

Revision History

Rev.	Date	Originator	Summary of Changes
A	07/28/2015	Josh Mehrle	Adapted from the book <i>Lead His Church</i>
B	04/07/2026	Lisa Engelman	Updated to 2026 practices

1.0 General Overview

Scripture verses that address the role of an elder: Titus 1:5, 9; 1 Peter 5:1-4; Acts 20:28-31; James 5:14

At Cornerstone, our elders carry the ultimate responsibility and authority to see that:

- 1.1 The church remains on a true Biblical course.
- 1.2 Its members are being appropriately shepherded, while also serving as role models.
- 1.3 The body is being fed through insightful and accurate Biblical teaching.
- 1.4 That the life of the church is being well-managed with the assistance of competent and godly leaders under the leadership of the lead pastor.
- 1.5 The body of Christ is guarded against harmful influences and confront those who contradict Biblical truth or continue in a pattern of sinful behavior.
- 1.6 They take care of the spiritual and physical well-being of members and pray for the sick.
- 1.7 They assist the lead pastor in fulfilling his calling.


2.0 What is the role of the E.L.D.E.R.S. at Cornerstone?

E – Embody the mission – Matthew 28:18-20

- Elders embody the mission: *“Connecting People to Jesus for Transformed Lives.”* The mission statement should be regularly on their lips.
- Elders are visible and vocal supporters of missions and ministries.
- Elders protect the church from any issues that may arise. They are the “Spiritual Kevlar” for the church and Lead Pastor.
- Elders focus on “mission over minutiae”, providing guardrails for ministry and vision. They are less concerned about the details of how, than they are concerned with the what and the why.

L – Lead out in prayer and unity – I Peter 5:1, Acts 15:1-6, James 5:13-15

- Elders should be the church models for prayer, committing more time to prayer (individually and together) than to decision-making or strategizing.

 CORNERSTONE CHRISTIAN CHURCH	Functions of an Elder	
	Document Number: PL5004	Revision: B
	Page 2 of 3	

- Elders commit to weekly prayer over the church, the vision, the Lead Pastor, and the church staff/families.
- As a plurality, the elders speak as a group, not as individuals on behalf of the church. Decisions and direction are group decisions and are presented as a unified front.
- Decisions are made through prayer and primarily by consensus, considering and respecting each other and the greater needs of the body above ourselves.

D – Demonstrate a life of a disciple maker – Ephesians 4:11-13, I Tim 3:1-7, 5:17, Titus 1:6-9

- In order for the church to grow (in all ways), each elder commits to their own continued growth and fosters a teachable spirit.
- As a model disciple maker, elders should regularly be praying for their Ones, fostering opportunities for evangelism, and sharing the gospel.
- As the eldership goes, so goes the church.

E – Encourage the Lead Pastor/Staff – Heb 10:24, I Tim 4:14-16, I Thess 5:12-13

- Elders are responsible for regularly encouraging and taking care of the Lead Pastor and his family.
- Elders provide personal accountability to the Lead Pastor both personally and in his leadership direction.
- Elders are the safe space for the Lead Pastor to process ideas and to provide wisdom and counsel and at times clarity on direction.
- Elders help process and filter the vision of the Lead Pastor in a Biblical and practical lens.
- Elders provide prayer and encouragement to the church staff and share any concerns with the Lead Pastor. Elders support the organizational structure.

R – Relate to others intentionally – I Tim 3:7, Romans 10:13, I Thes 5:12-13


- Elders serve as the frontline to relate to both long-time members and new attenders to keep a pulse on the church and to provide spiritual insight.
- Elders make every effort to regularly rub shoulders with their sheep.

S – Shepherd and serve the church of God. – Acts 20:28, I Peter 5:1-11

- Eldership is about service rather than power or influence.
- Each elder serves in at least one ministry of the church outside of their role as an elder.
- Each elder personally gives generously (beyond a tithe) to the mission at Cornerstone and encourages the greater body to do so as well.

3.0 Elders and Lead Pastor

- 3.1 Serve as the primary care group for the lead pastor.
- 3.2 Provide a sounding board for the lead pastor as he senses the next steps for the church.

 CORNERSTONE CHRISTIAN CHURCH	Functions of an Elder	
	Document Number: PL5004	Revision: B
	Page 3 of 3	

- 3.3 Hold the lead pastor accountable for his job performance.
- 3.4 Serve a fiduciary responsibility to the church by determining salary increases for the lead pastor, approving the annual budget, and holding the lead pastor accountable for the financial health of the church.
- 3.5 Responsible for lead pastor employment decisions (hiring and terminations).

4.0 General Regulations

- 4.1 The Elder Board of Cornerstone Christian Church shall be made up of no less than five (5) and no more than eight (8), including the lead pastor.
- 4.2 Elders, other than the lead pastor, shall serve for a period of three (3) years. After one (1) year away from service a person may be considered for nomination again.
- 4.3 Elders will be led by a chairman, minutes of each meeting will be recorded by a secretary and kept on the church central server account, and the treasurer is responsible for making sure financial reports are presented at least monthly. The chairman, secretary, and treasurer will be selected based on giftedness as defined in section 7. Essential Spiritual Gifts for Elders in the Elder Qualifications document (see document PL5001 Elder Qualifications).

5.0 Removal of an Elder

- 5.1 Any circumstance that renders an elder unable to fulfill his duties, as outlined herein, shall be cause for termination.
- 5.2 Action shall be taken against an elder who is in spiritual disharmony with the Elder Board, in accordance with the Biblical discipline as seen in I Timothy 5:17-20 and Matthew 18:15-20.
- 5.3 Responsibility for removal of an elder rests with the Elder Board itself and is accomplished by three-fourths (3/4) majority vote (excluding the vote of the elder in question).
- 5.4 If removal is necessary because the elder’s unwillingness to place himself under the authority of the Word of God, membership shall be revoked in accordance with section 2.5 Discipline of the by-laws. If removal is necessary because of non-compliance with elder expectations as listed in the Elder Qualification document, membership will not be revoked.