

Elders at ONE Church

One Church is an independent evangelical church that is governed by a board of elders. The Senior Pastor is the leader of the Elder board and the Executive Pastor is a member of the board. As leader, the Senior Pastor is the “first among equals” and acts in submission to the counsel of the elders who all submit to the leadership and guidance of the Holy Spirit. They move in unity, seeking to hear from God for each area of church life.

Elders are nominated by the congregation and undergo a robust screening and interview process before they are eligible for election to the Elder Board. Accepting the volunteer role of Elder is not something to be taken lightly; Elders make extensive time commitments and take a deep spiritual responsibility in leading ONE Church, and we are grateful for their selfless service on our behalf. The Elders are responsible for the Finances, Staffing and Spiritual oversight of the church.

Elder Prerequisites

- Cannot be nominated by self or spouse.
- Elders must have attended ONE Church for at least three years.
- Elders must have completed the Rooted course or in the process.
- Must have volunteered in a ministry for at least two years, preferably in a leadership or coaching role.
- Must be known and approved for the consideration by a staff member or a member of a ONE Church Leadership team.
- Must have capacity, flexibility and availability to serve in the Elder role.
- Elders must show consistency in tithing

Scriptural Overview of the Role of Elder and ONE Church's application of the role

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 ONE Church, our Elders:

The Elders are a group of equals whose leader is the Senior Pastor, a first among equals. They, together, are the overseers of all the functions noted in the Bylaws. Our elders provide spiritual oversight, direction and leadership while entrusting the implementation of that direction to ministry leaders and staff.

The Elders seek first to know God together and then to find the balance, under Jesus, of authority and accountability.

The Church functions by vision that flows from God, through our leaders, confirmed by the Elders and then on to His people

This means we have two foundational concepts:

1. Theocratic Rule: we serve under God and Jesus is King. All leaders are His ambassadors.
 2. Plural Leadership with Singular headship: The Senior pastor is the head of a group of leaders.
- The elders move in unity on all matters. On smaller matters we may delegate one or more of our number to make a decision on our behalf. On larger matters we may ask to approve a decision before implemented or to make the overall decision in unity. If there is not unity, the matter is tabled until God shows us the way.

- The primary function of leadership is Vision. We believe Vision is normatively received by an individual and confirmed and clarified by a group.
- The key is Balance between the Headship of the Senior Pastor and the Leadership of the rest of the elders. This seeking of balance is a guard against spiritual domination by one man or political control by a group.
- The best guard against imbalance is a positive recognition that power does not rest in the office of Pastor. Neither does it rest in the office of elder. Power in the Church lies with Jesus.
- The best source of balance is nurturing healthy as relationships defined by Character, Chemistry and Competence among the elders as a team. Character is defined for Elders in [1 Timothy 3](#) and [Titus 1](#). Chemistry is built on authenticity where relationships are always above issues. Competence is revealed through joy in overseeing an enterprise and strong loyalty.
- The Senior Pastor is Shepherd to the Elders, The Elders are Shepherds primarily to the Staff, the Staff are Shepherds to key volunteers and small groups, using the aid of elders when appropriate.
- An Elder cannot be the representative of a faction or group. Healthy Elders have a spirit of love, faith, humility, integrity and servanthood.

Structure and Process of the Elder Board

The Elder board is made up of not less than 5 and not more than 7 members.

Members, upon recommendation and election, serve an initial three-year term and the terms of the board are staggered.

At the end of the initial three-year term an elder can be elected to a second three year term, however after two consecutive terms, an elder must rotate off the board for one year.

The Elders oversee the key teams of the Church, including the Administrative Leadership Team (ALT) and the Outreach Leadership Team (OLT).