

CRITERIA OF SELECTION FOR NOMINATION COMMITTEE

This paper was approved by the LCEC and adopted at the Church Conference on 30 September 2007.

Additional notes were accepted by the LCEC on 4 August 2008 and adopted by the Church Conference on 14 September 2008.

New amendments (underlined) to comply with changes made to the Book of Discipline were approved and adopted at the Church Conference on 5 October 2009.

1.0 The Biblical Requirements

1.1 1 Timothy 3:1-13

“Here is a trustworthy saying: If anyone sets his heart on being an overseer, he desires a noble task. Now the overseer must be above reproach, the husband of but one wife, temperate, self-controlled, respectable, hospitable, able to teach, not given to drunkenness, not violent but gentle, not quarrelsome, not a lover of money. He must manage his own family well and see that his children obey him with proper respect. (If anyone does not know how to manage his own family, how can he take care of God's church?) He must not be a recent convert, or he may become conceited and fall under the same judgment as the devil. He must also have a good reputation with outsiders, so that he will not fall into disgrace and into the devil's trap.

Deacons, likewise, are to be men worthy of respect, sincere, not indulging in much wine, and not pursuing dishonest gain. They must keep hold of the deep truths of the faith with a clear conscience. They must first be tested; and then if there is nothing against them, let them serve as deacons.

In the same way, their wives are to be women worthy of respect, not malicious talkers but temperate and trustworthy in everything.

A deacon must be the husband of but one wife and must manage his children and his household well. Those who have served well gain an excellent standing and great assurance in their faith in Christ Jesus.”

1.2 Titus 1:6-9

“An elder must be blameless, the husband of but one wife, a man whose children believe and are not open to the charge of being wild and disobedient. Since an overseer is entrusted with God's work, he must be blameless — not overbearing, not quick-tempered, not given to drunkenness, not violent, not pursuing dishonest gain. Rather he must be hospitable, one who loves what is good, who is self-controlled, upright, holy and disciplined. He must hold firmly to the trustworthy message as it has been taught, so that he can encourage others by sound doctrine and refute those who oppose it.”

2.0 The Constitutional Requirements

2.1 The Book of Discipline Para 147.5c

“Stewards shall be persons of not less than twenty-one years of age, of genuine Christian character who love the Church, are morally disciplined, are loyal to the ethical standards of the Methodist Church set forth in the Social Principles, and are competent to administer its affair. All shall be members of the local church for at least one year.”

3.0 The Internal Guidelines

3.1 Those elected into office should not serve more than 7 consecutive years, except for Chairperson and Vice-Chairperson of Finance Committee, Honorary Treasurer, Assistant Treasurer and Chairperson of Church Governance Committee, who shall serve not more than 4 consecutive years. Rationale: Leadership renewal, expansion of leadership base and enhanced financial accountability.

- 3.2 The office of responsibility should match a person's passion, calling and gifting.
- 3.3 All elected stewards must be involved in an area of ministry or service.
- 3.4 All elected stewards must be in a Cell or small group where continual growth, ongoing disciple making and accountability are present. (*See paper on Biblical Leadership*)
- 3.5 The broad concept of service. The LCEC is not an exclusive place of service. Not everyone is called to be a steward of LCEC but each member has a vital part in the service of the Body of Christ.
- 3.6 To review, adopt and implement where possible, the "A Paper on Biblical Leadership" by D & N in 2006. (Refer Appendix)
- 3.7 The nominations committee will strive to maintain a good balance between leadership renewal and continuity.
- 3.8 All office bearers are strongly encouraged to identify and mentor their potential successor(s) to take over before the end of their term in office and to recommend these person(s) for nominations.
- 3.9 An office may be left vacant if no suitable candidate is identified.
- 3.10 All nominees should be duly considered according to these guidelines. As such, impulsive nomination from the floor during the Church Conference is strongly discouraged unless nominees have been duly considered to have met these guidelines.

Additional Notes:¹

- 1.0 There is no conflict of interest for any of the staff of YCC to hold offices in the Church with the exception of these positions – LCEC Chair, Lay Leader, Honorary Treasurer, Finance, PPRSC (including LPC) and Church Governance Committee. In order to protect the integrity of the staff, he/she cannot vote in LCEC on issues pertaining to YCC. *If there is only one vice chairperson for the LCEC, this person should not be a YCC paid staff.
- 2.0 The Lay Leader/Associate Lay Leaders of Fairfield Methodist Church are to be persons who possess the qualities of a servant leader who is spiritually mature and has a "big picture" leadership experience.
- 2.1 The Role of the Associate Lay Leader is to be distinguished from the Role of a Coordinator. The Role of a Coordinator is to carry out the operational and administrative tasks of a specific ministry.
- 2.2 The Roles of a Lay Leader/Associate Leader include:
 - Leadership Development and mentoring
 - Catalyzing and Mobilizing the laity
 - Assist in sensing God's direction and needs of the Church (to cover gaps)
 - Roles as outlined in the Book of Discipline para 151.
- 2.3 Assignment of oversight of ministries in the Church will be left to the team of Lay Leaders working together with the Pastors.

¹ These additional notes were accepted by the LCEC on 4 August 2008 and adopted by the Church Conference on 14 September 2008.

* The amendment was made at the Last Church Conference on 5 October 2009

BIBLICAL LEADERSHIP²

Principles of Christian Leadership

1. Different people in church will have different spiritual gifts, and not everyone is meant to be a leader. (Rom 12:3-8, 1 Cor 13:27-30)
2. The chief model of leadership as given by Jesus is that of servanthood (Mark 10:42-45). The leader must therefore seek the welfare and honour of those he leads above his own welfare and honour.
3. The main function of a leader is shepherding the flock so that the body of Christ may be spiritually mature (1 Pet 5:1-4, Eph 4:11-16). Shepherds take care of the flock, strengthen the weak, heal the sick, bind up the injured, bring back the strays and search for the lost. They are not to lead or rule harshly but lovingly. The Lord will hold them accountable for the flock because the flock really belongs to the Lord (Eze 34: 1-10; John 21:15-16).
4. "Church leadership is a noble task and is not to be regarded as a burden (Heb 13:17). No one in the role should give unwilling, half-hearted service (1 Pet 5:1-4). One way to attain the role is to aspire to it (1 Tim 3:1). Whether paid or unpaid for his ministry, a true leader should have a sense of divine urging and confirmation, or he should decline to serve in a leadership position. The conviction of divine calling is necessary to carry the burdens of the ministry. The role must not be taken on for personal gain.
5. Spiritual leadership has been defined as "knowing where God wants people to be and taking the initiative to use God's methods to get them there in reliance on God's power...the goal of spiritual leadership is that people come to know God and to glorify Him in all that they do...not so much at directing people as it is at changing people...develop(ing) persons rather than dictat(ing) plans. You can get people to do what you want, but if they don't change in their heart you have not led them spiritually." (Piper)
6. In a disciplemaking church, the leaders must be disciplemakers for the disciplemaking process to be effective.
7. The New Testament allows for 2 pools of leadership: one to undertake primarily administrative functions and one to undertake teaching, preaching and shepherding functions. The character of both pools of leaders must be of a very high standard.
8. In the early church, a group of leaders, and not one individual, were responsible for leading the congregation.

² This paper was written by Dr Ho King Hee & Dr Wee Shiou Liang

The character and qualifications of a Christian leader

There is explicit teaching on the character and qualifications of Christian leaders in the NT:

- 1 Tim 3:1-12
- Titus 1: 6-9

1. The characteristics of a Christian leader can be combined in the following paraphrased summary:

“The leader should be living in a way that gives no cause for people inside as well as outside the church to think badly of the church or the faith. He should be disciplined in his appetites and should be respected for the quality of his secular work or ministry. His home should be open for ministry and he should not shrink back from welcoming guests and newcomers. While he need not be very good at teaching a large group, he must know biblical doctrine well enough to be able to explain it to people. He must have insight to be able to point out non-Biblical principles and assumptions so that he can correct error. He should be peaceable, not resentful, overcritical or quick to take offence. He should be generous with his money and should not be open to the charge of dishonesty or greed in financial matters. He should have an openly admirable relationship with his wife and children, who are to be a credit to the Lord in their behaviour. A church leader should not be a new Christian, but should have served faithfully and well as a spiritual leader in a lesser capacity. In summary, the leaders must be an example to the rest of the flock.”

In addition to the above, leaders should be gifted for the ministry given to them (Rom 12:6-8) and be in harmony with the duly established leadership of the church (Phil 2:2). A leader should have

- a certain discontent with the status quo (Phil 3:13),
- optimism (Heb 6:9),
- intensity/zeal (Rom 12:1, 8),
- self-control of appetites (1 Cor 6:12, 9:25),
- right attitude to criticism, justified or not (Gal 1:10),
- energy (1 Cor 15:10, 58),
- clarity of speech (2 Cor 5:11),
- tact (Col 4:5-6),
- decisiveness (1 Ki 18:21)
- and perseverance (Mat 24:13).

2. Implied in the Biblical criteria for leadership is that spiritual qualifications should never be secondary to technical expertise. For example, it is more important for a church financial administrator to be a devoted man or woman of God than to have financial ability and experience, but it is best that both criteria are fulfilled. The potential leader should be transparently selected by due process according to the above criteria. Failure to identify suitable people to assume specific positions as elective stewards in the LCEC should not be a reason for less suitable people to take up these positions and so enter into the leadership.
3. There are specific requirements for candidates for formal leadership as elective stewards in a local Methodist church. These include a minimum age of 21 years, loyalty to the ethical standards of the Methodist Church and membership in the local church for at least 1 year.
4. Leaders should be faithful people who stay faithful by
 - Relating to God in prayer and Bible study
 - Relating to other leaders in humility, mutual submission and love

Relating to the church as examples of discipleship and accountability. All leaders must be in a small group where ongoing discipling and accountability are present.