	Needs Improvement
[ ]	[ ]	[ ]	[ ]

Comments: \_\_\_\_\_

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**C. Maturity:**

26. **Not a New Convert** (1 Tim. 3:6) – Have you been saved long enough to have developed spiritual maturity?

Excellent	Good	Satisfactory	Needs Improvement
[ ]	[ ]	[ ]	[ ]

Comments: \_\_\_\_\_  
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**IV. PUBLIC REPUTATION: Relationship to Non-Believers and Those Outside the Church**

27. **Good Reputation** (1 Tim. 3:7) – Do you have a morally and ethically upright testimony with the unsaved?

Excellent	Good	Satisfactory	Needs Improvement
[ ]	[ ]	[ ]	[ ]

Comments: \_\_\_\_\_  
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STOP!                  STOP!                  STOP!                  STOP!                  STOP!                  STOP!

SIGNED: \_\_\_\_\_

***PLEASE PASS THIS FORM ALONG NOW TO YOUR SPOUSE WHO IS TO COMPLETE THE FINAL SECTION. SHE WILL THEN TURN THE FORM IN TO THE CHAIRMAN OF THE "NOMINATING COMMITTEE" OF CHFBC.***

**SECTION B - SPOUSE REVIEW AND ASSESSMENT**

It is important to the leaders of CHFBC to obtain objective feedback on prospective Elder candidates by other people besides the candidate themselves. Perhaps the most important person is the one whom they live with day in and day out. Therefore, we very much appreciate your involvement in this process.

Please take a moment now and prayerfully **review** the previous pages, and your husband's appraisal and comments. Then, answer the following two questions:

1. In general, do you **agree** with his review/assessment of these areas?

   **YES**      **NO**

Comments \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

2. Are there any specific areas that you need to comment on (list by number)?

Areas: \_\_\_\_\_

Comments: \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

**WIVES OF ELDER CANDIDATES - SELF-ASSESSMENT**

At CHFBC the WIVES of men in leadership are subject to review, also. When the Apostle Paul listed the criteria used to examine MEN for fitness in leadership within the church, he included this statement: "*Women must likewise be dignified, not malicious gossips, but temperate, faithful in all things*" (1 Timothy 3:11 NIV2011). Please give an honest appraisal of yourself now in each of these four areas:

1. **Dignified** – Are you reputable, insofar as you model character worthy of emulation by others?

Excellent	Good	Satisfactory	Needs Improvement
[ ]	[ ]	[ ]	[ ]

Comments: \_\_\_\_\_  
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 \_\_\_\_\_

2. **Not a Malicious Gossip** - Are you able to control your tongue so that you do not defame or slander others?

Excellent	Good	Satisfactory	Needs Improvement
[ ]	[ ]	[ ]	[ ]

Comments: \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

3. **Temperate** - Are you sober-minded and moderate (not given to extremes in behaviour)?

Excellent	Good	Satisfactory	Needs Improvement
[ ]	[ ]	[ ]	[ ]

Comments: \_\_\_\_\_  
 \_\_\_\_\_  
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4. **Faithful in All Things** - Are you dependable and trustworthy in every respect?

Excellent	Good	Satisfactory	Needs Improvement
[ ]	[ ]	[ ]	[ ]

Comments: \_\_\_\_\_  
 \_\_\_\_\_  
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**Review by Spouse:**

Do you **agree** with your wife's assessment of these areas? \_\_\_\_\_ **HIS initials.**

**CANDIDATE'S SIGNATURE** \_\_\_\_\_

**Please return the completed form to the "Nominating Committee" of CHFBC. You will be contacted if there is any further information required in the review process. Thank you for your assistance in this effort!**