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Approval

Originator	Reviewer	Approver
Josh Mehrle	Elders	Elders

Revision History

Rev.	Date	Originator	Summary of Changes
A	03/15/2015	Josh Mehrle	Created
B	04/07/2026	Lisa Engelman	Updated to 2026 practices

1.0 Purpose

The purpose of this policy is to establish and communicate elder qualifications as set forth by the Elder Board of Cornerstone Christian Church.

2.0 Scope

Cornerstone Christian Church is led by a group of godly men that make up the Elder Board. These men have to meet biblical standards to be elected to the Elder Board. This document serves to clarify those requirements.

3.0 Responsibility

It is the responsibility of the elders of Cornerstone Christian Church to make sure the qualifications set forth within this document are adhered to by any member of Cornerstone Christian Church seeking to become an elder candidate.


4.0 Policy

4.1 Cornerstone Christian Church Elder Process

Cornerstone Christian Church elder candidates can be nominated by Cornerstone Christian Church active members, elders, or staff, by submitting an Elder Nomination Form to the executive pastor of operations during the fourth quarter. Once approved for consideration by the Elder Board, the candidate will enter into the Elder in Training program as outlined in policy **PL5008, Elder Training Process** before being eligible for election to the Elder Board. Accepting the volunteer role of elder is not something that should be entered into lightly. Elders are expected to make the effort required to lead Cornerstone Christian Church. Their calling as elders must be a priority in their life, and we are grateful for their selfless service on our behalf.

4.2 Elder Prerequisites

- Must be an active member of Cornerstone Christian Church for at least **two (2)** years.

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- Must be nominated by an active member of Cornerstone Christian Church, other than self or immediate family member.
- Must serve in a volunteer capacity and/or participate in a Group for at least **one (1)** year, preferably as a level 2 or higher leader.
- Must be a regular giver to Cornerstone Christian Church.
- Must be known and approved for consideration by a member of Cornerstone Christian Church’s senior church staff and/or a member of the Elder Board.
- Must have capacity, flexibility, and availability to meet the time requirements for the Elder role.

4.3 Elder Requirements and Ongoing Expectations

The character and responsibility of church leaders as well as specific ongoing active expectations for service are detailed in the **Elder Commitment, PL5002**. This is signed annually by the Elder Board.

4.4 Time Commitment Expectations for Elders

- Elders’ meetings, normally one evening 2 times per month.
- Elders’ retreat, normally one time for 2-3 nights per year.
- Approximately four to six hours (on average) per month for review of Elder Board materials, policies, correspondence, meeting preparation, team conference calls and pastoral situations.
- If serious issues arise that require immediate attention by the Elder Board, additional hours and responsibilities may be required outside of regular elders' meetings.

5.0 Essential Components of an Elder

The Biblical teaching on church leadership begins and ends with the character of the individuals who are called to the leadership team of the church. Our evaluation of individuals who aspire to serve as elders at Cornerstone Christian Church includes a comprehensive process to evaluate the “Five Cs,” with the primary focus on Character.

5.1 First “C” – Character (1 Timothy 3:2-7 and Titus 1:6-9)

- **Above reproach**—Elders must lead by example and demonstrate a lifestyle free from patterns of sin.
- **Husband of one wife**—Elders, if married, must be devoted spouses.
- **Temperate**—Elders must be self-controlled, enslaved to nothing and free from excesses.
- **Prudent**—Elders must be sober, sensible, wise, balanced in judgment and not given to quick, superficial decisions based on immature thinking.
- **Respectable**—Elders must demonstrate a well-ordered life and honorable behavior.
- **Hospitable**—Elders must be unselfish with personal resources, willing to share blessings with others.

- **Able to teach**—Elders must be able to communicate truth and sound doctrine in a non-argumentative way.
- **Not addicted to wine**—Elders must be free from addictions and willing to limit their liberty for the sake of others.
- **Not pugnacious or quick-tempered**—Elders must be gentle, patient, and able to exercise self-control in difficult situations.
- **Uncontentious**—Elders must not be given to quarreling or selfish argumentation.
- **Free from the love of money**—Elders must not be stingy, greedy, or for sordid gain or preoccupied with amassing material things.
- **Manage own household**—Elders must have a well-ordered household and a healthy family life.
- **Not a new convert/not a new believer**—Elders must have been a Christian long enough to demonstrate the reality of their conversion and depth of spirituality.
- **Good reputation with outsiders**—Elders must be well-respected by unbelievers and free from hypocrisy.
- **Not self-willed**—Elders must not be stubborn, or prone to forcing their opinions on others or abusing authority. They must be servant-minded.
- **Loving what is good**—Elders must desire the will of God in every decision.
- **Just**—Elders must be fair and impartial. Their judgments must be based on Scriptural principles.
- **Devout**—Elders must be devoted Christ followers, seeking to be conformed to His image. They must be committed to prayer, worship, fellowship, the study of Scripture and the guarding of their spiritual walk.
- **Holding fast the faithful Word**—Elders must be stable in the faith, obedient to the Word of God and continually seeking to be controlled by the Holy Spirit.

5.2 Second “C” – Competence:

Defined as specific, Holy Spirit-endowed gifts and abilities, combined with skills acquired through training and life experience.


5.3 Third “C” – Chemistry:

The intangible quality of being able to “fit” within the existing team. The ability to blend into and enhance the current circle of community and relational harmony within the board.

5.4 Fourth “C” – Courage:

The ability, when needed, to enter into difficult exchanges and defend the faith, the church, and individuals in ways that preserve and maintain the community. The ability to speak the truth in love without destructive results.

5.5 Fifth “C” – Calling:

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The ability to sense God’s calling on one’s life for a particular season of service to the body of Christ: “God is in this.”

6.0 Essential Characteristics/Skills of Elders

- Spiritual maturity
- Able to exhort in sound doctrine
- Humility
- Able to keep confidential information
- Team player
- Effective interpersonal skills
- Effective communication skills
- Conflict-resolution skills

7.0 Essential Spiritual Gifts for Elders

The spiritual gifts of discernment, wisdom, teaching, and leadership are necessary gifts to have within the Elder Board; however, the presence of other gifts such as, administration, encouragement, hospitality, and mercy greatly enhance the Elder Boards ability to complete their work.

7.1 Discernment


The gift of discernment is the divine enablement to distinguish between truth and error. Differentiating between good and evil, right and wrong. Scripture references are: 1 Corinthians 12:10; Acts 5:1-4; and Matthew 16:21-23. People with this gift:

- Distinguish pure motives from impure motives.
- Identify deception in others with accuracy and in an appropriate manner.
- Determine whether a word attributed to God is authentic.
- Recognize inconsistencies in a teaching, prophetic message, or interpretation.
- Can sense the presence of evil.

7.2 Wisdom

The gift of wisdom is the divine enablement to apply spiritual truths effectively to meet needs in specific situations. Scripture references are: 1 Corinthians 12:8; James 3:13-18; 1 Corinthians 2:3-14; and Jeremiah 9:23-24. People with this gift:

- Focus on the unseen consequences in determining what next steps to take.
- Receive an understanding of what is necessary to meet the needs of the body.
- Provide spiritual insight for given solutions in the midst of conflict and confusion.
- Hear the Spirit provide direction for God’s best in a given situation.
- Apply spiritual truth in specific and practical ways.

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7.3 Teaching

The gift of teaching is the divine enablement to understand, clearly explain, and apply the Word of God, affording those whom hear, and the Holy Spirit has moved, the opportunity to grow more Christ-like. Scripture references are: Romans 12:7; 1 Corinthians 12:28-29; Acts 18:24-28; and 2 Timothy 2:2. People with this gift:

- Communicate Biblical truth that inspires greater obedience to the Word.
- Challenge listeners simply and practically with the truths of Scripture.
- Present the whole counsel of God for maximum life change.
- Give attention to detail and accuracy.
- Are committed to consistent personal time of Biblical study and reflection.

7.4 Leadership

The gift of leadership is the divine enablement to envision the future of the church coupled with a humble heart to serve others. Scripture references are: Genesis 12:1; Isaiah 43:18-19; Matthew 7:7; Matthew 20:25-28; Luke 22:27; John 10:3-4, 11; 1 Corinthians 2:9-13; and James 1:5. People with this gift:

- Are servants by nature; eager to see the church prevail in the world.
- Demonstrate spiritual foresight that anticipates the work of God.
- Allow Scripture and prayer to inform their decision-making process.
- Impart vision to others using clear communication.
- Can assess significant past events and their potential for impact on the present and future.
- Are able to think creatively and apply ideas and concepts in new ways.
- Desire accountability in fulfilling their responsibilities and meeting the needs of those they serve.

Definitions:

Immediate family - Spouse, children, grandchildren, parents, grandparents, mother-in-law, father-in-law, brother-in-law, sister-in-law, son-in-law, daughter-in-law, adopted, half, and or step children, adopted or step parents.

Elder Board – Members of Cornerstone Christian Church screened and selected to be an elder.

Elder in Training program – the process used to vet elder candidates for elder qualities.

Senior church staff - Staff members on a leadership team created by the lead pastor. Examples of senior church staff would normally include, but is not limited to: the lead pastor, executive pastor, and family pastor, etc.