

## Elder Candidate Questionnaire

Name: \_\_\_\_\_

**Thank you for your willingness to undergo this process! Our hope is that it will be an opportunity to grow in grace. Please fill this questionnaire out prayerfully, independently, and honestly. Please don't feel the need to make yourself "look good"—the Lord has already given you His righteousness. Please don't discuss your questions/answers with anyone until after completing and sending in. Thank you.**

*The following questions relate to Christian Experience, Gifts/Ministry, Personal Issues, Marriage and Family, and Vision of Redeemer which have been adapted from another church in D.C. (Grace D.C. PCA). As there are many questions, **please be as concise as possible** (answer in sentences, rather than paragraphs—some with simple "yes/no"). We can always follow up at the interview.*

1. What does Jesus mean to you personally? What confidence has he given you before God?
  
  
  
  
  
  
  
  
  
  
2. Describe how you feed on Christ regularly in very practical ways—how do you draw on the resources of Christ daily? Describe your prayer life?
  
  
  
  
  
  
  
  
  
  
3. How has the grace of God changed you in the last year? If married, would your wife agree?
  
  
  
  
  
  
  
  
  
  
4. Describe a recent occasion when you've needed to repent? What does repentance and reconciliation look like in your relationships? (provide an example)
  
  
  
  
  
  
  
  
  
  
5. Read the qualifications of an Elder in 1 Timothy 3.1-7 and Titus 1.5-9. Summarize who you understand an Elder to be.
  
  
  
  
  
  
  
  
  
  
6. What most excites you about the work of being an elder? Greatest fear?
  
  
  
  
  
  
  
  
  
  
7. What are your spiritual gifts? Strengths? Weakness?

8. How do you typically deal with discouragement (both healthy and unhealthy ways)?
  
9. What do you understand “discipleship” to consist of?
  
10. What sins of others most offend or annoy you?
  
11. Do you pray for, build relationships, and share your faith with non-Christians? Have you played an instrumental part in someone coming to Christ in the past 3 years?
  
12. Do you have anything against anyone, or they you? (i.e., at work or church) Has anyone confronted you about a particular sin while at Redeemer? If so, explain.
  
13. Do you have any reservations/issues with a current staff member, elder or pastor? If so explain.
  
14. Are there any ministry or vision decisions of the Session with which you (or wife) have struggled to submit? Teachings of the PCA (for e.g. infant baptism, predestination, women ordination, covid-response, politics, etc)?
  
15. Are you fed by our worship service? (e.g. music, liturgy, teaching/preaching) Explain.
  
16. Do you struggle with being a “controlling” person? Describe a time when an important decision went contrary to your desire--how did you respond?
  
17. In what areas of your life is it hardest for you to accept advice or correction? (be specific)

18. Do you regularly express outbursts of anger/rage either at home or at work? Regular use of profanity? Physical expressions of anger e.g. throwing/ breaking things, etc? Ever hit or grabbed your wife/another in anger?

19. How would others—in/outside of the church—describe you—e.g. “intense”, “joyful”, “serious”, “compassionate” etc?

20. Would your business associates be surprised that you were being nominated as a spiritual leader? Would others say you conduct the affairs of your occupation with integrity?

21. Sexual purity: Do you pursue purity of mind and heart? Are you now, or over the past 3 years have you been engaged in using pornography? Have you ever had an inappropriate, intimate relationship with another person while being married? Is your sex life fulfilling as a married couple? If single, in the past 3 years have you been inappropriately intimate with another person? Do you believe the sexual relationship should be reserved for marriage between one man and one woman?

22. Have you been married more than once? If so, please give pertinent details regarding the dissolution of your previous marriage.

*In the following questions if you're married focus your answers on your spouse, if single on your closest friendships or a family member.*

23. Do your spouse/friends feel loved and cared for by you? Spend adequate time with them? Are vulnerable and open? Explain.

24. What is the greatest joy in your marriage/friendships? Greatest sadness?

25. Describe a reoccurring argument with your spouse or close friend/family member?

26. If Married: Describe how you lead your wife and family in their own spiritual growth? If single, do your friends regard you as a spiritual leader?

27. If you have children, does your wife believe you spend adequate time with the family? What does that look like on a weekly basis?

28. If you have children who are of age to express it, would they say they are valued by you? Any significant issues with them?

29. How do you see serving as an elder being a joy or hardship for your relationships?

30. Have you any serious domestic issues that, if became public, would embarrass you or the church?

31. Knowing that being a church officer requires an additional time commitment, do you think that this is a commitment that you (and your family) can afford? Will your work schedule (including out of town travel) hinder your ability to regularly attend church, shepherd the flock, engage in outreach, or attend session meetings?

32. Do you have commitments to other ministry organizations that may possibly interfere with the responsibilities to Redeemer? Have you thought about leaving Redeemer in the last 3 years? If so, please give details on why you considered leaving and why you decided to stay.

33. Are you involved in any illegal practices? Are you experiencing serious financial difficulties at present?

34. What are your views on protection of life? (e.g. abortion, murder rate of inner city youth, euthanasia)

35. What is your view and practice of tithing? Do you tithe now? If not, would you commit to tithe upon your installation as elder? We are not asking specifics in this area, as our financial manager is the only one who has access to the specifics of giving. Rather, we want to know, in general terms, if you are generous with what God has given you.

36. Briefly describe your views concerning the use of alcohol/tobacco? Personal use?

37. How should an elder handle his own political preferences with respect to the church?

38. Are you prepared to understand the fifth ordination vow ("Do you promise subjection to your brethren in the Lord?") to mean, in part, that, as an elder, while you might heartily disagree with other elders or deacons in private discussions, yet publicly you would never speak negatively of another elder; and that the only exception would be in a matter of absolute Biblical fidelity and then the matter would be spoken of to the proper representatives of a church court (other elders, presbytery, judicial committee, etc.)?

- Yes
- No

If you feel the need to qualify your answer in any way, please explain.

39. An elder is a position of authority, and yet a call to be a servant—how do you think these work together?

40. Do you and your wife struggle with gossip? Are you able to maintain pastoral confidences, even from your wife when necessary?

41. What is your understanding of both the call and limits of an elder's wife? What do you think managing ones family entails?

42. Do you and/or your wife find yourselves highlighting the weaknesses of Redeemer's staff, worship service, or ministry with one another or others?

43. One of our purposes is to be “in and for the city of Lincoln”—what does this mean to you?

44. We have stated that we are a community that is being changed by the gospel. Evangelism and discipleship are both at play at all times within Redeemer because it is the gospel that initiates and sustains us in the faith. If a member of our church came to you and asked, “Is Redeemer a church *for* the equipping of it’s own members or a seeker church that is focused on those outside the community?”—how would you respond?

45. One of Redeemer’s goals is to be “inwardly growing and outwardly serving.” How do you see this evidenced at Redeemer? Any suggestions how this might be enhanced?

46. Summarize in one sentence what each of these core values represents:

Redemption:

Resurrection:

Reconciliation :

Rest:

47. What do you see as the primary challenge facing Christians in this cultural moment?

48. If there is one area you would wish Redeemer to grow in, what would it be?

49. Is there anything else the Elders interviewing you should know?

50. If through this process God revealed it was not the right time, or right fit for you to become an officer, would you be able to respect and support the decision of the Elders? Would you be willing to continue to serve the Church with joy and without complaining? Would you encourage your wife to do the same?

