



ELDERSHIP PROFILE

GOLDEN SANDS BAPTIST CHURCH
2021



THEOLOGY OF LEADERSHIP

Paul often refers to the diakonos (often translated deacon or elder) with respect to leaders in the church. That word roughly means 'one appointed to a specific task by God or by the church'. In our church Elders serve as key leaders, called out by God via the discernment of the members. Whilst there isn't one definitive scripture on which to base the role of an Elder, the most direct Bible passage elucidating the character of a spiritual leader in the church is found in 1 Timothy 3:1-7 (NLT, or similar version). This is important for us all to re-read before making our nominations as a leader's character is more important than function.

Our elders perform a combination of the leadership roles found across the Bible.

PROPHETS

Truth tellers who can honestly assess the life and direction of the church. They can create discomfort by asking searching questions and pointing out blind spots.

PRIESTS

Interceding for the people by careful listening and engagement. They are able to facilitate the coming together of different ideas and people for a unified direction.

KINGS

Weighing the evidence on the bigger issues and then deciding and organising things for the way ahead.

SERVANTS

This of course is all grounded by Jesus' model of servant leadership. At the end of the day all leaders are ultimately servants; Servants to Jesus and to His people in the church.

BAPTIST DISTINCTIVES



At Golden Sands Baptist we believe that Christ speaks most clearly through the gathered voices of our covenanted members. It is here that the ultimate authority lies. Because of this our eldership will choose to engage with the membership, seeking the vision and direction primarily from there. This means Elders are:

STEWARDS OF THE CONVERSATION

Elders have the responsibility to decide which questions the membership needs to be discussing. These issues should be big picture identity issues. Membership should not get bogged down deciding the colour of the carpet or how to heat the building.

They will facilitate the membership discussions in ways that are empowering, and inclusive, to make sure that a wide variety of voices are heard. They will manage differences of opinion, drawing the membership forwards together towards Christ.

DISCERNING

From the feedback of the members, Elders are responsible for discerning the thread of the Spirit. Finding out what is God highlighting to us as a community. They clarify and refine the feedback to its core essentials revealing what God is speaking to us.

COMMUNICATORS

Elders then report back to the membership the refined discernment and give space for the membership to re-engage. Then if big decisions need to be made, eldership will communicate those back to the membership for them to discerned communally.

ELDERSHIP TASKS



Putting everything together, these are the roles we see elders fulfilling amongst us.

KEY TASKS

1. Thinking theologically about the purpose and vision of the church

Asking why do we exist and how does that interact with the changing face of NZ Society? Holding the Church true to its calling in Christ, Asking whether our way of being the church actually leads us to see God make ALL THINGS NEW in our neighbourhood.

2. Facilitating conversations and discerning the voice of the Spirit

Putting into practice the Baptist distinctives previously outlined in meaningful and engaging ways.

3. Formulating a financial plan to fullfill our calling

4. Formulating and working within the church constitution

Asking whether our structures facilitate the priorities of the Kingdom of God

5. Ensuring the church meets its statutory obligations

This includes all health & safety, employment and charities commission responsibilities, as well as pastoral staff reviews.

6. Ensure GSB engages in the Treaty journey and lives out the implications of the Treaty of Waitangi

7. Succession planning at both the eldership and ministry level.



ELDERSHIP PROFILES

Leadership is never a right, but a privilege given to those who have the right gifts and have been called out by God. We are looking for members of GSB who are:

MATURE IN CHRIST

Exercising self control, managing their lives & families well (if they have them), and have capacity to take on the roll. Emotionally intelligent and able to listen well and engage without being reactive. Able to be a calm presence in the midst of conflict.

THEOLOGICALLY GROUNDED

Believe that all discernment begins with a wholistic and thorough engagement with scripture. Be willing to submit your desires and practices to the understandings we draw from scripture & tradition. Willing to walk in humility, recognising that there is always more to learn about the Gospel.

CARRY MANA AND A COMPELLING VISION FOR THE FUTURE OF THE CHURCH

Relates well to the community and shows a compelling love for Jesus and the church. Is able to think creatively about the long-term, big picture vision of the church.

ELDERSHIP STRUCTURE



As leaders, the Elders work with the pastor and are accountable to the membership, the wider Baptist movement, and ultimately Christ. We believe strong structures and clear boundaries produce healthy communities

STRUCTURE

2 Year Term

At the end of each term, they can stand for re-election or choose to step down

Chair

Each year Elders decide amongst themselves who will hold the role of chair. The process is open and mutually agreed upon.

Looking for Diversity

In order to represent the diversity of the church we would like to have both genders and as wide a range of age and culture as possible.

ROLE DETAILS

Classification:

Honorary/Part Time

Remuneration:

Unpaid

Time Commitment:

Monthly 2hr meetings as well as any mutually agreed roles/time on top of that

Reports to:

Other elders and ultimately the membership

Support Provided:

On-the-job training and support from the church as appropriate training and courses become available

NOMINATION PROCESS



All nominations need to be drawn from our membership. Please prayerfully consider who God might be highlighting for leadership and nominate those who come to mind. Please do not approach people that you are considering nominating. We are not trying to set up a political system to win votes, but give space for the spirit to speak through us. So keep your nominations private and trust the spirit to lead.

The current elders will go through the nominations, engage with potential nominees and then come back to the church with a list of recommendations for the Membership to decide on together.

FAQ

1. How do I nominate someone?

For when we meet on Sundays there will be a box set up for nominations with paper next to it. Just write a name on the form and drop it in the box. You can also nominate people on our church app. Go to the more section and click on the form called "Elder Nominations". Or head to our website and click on the eldership button.

2. Do I have to get someone to second my nomination?

No. The Elders will work together to curate that list and come back to the congregation with a list of recommendations.

3. Can I nominate myself?

Yup. No worries. If you feel like God might be speaking to you about eldership then put yourself forward. Just remember that leadership is never a right, so please be humble and willing to trust the process.

4. Is my nomination confidential?

Yes. You can put your name to nominations if you want to, but you don't have to.

5. Can I nominate more than one person?

Yes. Try not to flood the nominations by picking everyone, but if God lays a few people on your heart, then please nominate them.