



QUALIFICATIONS AND RESPONSIBILITIES OF ELDERS 2023

(APPENDIX A GOVERNANCE MANUAL 6-28-21)

HP Pres' elders are nominated by the congregation and undergo a robust screening and evaluation process by the Officer Nominating Committee before being elected by a congregational vote. "Elders are given authority and responsibility, along with pastors, to oversee the spiritual health of the congregation...governing and guiding its mission for Christ in the world" (ECO Polity 1.0603 & 2.02).

Elder Qualifications

- **Active Covenant Partner** of HP Pres for three years or more including a demonstrated commitment to worship, community, mission and financial support (Acts 2:42)
- **A mature and growing relationship with Jesus Christ** (1 Pet. 5:1-3, 1 Tim. 4:16, 2 Pet. 1:3-11)
- **Highly regarded** by those inside & outside of the church for the **character** traits described in 1 Tim. 3:1-7 and Tit. 1:5-9, including:
 - An "above reproach" lifestyle free from patterns of sin
 - Sound judgment including tempered emotions and the ability to keep confidence
 - Ability to listen well to others and to submit preferences to the good of the whole
 - Devotion to spouse (if married) with a healthy family life
- **Familiarity with and commitment to God's Word** and the ECO Essential Tenets (2 Tim. 2:2)
- **Ability to communicate Biblical teaching** in a winsome & non-argumentative way (Tit. 1:9)
- **Ability to engage in strategic thinking**, visioning, and anticipatory leadership (Rom. 12:8)
- **Faith and devotion to intercede** for the church in prayer (James 5:14, Acts 6:2-4)
- **A sense of calling** based on both personal desire to serve and the affirmation of others

Elder Responsibilities

- **Shepherding Responsibility (Vine Work)**
As the spiritual shepherds of the church, elders disciple and evangelize others through organic relationships and specific ministries, such as:
 - Leading a small group or teaching a class
 - Discipling new believers or future leaders
 - Extending hospitality to neighbors and seekers
- **Governance Responsibility (Trellis Work)**
When gathered monthly as a Session, elders govern the church through:
 - Strategic Planning & Visioning



- Determining and Monitoring Annual Goals and Policies
- Providing General Oversight, including Annual Budget Approval Additionally, many elders will serve on select Session committees or work teams.

Time Commitment

- Elders are elected for a four-year term of service
- New elder training for 8 weeks (approx. 2 hrs per training)
- Time to spiritually shepherd church members and seekers in the ways listed above
- Session meeting on the 4th Monday evening of the month (approx. 2 hrs)
- Session retreat over one weekend per year (typically in January)
- Committee and Session work teams typically require additional monthly hours
- Regularly administer the Sacrament of the Lord's Supper