

# A Practical Guide on Baptist Church Eldership

## INTRODUCTION

Congratulations on your appointment as an elder in your church. Chances are you're not entirely sure what you have gotten yourself into! This document is a brief and practical guide to help you get your head around the role of an elder, and eldership teams, as you and your church seek to bring gospel renewal to people and places.

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# 1 WHAT IS ELDERSHIP?

## 1.1 The function and role of an elder

There are a number of key biblical functions of an elder:

- Equip the saints to make disciples (Matthew 28:18-20)
- Lead the church (1 Tim 5:17; Titus 1:7; 1 Peter 5:1-2)
- Teach and preach the Word (1 Timothy 3:2; 2 Timothy 4:2)
- Protect the church from false teachers (Acts 20:17)
- Promote sound doctrine (1 Timothy 4:13; 2 Timothy 3:13-17; Titus 1:9)
- Visit the sick and pray (James 5:14; Acts 6:4)

Biblically then, elders shepherd, oversee, lead, and care for the local church as they engage with worshipping Jesus and making disciples.

There are also a number of key practical responsibilities of an elder:

- With the treasurer, set a prudent church budget for the year.
- Make sure someone is looking after the basics like church building maintenance, insurance, and Health and Safety
- Make sure bills get paid on time and have regular audits.
- Champion the pastor/s
- Get amongst it with other church elders, regional events, regional and national hui.
- Set up clear communication pathways for the separate offices of governance, management, and ministry.

## 1.2 Spotlight on your Pastor

Here are some ways in which an elder can look out for their pastor/s:

- Pray for and bless them and their family in practical ways.
- Make sure they have a day off, time in lieu and annual leave for the sake of their wellbeing.
- Develop a clearly agreed upon plan for their sabbatical.



- Constantly protect them from endless petty disagreements
- Ensure they annually read, sign, and live by the Baptist Code of Ethics
- Ensure they regularly attend a local pastor's cluster, regional huis, and the National Hui.

## 2 ROLE DESCRIPTION

### 2.1 Introduction to Role Description

An elder is a member of the Governance Group of the Church after being constitutionally elected to the position at an Annual General Meeting.

The Baptist Leadership Hub has sample role descriptions for elders. [Link here.](#)

### 2.2 The Ministry of the Eldership

As mentioned previously, the ministry of the eldership includes:

- Equipping the saints to make disciples (Matthew 28:18-20)
- Leading the church (1 Tim 5:17; Titus 1:7; 1 Peter 5:1-2)
- Teaching and preaching the Word (1 Timothy 3:2; 2 Timothy 4:2)
- Protecting the church from false teachers (Acts 20:17)
- Promoting sound doctrine (1 Timothy 4:13; 2 Timothy 3:13-17; Titus 1:9)
- Visiting the sick and praying (James 5:14; Acts 6:4)

### 2.3 Primary Purpose of the Role

To provide key spiritual and governing leadership in the fulfilling of Jesus' purpose for the church - to worship Him and make disciples.

### 2.4 Major Areas of Responsibility

- Ensure the church stays true to the goal of making disciples through its preaching focus, by way of personal example, and by encouraging the church to serve the needs of the community.
- Engage in a church wide process for discerning and articulating the way ahead for the church in the short and long term and underpinning this plan with a clear process to achieve it. This will include setting a prudent church budget to resource the plan and regularly communicating that plan to the church body.
- Look after the pastor/s and their family. This will include conducting an annual ministry review with the pastor/s that is a blessing and not a burden to them as well as ensuring they get time off as appropriate and are resourced generously to do their job well.
- Shepherd the people in the church through prayer, good communication, guidance, correction, and constant encouragement.
- Oversee the work of making sure the church buildings and resources are insured and maintained well, Health and Safety is up to date, and HR processes are done well.
- Represent the pastor/s and elders well within the church, and the church within the wider community.

### 2.5 Key Working Relationships

- Pastor/s and eldership team
- Ministry leaders



- Regional Leader
- Regional elders' cluster (where available)

## 2.6 Key Personal and Ministry Skills and Attributes

- Committed follower of Jesus and servant of His people
- Leads out of the prompting of the Holy Spirit
- Biblically literate and able to preach when required
- Strategic thinker who understands the difference between governance and management
- Proven character and church leadership experience
- Cares for people and loves the church

## 2.7 Key Expectations of the Role

- Maintain a healthy relationship with Jesus with regular Bible reading and prayer.
- Keep confidences and champion the pastor, eldership team, local church, and the Baptist family of churches.
- Be relationally visible to the church.
- Attend where possible all elders' meetings and retreats.
- Be ready to engage in extra eldership duties as they arise.
- Agree to and sign the eldership Code of Conduct and Church Statement of Faith

# 3 NOMINATION AND SELECTION PROCESSES FOR ELDERSHIP

## 3.1 Current Elders Seeking Re-election

The Chair of Elders will ensure that those current elders whose terms will expire that year and who are willing to re-stand have their eldership nomination forms completed on time.

It is preferable to have the expiry terms of the current elders staggered, so that re-elections do not fall all at once, or in a large group. To achieve this, it is permissible for individual elders to agree to stand for a one-year term to achieve this staggering.

The church should include in its Constitution the terms under which elders serve. This example comes from the BUNZ Model Constitution:

*Elders shall serve for a term of two years and shall be eligible for re-election. Elders are required to take a break of one year following two successive terms of service.*

## 3.2 Nomination Forms

Below is an example of the process for nominating someone for eldership.

Anyone can nominate an elder who they think meets the criteria, but all nominations must be notified through a Nomination Form (available at the Church Office). These forms must contain:

- The name and signature of the person being nominated (must have their consent.)
- The name and signature of the nominator.
- The name and signature of at least two other seconders (must have their consent).
- The nominator will need to gain the approval of all the people involved in the nomination before any nominations are submitted.



- All nomination forms should be deposited either in the Elder Nomination Box, the Church office or directly to the Chair of Elders by the 1st Sunday in September.
- Any nomination forms received that are partial or incomplete will be rejected.

### 3.3 Eldership Selection Process

It is good to have a clear process for the selection elders. This will enable plenty of time for prayer, consideration of who might be suitable for the role, and time for candidates to consider putting their name forward.

Below is a sample eldership selection process.

**1<sup>st</sup> Sunday in August** - Call for nominations (if any).

**1<sup>st</sup> Sunday in September** - All completed nomination forms, including those seeking re-election, are to be submitted to the Chair of Elders.

**September** - Chair of Elders is to coordinate the interviews during the month of September.

**Last Sunday in September** - The Eldership Selection Committee will have completed their duties (as outlined in the Eldership Selection Committee Policy).

**1<sup>st</sup> Sunday in October** - All approved nominations are to be announced to the congregation four (4) Sundays prior to the voting being conducted. All nominations will be introduced to the congregation during a Sunday service.

**1<sup>st</sup> Sunday in November** - Voting papers are distributed to the congregation (members vote only) three (3) Sundays prior to the November Church Business Meeting.

**Late November** – At the Church Business Meeting all votes are counted and the successful names are then notified to the meeting.

*Note* - the November Church Business Meeting is usually conducted in the **last Sunday of November** each year.

### 3.4 Voting Threshold

Consult the Church Constitution to find out what percentage of members present in a meeting (quorum) is needed to be able to elect nominees as elders. Be very clear before the vote how to handle abstentions. Abstentions do not count in tallying the vote negatively or positively; when members abstain, they are in effect attending only to contribute to a quorum.

### 3.5 Policy of Co-option to Eldership

From time to time, it may be necessary for the eldership to draw on the help, skills, and advice of people outside of the eldership team. Furthermore, there may be times when the elders find themselves short in numbers and need immediate assistance and waiting for the next selection round would be impracticable. In these cases, it is permissible, and indeed a normal practice, to co-opt people onto eldership when necessary.

However, the elders and senior pastor must remain cognisant that eldership is part of a church-wide process, and that co-option can be viewed as a means of circumventing the usual safeguards. Some members of the congregation may at times feel uneasy about co-option, hence it is best to keep co-option to a minimum.

When considering co-option, the elders should follow these guidelines:

- Preferably the co-opted elder will be an ex elder or member of the ministry leadership team that demonstrates all the characteristics expected of an elder.
- The co-opted elder must be a member of the church.
- Set specific roles and duties for co-opted elders or any restrictions as to participation on eldership as appropriate.



- No period of co-option should exceed 12 months. At the end of the 12 months the co-opted elder must either step down or be nominated for eldership.
- The co-opted elder will be fully inducted as noted above.
- Once co-opted, the person then operates as a full elder unless specific restrictions are prescribed.
- There is no expectation that any co-opted elder will automatically progress to full eldership. If the co-opted person is deemed suitable for general eldership, then they must go through the full selection process as per a new elder.
- The person's name and reason for co-option must be communicated to the congregation once the decision is made. This is not for voting purposes, but to keep the congregation informed.

### 3.6 Eldership Interview Questions

There are two sides to the coin in when it comes to eldership interview questions. The first, and most obvious side, is the questions the elders have of the person being interviewed for eldership. The second side is the questions that person being interviewed will ask of the team interviewing them. The following questions from both sides can be used as a guide. It is helpful to allocate questions to everyone on the interviewing panel, but not all the questions need be asked.

Questions that might be asked by the interviewing panel:

- Why do you think God is calling you to eldership?
- What is your personality type and spiritual gifts?
- Are you people or task orientated?
- Tell us about your prayer/spiritual life.
- Do you have an attitude of trust in the people of the church, or do you think the elders should be in control of the church and its outcomes?
- Are you willing to be part of the church's vision and encourage creative ways to help the church reach its goals?
- Are you prepared to let go of personal agendas to be part of an eldership decision, that through seeking God's wisdom you have come to a consensus on?
- How do you cope with criticism, constructive or otherwise? (2 Tim 3:16, 4: 2-5)
- Are you teachable and do you like to hear and consider other people's opinions?
- How important do you think it is for the eldership to make time to seek the wisdom of God about situations that happen in the church or about the direction the church needs to be heading in?
- What excites you about where the church is heading?
- What do you see are the greatest gaps or problems in the life of the church at this stage and what do you think is the way forward?
- Where do you hope to grow through being on the eldership - be specific?
- Tell us what you can offer to eldership/leadership of the church? What attributes are you going to bring to the Eldership team?
- Do you have the support of your spouse / family to be an elder?
- Are you in an accountability relationship that you trust or have someone else as a regular mentor / sounding board that you can safely work through issues?



- Can you ‘flow’ in unity with existing elders? How might this be a challenge to you?
- Tell us about your previous experience in long-term church leadership.
- Are you prepared to support and take ownership of a decision that is agreed on by the elders, even though you disagree?
- Tell us about your ability to teach others? (Titus 1:9)
- What is your main spiritual passion and gifting?
- Are you prepared to make elders meetings, retreats, and other duties (such being on an interview panel) a very high priority in your life?

Questions that might be asked by the interviewee:

- What is the gift and personality mix of current elders?
- What are they looking for in a new elder?
- What is the culture of eldership like?
- How long have the current elders and Chair been in their roles?
- What would they like to be doing better?
- What opportunities do you provide for training or support for an elder with no prior experience?
- Are there any major areas the eldership is wanting/needing to address?
- What is the biggest challenge facing eldership?
- Describe the relationship between elders and the pastor?
- Are there any areas of legal risk or challenge for the church or associated trusts?
- What level of D&O (Directors and Officers Liability) insurance does the church / BU have?
- What self-review mechanisms does the eldership have?
- How long is the appointment to eldership?
- Will there be a review after an initial period?
- Is there an exit plan if the appointment is not working well?

### 3.7 Guiding the Candidate Nomination Process

It is wise to give guidance to the congregation as to the kind of candidate you are seeking. This might be as simple as saying:

“In the year ahead, we are looking for one person with an eye for the big picture and another who is good at administration. This is because we are looking to develop one more community ministry and encourage full use of the new Ministry Centre by the church ministries. We are also wanting to do further work on our church policies and Constitution”.

Under normal circumstances, paid staff, or spouses of paid staff, should not be nominated for eldership.

## 4 THE ELDERSHIP TEAM

### 4.1 Induction Process

Once a new elder has been selected, it is imperative that they have an induction into the role. It would be normal for the Chair of Elders to do this. It should include:





- Praying for them in church and releasing them into the role
- Taking them out for a meal to build relationship and to explain the role, the background to any ongoing events, issues, problems, and projects currently on the elders' agenda.
- Giving them the following: the last 6 months of elders' meeting minutes to bring them up to speed, an up-to-date contact list of the other elders' names, phone numbers and emails and introducing them to key church people (see the list below as a guide), a copy of the Church's Constitution, and the eldership Code of Conduct to sign.

Introduction to key church people and local church leadership should include:

- Pastoral team
- Paid Staff
- Treasurer
- Ministry Leaders
- Health and Safety Person
- Regional Leader
- Regional Children and Family, Youth, and Young Adults Coaches (where applicable)
- Chairperson of Regional Association Board

We recommend holding a 'Cultural Workshop' which acknowledges Te Tiriti o Waitangi, the Treaty of Waitangi from a Biblical Covenant perspective, and which acknowledges the role of the first missionaries to Aotearoa New Zealand in establishing this treaty. Contact your local Association for information on running this sort of event.

#### 4.2 Balance of People, Process and Purpose

In terms of the makeup of the team, it is important for any eldership team to have at least one person who is 'people focussed' and has a relational gift, someone who is 'process focussed' and has an administrative gift, and another who is 'purpose focussed' with a more strategic/vision gift.

The people focussed person will ask, "Who is affected, who's coming with us, and will they get there safe and intact?" The process person will ask, "What is the best process we can take to get this task done? What steps will we take to get there and how will we know we've arrived?" The purpose person will ask, "Where will this take us and why are we going there?"

Having all three of these people-types means that the congregation is more likely to be cared for, do things in an orderly fashion, and keep on track with their church vision. If you have the luxury of choice, always aim for more purpose people on your team than process or people members.

<b>Suggested Proportional Balance</b>			
4 elders (inc. Pastor)	2 purpose	1 process	1 people
5 elders	3 purpose	1 process	1 people
6 elders	3 purpose	1 process	1 people
7 elders	3 purpose	2 process	1 people

#### 4.3 Balance of People Diversity

It is good if the eldership team reflects the diversity of your congregation. Here are a few things to consider when aiming for diversity:





- gender
- ethnicity
- demographic makeup
- socioeconomic range
- vocations
- educational diversity of your church

**Note:** Look to appoint from that balance of diversity *providing* you have skilled candidates from each area.

#### 4.4 Balance of Authority, Accountability and Responsibility

For the eldership team to run well, it must have a good balance of authority, accountability, and responsibility.

Authority is the power to give work to others in the church according to the vision and goals of the church. When an elder has no authority, they cannot get anything done. Frustration results. Responsibility is the obligation to complete the task given. When an elder has no responsibility, they have nothing to do. Boredom results. Accountability is the obligation to report formally about the work done to discharge the responsibility. When a person has no accountability, they can get away with anything. Danger results.

So, if you are feeling frustrated, bored, or unsafe on eldership it is good to ask the team, “Do we need to revisit our authority, responsibility and accountability structure?”

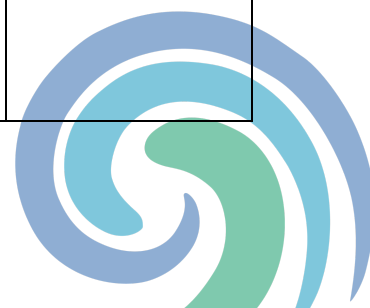
#### 4.5 Number of Elders

Scripture gives no guidelines for the total number of elders required for an eldership team. The only biblical precedent for the number of elders is a plurality of elders. Therefore, each church should decide on the total number of elders needed to appropriately lead the congregation.

#### 4.6 Time Expectations for Eldership

One of the big unknowns for people going on to eldership is how much time it is going to take to do the role well. Below is an example of what the time expectations might look like over the whole of a year.

Task or Meeting	Approximate number of times
One on one meeting with the Chair of Elders to begin the orientation process	1
Monthly elders’ meeting usually on the first Monday of the month from 7pm to 9:30pm. These nights are run on a specific agenda compiled by the elder chairperson	12
Working on a specific ‘one off’ governance project according to your skill area and availability	2
Taking on a particular governance area from time to time throughout the year. Due to the vastly differing home and workplace situations that each elder has, taking on a portfolio cannot be expected of every elder, but where the desire, availability and skill is present, it is greatly appreciated	Open ended
Retreats during the year. These meetings are more open ended in nature and usually focus on just one theme which we have more time to pray about and discuss. The retreats are encouraged to be on a weeknight as opposed to the weekend due to family commitments of	4



elders during the weekend. We may need to revisit the times of the retreats as reality dictates. The actual times chosen are negotiated among the group about a term ahead of time	
Keeping in touch with other elders through email, phone and in person	Open ended
Regular attendance at the Sunday morning service	Approx 40
Writing up an elders' feedback article for the newsletter to communicate to the church the things elders are working on	delegate
Attending the Eldership Selection Meetings at the end of the year, for those who are nominated. Typically, this will be somewhere between zero and three interviews depending on how many elders are up for re-election and how many names are brought forward for nomination	1-2
Visiting people in the congregation and community in an eldership capacity for such as: <ul style="list-style-type: none"> <li>• Praying for the sick</li> <li>• Talking through membership with a couple</li> <li>• Informally discussing a new ministry initiative</li> </ul>	3
Up-front visibility in the Sunday morning service in an eldership capacity to help the work of eldership and let people know who the elders are. This may include things like: <ul style="list-style-type: none"> <li>• Taking a part in the AGM service as Chairperson</li> <li>• Service leading</li> <li>• Speaking to specific issues on a Sunday morning</li> <li>• Praying for people starting up a new ministry</li> <li>• Welcoming new people into membership</li> <li>• Farewelling people</li> </ul>	5

As you can see, if you tally up all of these, an elder will be doing something on average once a fortnight, and this workload will increase when a specific work is added. Of course, this scenario will vary hugely from church to church.

#### 4.7 Strengthening your Eldership Team

Below are some basic ways to strengthen your eldership team and stop it from becoming professionally distant and non-engaging.

- Worship and pray together every time you meet
- Eat well together
- Celebrate the wins together
- Learn together (have a look at the resources on the [Leadership Hub](#))
- Know your team better through a programme like Strengths Finder, Myers Briggs etc.
- Pray for others in your church together

#### 4.8 Eldership Annual Audit

It is worthwhile to examine together as an eldership how the year has gone. Draw up a simple annual audit framework that gets circulated at the same time each year for pondering and reflecting together.

Questions might include:

- Where has God been seen?



- What has gone well? Why?
- What has not gone so well? Why not?
- How will this impact our goals/tasks for next year?
- How tired are we?

## 5 GENERAL ELDERSHIP PROCESSES

### 5.1 Key Meeting Dates for the Year

It is advisable to set these dates at the start of the year so that each member of the team has the opportunity to book all the meetings well ahead of time. Key dates should include eldership meetings, retreats, and church meetings (including the AGM).

### 5.2 Key Roles within the Eldership Team

#### **Chair of the Elders**

This person leads the eldership team. They may be the more frequent point of contact between elders and the pastor/s.

#### **Chair of Meetings**

It is good to have one elder (preferably not the pastor) chair the meetings so they can:

- Prepare the agenda
- Keep the meeting starting and finishing on time
- Check the 'to do's' were achieved from the last meeting
- Keep the meeting on track with governance and spiritual oversight
- Avoid the meeting dropping into the minutiae of management

### 5.3 Meeting Protocol

It is important to take minutes from each meeting as a record of what was decided and who was responsible for the various items that were discussed. Minutes can be taken by one of the elders, or each elder take it in turns, or a person who has the capacity to keep confidentiality can be appointed from outside the eldership to take the minutes.

A basic meeting protocol might look like this:

- Agenda items may be submitted to the Chair or the Minute's Secretary.
- The agenda is distributed on the Friday prior to the next meeting. It includes the previous minutes, action list, pastor's report and any other documents needed for the meeting.
- Minutes and action list are circulated within a few days of the meeting - the action list is a summary of decisions taken and shows responsibility for tasks.
- Meetings start at 7pm and aim to finish at 9:30pm.
- Ministry leaders and staff are invited to make presentations to the meeting from time to time.

### 5.4 How to Avoid "Elder Email Overload" Syndrome!

From time to time, ideas or matters need to be considered between meetings. You may want to sense the teams' feelings regarding a particular matter prior to or following a meeting. To avoid an endless stream of emails, below is a simple process you could utilise.



- Email the Chair of Elders the item for consideration.
- Chair then emails this item to all elders for their consideration.
- Elders email individual thoughts back to the Chair.

The Chair gathers the collective thoughts of the eldership. They then decide whether to bring the consensus back to the original elder, or whether to bring the matter to the next elders' meeting.

## 6 GOVERNANCE AND MANAGEMENT

### 6.1 Understanding the Difference Between Governance and Management

Put simply, "Governance" is the strategic task of setting the church's goals, direction, limitations, and accountability frameworks. Governance falls squarely inside the responsibility of eldership.

"Management" is the allocation of resources and overseeing the day-to-day operations of the church. Management is to be given out to others where possible, but it is size dependant.

### 6.2 More than Governance

Good governance alone will never be enough for a church to thrive. The church is a spiritual body blessed with Christ as head. The devil is always looking to tear down the people of God. So, elders need to be spiritually aware of the climate of their church by discerning the constant tension between the blessings of Jesus and the attack of the devil. When good things happen in church life it is good to ponder how those things can be protected. When bad things happen it is good to discern whether it is an attack of the devil which needs prayer or someone doing something foolish that requires intervention.

## 7 ELDERSHIP DOCUMENTS

### 7.1 Eldership Code of Conduct

It is good to have a written Code of Conduct, that elders are required to sign each year. Below is an example of what a Code of Conduct might look like.

*As an elder at \_\_\_\_\_ Baptist Church I agree to:*

- *Demonstrate personal integrity and build trust with others*
- *Treat with respect, fairness, and consideration all persons, regardless of race, religion, gender, sexual orientation, marital or family status, disability, age, or national origin*
- *Champion all people in our church equally*
- *Champion all pastors and churches in our region equally*
- *Guard against over commitment and avoidance of responsibility*
- *Not act independently of the eldership's decisions*
- *Ensure disagreements with the eldership's stance on matters raised by elders, are resolved within the elders*
- *Avoid triangulation*
- *Limit email communication to facts, go in person with emotional content*
- *Nurture the values and goals of the eldership team*
- *Serve the needs of the church rather than personal interest*
- *Respect and consider diverse and opposing viewpoints*
- *Publicly represent the eldership and denomination in a positive manner*
- *Observe the confidentiality of non-public information acquired in our roles. Not disclosing such information that may be harmful to the eldership or others, particularly when sharing with spouses*



- *Speak with one voice through elders' adopted policies and ensure disagreements with the eldership's stance are resolved within the team*
- *Recognise the lack of authority in any individual eldership member or subgroup of the eldership in any interaction with the Regional Leader, staff member, or church representative.*
- *Recognise that only the Chair of Elders may speak on behalf of the eldership team*
- *Be available to undertake appropriate professional development*
- *In the event of serious misconduct (e.g., sexual misconduct, criminal behaviour, promoting false teaching, fraudulent actions, acting divisively, harmful addictive behaviour, etc.) resign as a member of the eldership team*

## 7.2 Church Statement of Faith

It is essential that every church have its own agreed upon Statement of Faith. This safeguards against heretical or divisive ideologies coming into the church.

## 8 WHEN TO LEAVE THE ELDERSHIP ROLE

Life is measured in seasons. And this is certainly true of eldership. Each elder should consider before God at the end of each year if it is good for them to continue in the office of eldership. Maybe their season has come to an end? More specifically, each elder should ask themselves, "Is it time to **renew** my call to eldership or is it time to find a **new** call?"

Churches should have an established framework for the length of term an elder can serve.

## 9 RESOURCES

### 9.1 Setting Your Church Free

Corporate sin robs the spiritual vitality and fruitfulness of churches, keeping them from being free in Christ. Setting Your Church Free offers practical and life-giving tools for dealing biblically with corporate sin in the church. Offering a balanced approach, this unique tool takes into account the reality of the spiritual world as well as the need for correcting leadership and administration problems.

You will discover how to:

Unite around a common purpose

Deal with the power of memories that affect the present and future of the church

Defeat Satan's attacks, and

Move forward with a strong, effective action plan

Churches that put these steps into practice will be set free from bondage to walk in the freedom Christ offers. For more information on this tool contact your Regional Leader.

### 9.2 BUNZ Leadership Hub videos and resources

The [Better Church Elders](#) video series is a New Zealand made online training resource for Eldership groups and Church Boards. The series includes teaching videos (15-20 minutes each) about Eldership with robust group discussion questions included in a study guide for each video. There is also a suggested 'action' to do as an eldership or board, and a reading as an 'extra'. The video content is provided in an interview format led by Charles Hewlett (Baptist Union of NZ National Leader) with experienced practitioners. Viewers hear from multiple voices on ways to form healthy eldership and governance teams.

The [Leadership Hub](#) has a wide variety of other resources designed for eldership and governance boards.



### 9.3 Good Governance is Worth the Effort: A Handbook for Christian Charities and Churches in Aotearoa

This book, written by Martyn Norrie, helps leaders and board members of Christian charities as they seek to outwork their calling in New Zealand. It aims to help you to encourage the team that God has placed you in, and to outwork His purposes in and through your organisation. Link to book [here](#).

### 9.4 The Robust Leadership Training Course

This 10-module course has been produced by the Leadership Hub to help pastors and leaders grow in their leadership capacity. The course covers ten areas that we believe are markers of a robust leader and is suitable for anyone in leadership in a church, faith community or associated entity.

Each module is facilitated by a different Baptist leader and includes video teaching, follow-up learning, and a practical component. The course could easily be used as a training resource for an eldership team. [Link here](#).

### 9.5 Privacy Act Resource

The Privacy Act 2020 has 13 privacy principles that govern how we should collect, handle, and use personal information. For a quick online tour [click here](#).

### 9.6 Christian Savings Conference on Good Governance

Christian Savings have made a series of videos on good governance. Links below.

[Session one – Reshaping for today and tomorrow](#)

[Session Two – A Simple Approach to Good Governance](#)

[Session Three – Governing for a healthy Financial Future](#)

[Session Four – Governing in light of the Treaty](#)

[Session Five – Governing in our Legal Landscape](#)

[Session Six – Governance and the spiritual overlap](#)

[Session Seven – Mission Drift: The challenge for governance](#)

## 10 KEY CONTACTS

### Baptist National Support Centre

The staff at the Support Centre exist to support and resource the churches, so don't hesitate to phone or email one of the team.

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