

CANDIDATE'S NAME (PRINT): _____

ELDER CANDIDATE REVIEW FORM / CHARACTER REFERENCE

The above individual has been nominated as a candidate for the office of “**Elder**” within Caledon Hills Fellowship Baptist Church. Our Nominating Committee is requesting your assessment of his qualifications in our evaluation process. As an Elder of Caledon Hills Fellowship Baptist Church, it is expected that all candidates meet the Scriptural qualifications listed in **1 Timothy 3:2-7** and **Titus 1:5-9**. The questions below are intended to evaluate the candidate simply on the basis of what the Bible requires.

Notice that unlike the average job description the primary emphasis in **1 Timothy 3:2-7** and **Titus 1:5-9** is on *who the individual is* not so much on what he does. An Elder’s function of pastoring is only as effective as his character permits. In this sense character is primary and function is secondary.

Also, we realize that as imperfect people, our candidates are not yet “glorified,” although they are “being sanctified.” Since every son of Adam this side of heaven falls short of the glory of God we are not evaluating candidates for sinless perfection. However, these qualifications represent a level of Christian maturity that is reputable, exemplary, and customarily present. Your fair and honest assessment is what really counts.

How does one know they are “called” to Eldership? In the Old Testament, God spoke directly from heaven to those whom He was calling to lead (e.g. Moses), or he sent angels to deliver His call (e.g. Jacob) or He sent one of His prophets (e.g. David). In the early church, that call came directly from God’s Son, Jesus Christ (e.g. to the 12 Apostles, and Paul). But what about TODAY?

We believe that the “call” to Eldership in the present church age comes by the work of the Holy Spirit, who impels a man’s HEART to serve as a leader. Paul put it this way: “It is a trustworthy statement; if any man *aspires to* the office of overseer, it is a fine work he *desires to do*” (1 Tim 3:1, emphasis added). If a man senses a personal aspiration and desire in his heart to participate more extensively in “overseeing” the care of the flock of God at CHFBC as an Elder, that may indicate God is “calling” him to serve Him and His church in that capacity.

Scriptural Qualifications for Elders:

Another key element of God’s call is a man’s attributes. Those who “desire” spiritual leadership within the church must also meet the Scriptural qualifications listed in the Timothy and Titus passages mentioned above. These criteria begin with the phrase “An

overseer then, *must be above reproach...*" (1 Tim.3:2a, italics added) and then describes the following areas of life that must be "above reproach" (or, BLAMELESS):

1. His MORAL CHARACTER
2. His FAMILY LIFE
3. His SPIRITUAL MATURITY
4. His PUBLIC REPUTATION

THANK YOU FOR YOUR PARTICIPATION IN THIS VITAL PROCESS! CONTINUE...

Candidate "Character Reference"

Please answer the questions below to the best of your ability. Your helpful answers will contribute to our assessment of this brother in connection with the attributes listed in Scripture for the office of Elder, nothing more, nothing less.

NOTE: The final section ("Section B") of this assessment is aimed to briefly assess the candidate's spouse if he's married. If you have any questions as you complete this form, please contact the lead Pastor.

YOUR NAME (PRINT): _____

DATE OF REVIEW: _____

SECTION A: ASSESSMENT FORM - PERSONAL SPIRITUAL QUALITIES

The Elder candidate must be "above reproach" (or: BLAMELESS- unassailable with no grounds for accusation against him) in the following areas of his life. Please prayerfully consider each one, and give an honest (and fair) assessment of each one:

SELF - ASSESSMENT - AREAS OF "BLAMELESSNESS"

I. **MORAL CHARACTER:** Personal Orderliness, Balance, Discipline

1. **Above Reproach** (1 Tim. 3:2, 7; Titus 1:6, 7) – Is he irreproachable in the sense that there are no justifiable accusations or disgraces against him for which he has not repented?

Excellent	Good	Satisfactory	Needs Improvement
	[]	[]	[]

Comments: _____

2. **Respectable** (1 Tim. 3:2) – Does he have a balanced, virtuous life that would characterize him as a good role model?

Excellent	Good	Satisfactory	Needs Improvement
[]	[]	[]	[]

Comments: _____

3. **Disciplined** (Titus 1:8) – Does he have a sensible, well-ordered mind that shows good judgment and common sense?

Excellent	Good	Satisfactory	Needs Improvement
[]	[]	[]	[]

Comments: _____

4. **Temperate** (1 Tim. 3:2) – Does he have emotional balance for making sound, cool-headed decisions?

Excellent	Good	Satisfactory	Needs Improvement
[]	[]	[]	[]

Comments: _____

5. **Self-Controlled** (1 Tim. 3:2; Titus 1:8) – Does he have mastery over himself (personal discipline)? Is he able to exercise discretion and does he control himself under adverse or tempting circumstances?

Excellent	Good	Satisfactory	Needs Improvement
[]	[]	[]	[]

Comments: _____

6. **Not Addicted to Wine** (1 Tim. 3:3; Titus 1:7) – Is he free from enslavement to any addiction? If he drinks alcohol, is it used properly, so as never to be a “stumbling block” to himself or anyone else?

Excellent	Good	Satisfactory	Needs Improvement
[]	[]	[]	[]

Comments: _____

7. **Not Pugnacious** (1 Tim. 3:3; Titus 1:7) – Is he free from fighting, physical abuse, and violence?

Excellent	Good	Satisfactory	Needs Improvement
[]	[]	[]	[]

Comments: _____

8. **Uncontentious** (1 Tim. 3:3) – Is he peaceful in spirit and non-quarrelsome?

Excellent	Good	Satisfactory	Needs Improvement
[]	[]	[]	[]

Comments: _____

9. **Gentle** (1 Tim. 3:3) – Is he kind, with a gracious reasonableness, patient with others, especially when they have done wrong?

Excellent	Good	Satisfactory	Needs Improvement
[]	[]	[]	[]

Comments: _____

10. **Not Self-Willed** (Titus 1:7) – Does he put the interests of others ahead of himself and is he free from stubbornness and arrogance (is he willing to submit as needed)?

Excellent	Good	Satisfactory	Needs Improvement
[]	[]	[]	[]

Comments: _____

11. **Not Quick-Tempered** (Titus 1:7) – Is he free from being easily angered (short-fused) resolving his anger appropriately?

Excellent	Good	Satisfactory	Needs Improvement
[]	[]	[]	[]

Comments: _____

12. **Just** (Titus 1:8) – Is he morally upright and pure (e.g., a law-abiding citizen), being honest and fair?

Excellent	Good	Satisfactory	Needs Improvement
[]	[]	[]	[]

Comments: _____

II. **FAMILY LIFE** - Family Orderliness, Balance, Discipline

13. **Husband of One Wife** (1 Tim. 3:2; Titus 1:6) – Is he a “one-woman” man (looking at present character, not past failure)? If he is married, is he faithful and loyal to his wife in all areas? If he is single, is he appropriately non-flirtatious?

(NOTE: Being divorced and remarried does not automatically disqualify someone. However, each case will be evaluated by the existing Eldership. Contact the lead Pastor if this issue concerns you.)

Excellent	Good	Satisfactory	Needs Improvement
[]	[]	[]	[]

Comments: _____

14. **Manages Own Household Well** (1 Tim. 3:4-5; Titus 1:6) – In his home-life, is he a spiritual leader, lover, and labourer, who has the respect of his family?

Excellent	Good	Satisfactory	Needs Improvement
[]	[]	[]	[]

Comments: _____

15. **Children Under Control** (1 Tim. 3:4; Titus 1:6) – Do his children obey respectfully? Are they characteristically submissive (not unruly)?

Excellent	Good	Satisfactory	Needs Improvement
[]	[]	[]	[]

Comments: _____

16. **Children Who Are Faithful** (Titus 1:6) – Are his children trustworthy? Do they display reliable conduct rather than living a reckless life gone out of control?

Excellent	Good	Satisfactory	Needs Improvement
[]	[]	[]	[]

Comments: _____

17. **Hospitable** (1 Tim. 3:2; Titus 1:8) – Is he generous and receptive to guests even strangers?

Excellent	Good	Satisfactory	Needs Improvement
[]	[]	[]	[]

Comments: _____

III. **SPIRITUAL MATURITY** - Spiritual Development, Growth, Discipline

A. **Ability to Handle the Word**

18. **Able to Teach** (1 Tim. 3:2) – Does he have a certain skill level at teaching the Word of God?

Excellent Good Satisfactory Needs Improvement
 [] [] [] []

Comments: _____

19. **Holding Fast the Faithful Word** (Titus 1:9) – Is he devoted to the Word of God, being firm and uncompromising in Bible doctrine?

Excellent Good Satisfactory Needs Improvement
 [] [] [] []

Comments: _____

20. **Exhort in Sound Doctrine** (Titus 1:9) – Does he encourage and comfort believers by means of correct biblical principles and teachings?

Excellent Good Satisfactory Needs Improvement
 [] [] [] []

Comments: _____

21. **Able to Refute** (Titus 1:9) – Does he bring to light, expose, and correct false teaching?

Excellent Good Satisfactory Needs Improvement
 [] [] [] []

Comments: _____

B. Motivation:

22. **Devout** (Titus 1:8) – Is he devoted to God and His word, living out his faith in holiness before others in a way that pleases God?

Excellent	Good	Satisfactory	Needs Improvement
[]	[]	[]	[]

Comments: _____

23. **Loving What Is Good** (Titus 1:8) – Does he have a heart for and loyalty towards what is good and right?

Excellent	Good	Satisfactory	Needs Improvement
[]	[]	[]	[]

Comments: _____

24. **Free From the Love of Money** (1 Tim. 3:3) – Would you characterize him as free from the greed of money?

Excellent	Good	Satisfactory	Needs Improvement
[]	[]	[]	[]

Comments: _____

25. **Not Fond of Sordid Gain** (Titus 1:7) – Would you characterize him as free from pursuing dishonest financial gain?

Excellent	Good	Satisfactory	Needs Improvement
[]	[]	[]	[]

Comments: _____

C. **Maturity:**

26. **Not a New Convert** (1 Tim. 3:6) – Has he been saved long enough to have developed spiritual maturity?

Excellent	Good	Satisfactory	Needs Improvement
[]	[]	[]	[]

Comments: _____

IV. **PUBLIC REPUTATION:** Relationship to Non-Believers and Those Outside the Church

27. **Good Reputation** (1 Tim. 3:7) – Does he have a morally and ethically upright testimony to the unsaved?

Excellent	Good	Satisfactory	Needs Improvement
[]	[]	[]	[]

Comments: _____

PLEASE CONTINUE ON TO THE NEXT PAGE TO COMPLETE THE FINAL SECTION B. THEN RETURN THE COMPLETED FORM TO THE CHAIRMAN OF THE "NOMINATING COMMITTEE" OF CHFBC.

SECTION B - REVIEW AND ASSESSMENT of WIVE'S of ELDER CANDIDATES

It is important to the leaders of CHFBC to obtain objective feedback on the spouse of a prospective Elder candidate. If the candidate is not married then skip this section, sign your name below on the next page and return the form to the Chairman of the Nominating Committee.

The WIVES of men in leadership may be subject to review, also. As the Apostle Paul listed the criteria used to examine MEN for fitness in leadership within the church, he included this statement: "Women must likewise be dignified, not malicious gossips, but temperate, faithful in all things" (1 Timothy 3:11). So, now, please give an honest appraisal of the candidate's wife in each of these four areas:

1. **Dignified** – Is she reputable, insofar as she models character worthy of emulation by others?

Excellent	Good	Satisfactory	Needs Improvement
[]	[]	[]	[]

Comments: _____

2. **Not a Malicious Gossip** – Is she able to control her tongue so that she does not defame or slander others?

Excellent	Good	Satisfactory	Needs Improvement
[]	[]	[]	[]

Comments: _____

3. **Temperate** – Is she sober-minded and moderate (not given to extremes in behaviour)?

Excellent	Good	Satisfactory	Needs Improvement
[]	[]	[]	[]

Comments: _____

4. **Faithful in All Things** – Is she dependable and trustworthy in every respect?

Excellent
[]

Good
[]

Satisfactory
[]

Needs Improvement
[]

Comments: _____

REVIEWER'S SIGNATURE _____

Thank you. Please return the completed form to the "Nominating Committee" of CHFBC. You will be contacted if there is any further information required in the review process. Thank you for your assistance in this effort!