HVCoC Elder Selection Process
Proposed Changes for 2025 Selection Process

Presentation to HVCoC Congregation

Elder Selection Process Committee
August 17, 2025

Objectives and Agenda

Describe Selection Process

- Describe Elder Selection Process background
- Provide overview of the existing Selection Process

Recommend Process Revisions

- Propose recommended process revisions and timing
- Describe ratification process

Launch Congregation Ratification Vote

- Identify specific recommended revisions
- Distribute ballots and online ballot link / QR Code

Background and Existing HVCoC Elder Selection Process

Biblical Foundation of the Process

- No specific instruction as to elder selection process that applies today
  - Selection by apostles or evangelists upon whom apostles had conferred special gifts of the Spirit (Acts 14:23, Titus 1:5)

- Participative Leadership Principles
  - Acts 1:23 – body proposes candidates to replace Judas
  - Acts 6:3 – body chooses servant leaders for caring for widows
  - Acts 15:22 – body chooses messengers to visit Antioch elders

- Work of the Holy Spirit (Acts 20:28)
  - Paul to Ephesian elders "...*the flock of which the **Holy Spirit has made** you overseers.*"

Process depends on us allowing God's Spirit to work through us to ID leaders.

HVCoC Elder Selection Process Background

- **Elder Selection Process originally developed by committee**
  - Approved by congregational vote Sept 24, 2006

- **Process states that changes likely needed as church grows over time**
  - Prior to each selection process, ad hoc committee reviews the process and recommends potential process changes to the congregation
  - Any process changes must be approved by congregation
  - Present process approved by congregational vote Nov 03, 2019

- **Selection/reaffirmation process at least every 5 years (last – Nov. 2020)**

HVCoC Elder Selection Overview

- **Process cycle: at least every 5 years**

- **Member-driven; Spirit-led**
  - congregation nominates & selects
  - number (if any) elders not specified
  - seek God to use process to identify men He would have serve at this time

- **Existing elders reaffirmed each cycle**
  - periodic opportunity for elders to consider desire to serve and be reaffirmed by body
  - no limit to number of terms

Changes? & Selection Comm.

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Encouragement & Education

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Nomination

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Selection

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Praise & Celebration
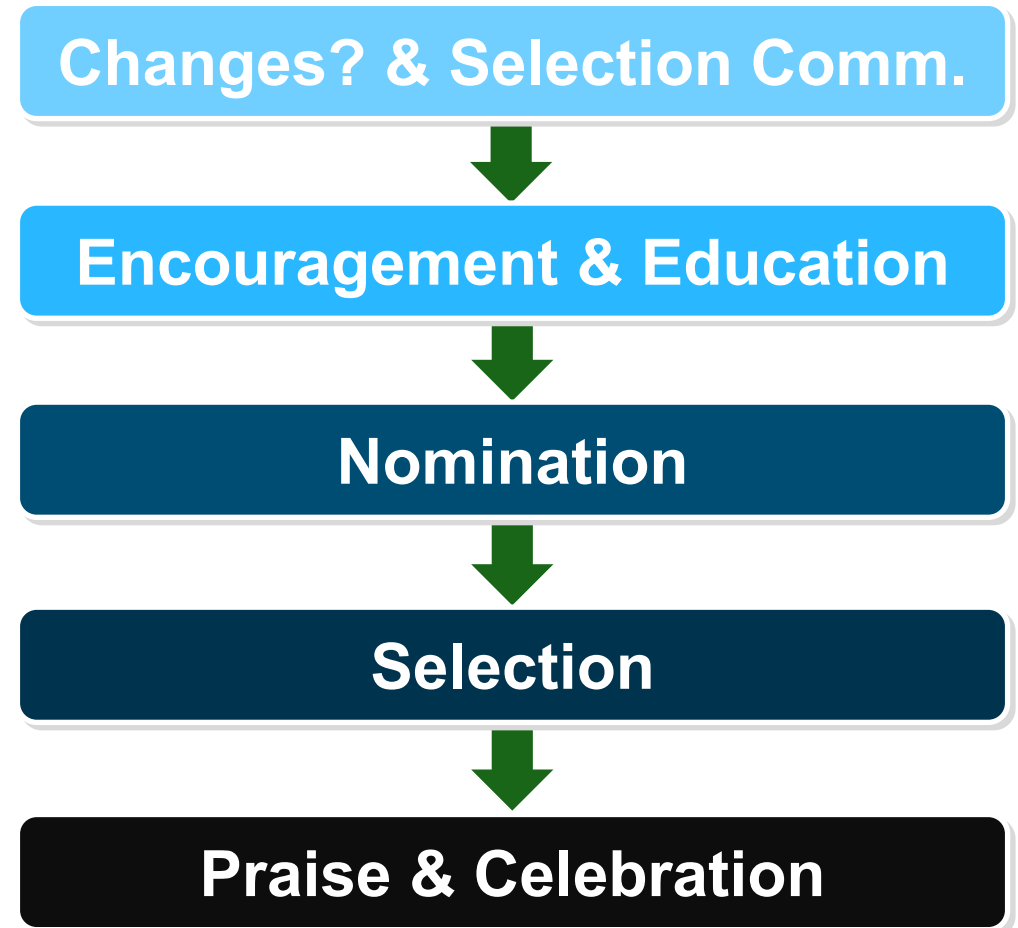
Members identify men already shepherding and meeting Biblical qualifications

2025 Process Review – Who, What and Why?

- **Process Review Committee began meeting January 2025**
  - Todd Chambers
  - Heather Holder
  - Lee Whitaker
  - Chad Crawford
  - Kathy Swallows
  - Mark McDonald
  - Daniel Brooks

- **2020 process lessons learned**
  - Congregation feedback for process changes
  - Feedback from 2020 Selection Committee (SC) and existing elders as to areas for process improvement

- **Anonymized historical data from 2020 and prior processes**
  - Nominations and ballot results

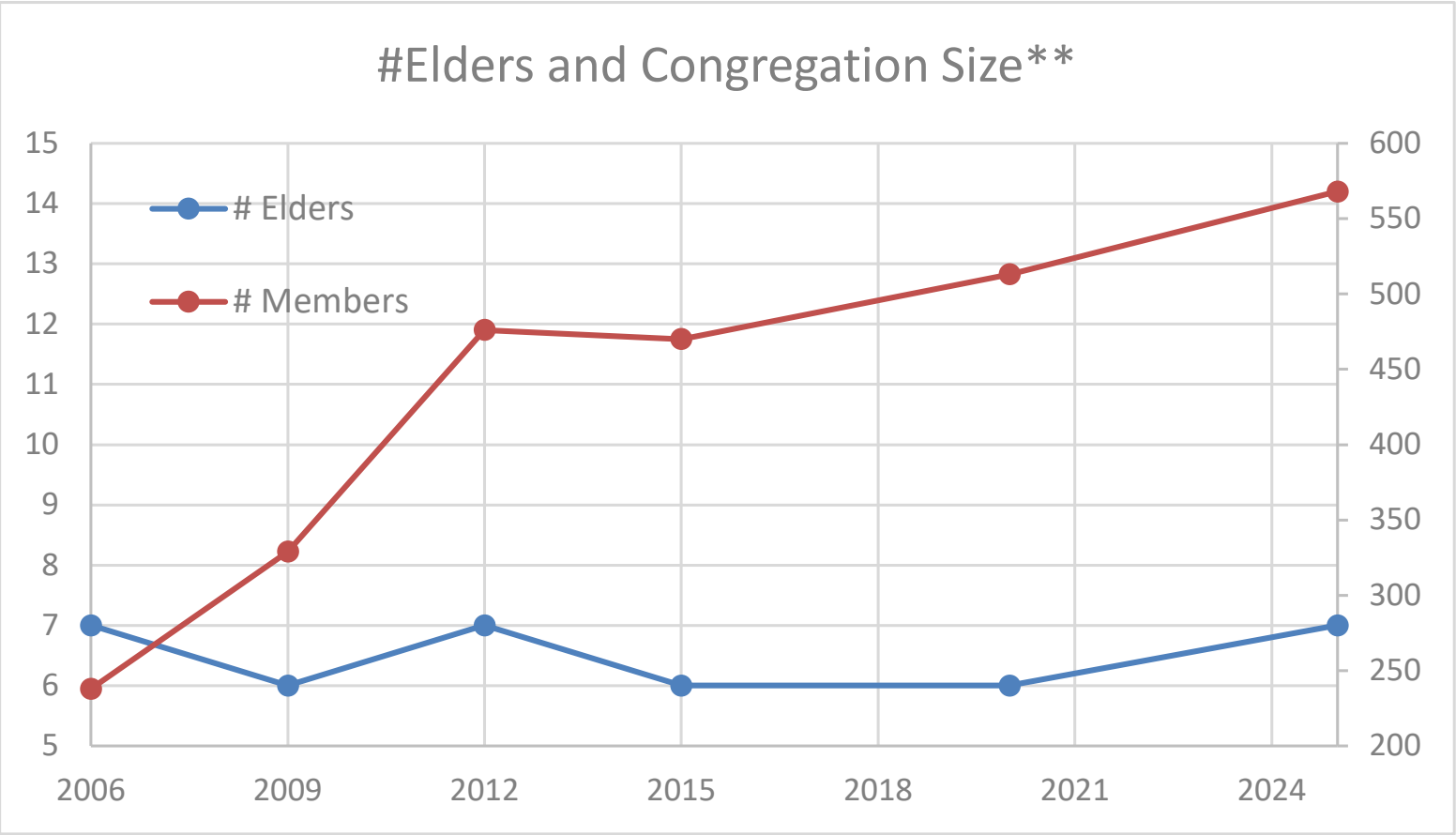**Goal: Recommend any needed changes to the process**

Context for Considerations and Proposed Changes

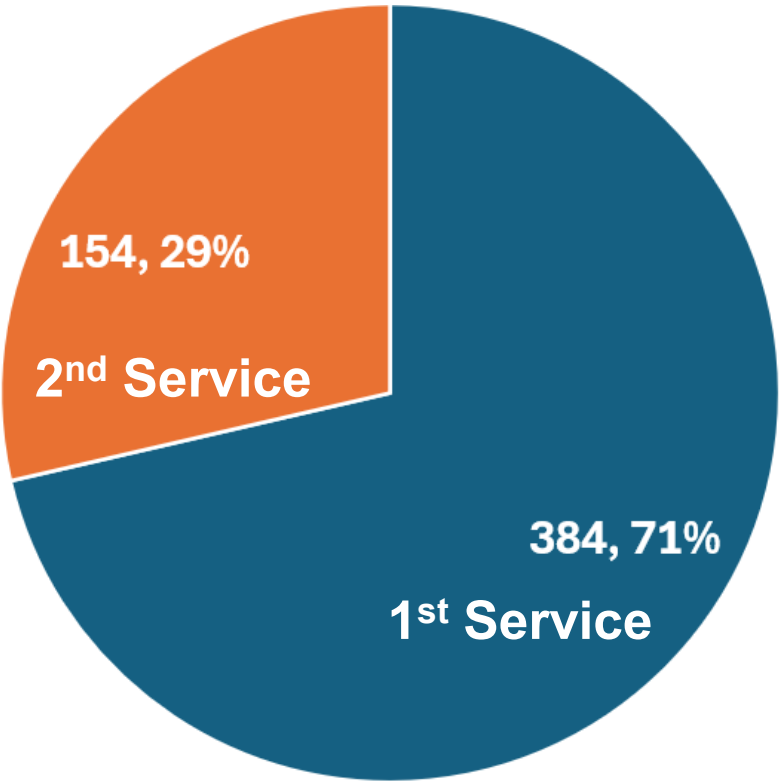# Context for Considerations/Recommendations

- **Congregation size and demographics**
  - Growth in number of eligible members
  - Number of elders relative to number members
  - Relative % of original and new members

- **Congregation dynamics**
  - Two Sunday morning services reducing broad interactions
  - 2-year long minister search concluding in parallel with selection process

- **Considerations of congregational input and leadership continuity**
  - Process designed to provide congregation ability to select its shepherds
  - Potential for discontinuity in leadership with changing eldership dynamics
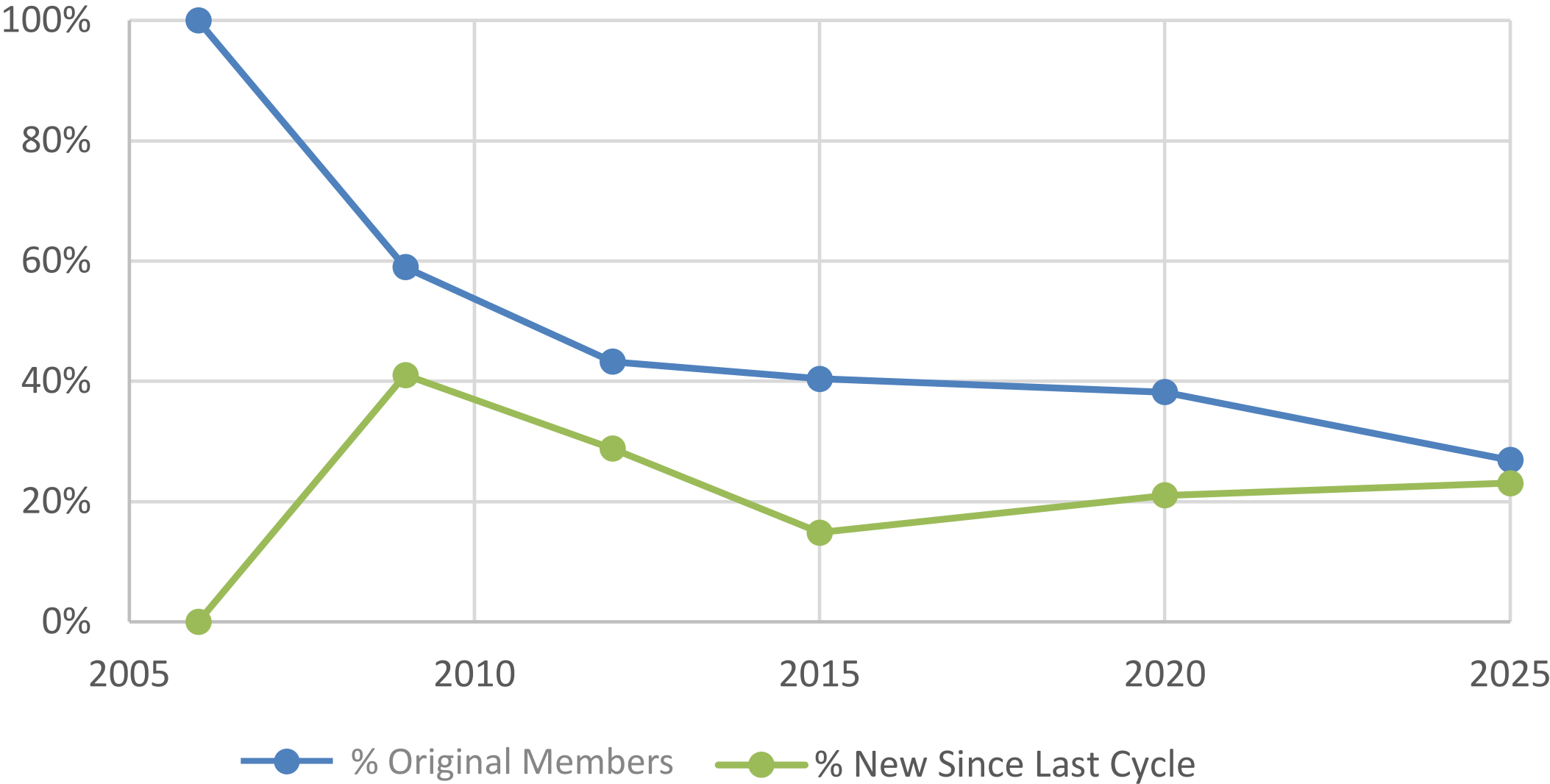
Proposed Elder Selection Process Changes

Proposed Change: Process Cycle, Elder Term and Reaffirmation

Existing Process

Process Cycle: at least every 5 years

Elder Term: 5 years

Reaffirmation: All elders each cycle

Proposed Change

Process Cycle: at least every 4 years

Elder Term: 8 years

Reaffirmation: ≈ ½ elders each cycle by randomly selecting ½ elders selected in 2025 to be reaffirmed in 2029 cycle

Rationale for Proposed Changes

- **Addresses concerns that 5-year cycle is too long, but maintains some benefits of longer period for new eldership to acclimate and operate**
- **Allows opportunity to stagger with 8-year term and eliminate risk of leadership discontinuity**

Proposed Change: Nomination Criteria

Existing Process

To be considered to serve as an elder, a man must be nominated by:

- At least 20 individuals, representing 15 families
- At least 30% of all nominations submitted

Proposed Change

To be considered to serve as an elder, a man must be nominated by:

- At least 20 individuals, representing 15 families
- **REMOVE: At least 30% of all nominations submitted**

Rationale for Proposed Changes

- Changing congregation demographics and 2nd service reduce broad connections and may limit exposure
- Addition of Nomination form option of "No Nomination" to illuminate members participating but without specific nomination

Proposed Change: Elder Ballot Criteria

Existing Process

To be selected as an elder, must receive:

- >= 60% YES of submitted ballots
- < 15% NO of submitted ballots
- < 40% UNSURE of submitted ballots
- No upheld Scriptural Objections

Proposed Change

To be selected as an elder, must receive:

- **>= 50% YES** of submitted ballots
- **< 22% NO** of submitted ballots
- **< 50% UNSURE** of submitted ballots
- No upheld Scriptural Objections

Rationale for Proposed Changes

- Mitigate increased UNSURE from changing congregation demographics, 2nd service reducing connections, and higher participation of newer members
- Honor original intent of survey to ensure broad support of each elder while respecting guidance of significant majority of congregation

Other Proposed Elder Selection Process Changes

Scriptural Objection (SO)

- Clarify that SO process only initiated by written notice to Selection Committee (SC) Chair or elders

Process Implementation

- Adjust language to allow for both electronic and paper ballots
- Specify how Process Review Committee (PRC) is initiated and short description of PRC responsibility
- SC provides candidate with "summary of comments" rather than "transcription of comments"
- SC encourage full congregation involvement in Nomination and Balloting
- Elders to meet with men meeting nomination criteria to pray over them, answer questions, and encourage them to be considered for service by congregation

Detailed Elder Selection Process (ESP) Changes

Specific Proposed Changes in Redline Process Draft on HVCoC Elder Selection page

https://hvcoc.org/esp

Additional Info Available
- Presentation PDF
- Presentation recording link
- Proposed Changes Ballot

Hardin Valley Church of Christ Elder Selection Process

2. Elder Selection Process

2.1 Process Review Committee

A Process Review Committee (PRC) will be organized at the beginning of the elder selection cycle. The elders will select a member to serve as Chairman of the committee. The Chairman will solicit church members to serve on the PRC. The PRC Chairman will notify the elders which members have volunteered to serve on the committee.

The Committee's task is to review feedback from elders and members regarding the elder selection process during the previous elder selection cycles. The committee's deliberations may result in suggested revisions to the elder selection process. Any proposed changes to the process must be presented and distributed in writing to the congregation. After a time for study and discussion, a process change confirmation ballot shall be distributed to the congregation. Changes to the process must be approved by at least 75% of the members who return a process change ballot. The final approved Elders Selection Process document will guide the subsequent elder selection process.

2.2 Process Schedule

The following sections of this document, Sections 2.3 – 2.8, describe in detail the elder selection process to be utilized at the Hardin Valley Church of Christ. The table below provides an example chronology (based on ~~2019~~ 2025 calendar year) for how the process steps can be scheduled into the church's fall calendar considering the holidays and local

Proposed Elder Selection Process Pause

2025 Process Pause Recommendation

- **Elder Selection** requires much prayer, study, and reflection to seek God's guidance in identifying men that He would have serve.
  - Process is based on each member seeking the Spirit to guide us to identify and evaluate shepherds based on His Word
  - Process requires significant pulpit, Bible class, and Small Group time

- Integrating and bonding with **New Preaching Minister** will require significant prayer and spiritual focus this fall starting in September.

2025 Process Pause Recommendation

- **After prayer and discussion, the process committee recommends pausing the elder selection process 4 months, start in January 2026.**
  - Not a change to the proposed 4-year selection cycle
  - **One-time, 4-month delay** of the 2025 selection process
  - Next elder selection process would occur Fall 2029

2025 Execution without Pause	
Phase	**Dates**
Selection Committee Approval	Aug 24 – Aug 31
Education & Encouragement	Aug 24 – Sept 14
Nomination	Sept 14 – Oct 12
Balloting	Oct 19 – Nov 09
New Elders Announced	Nov 16

With 4-Month Pause to Integrate New Minister	
Phase	**Dates**
Selection Committee Approval	Aug 24 – Aug 31
Education & Encouragement	Jan 11 – Feb 01
Nomination	Feb 01 – Mar 01
Balloting	Mar 08 – Mar 22
New Elders Announced	Mar 29

Congregation Ratification of Proposed Changes

Process Revisions and 4-Month Pause Ratification

- 2 separate votes on 1 single ballot
  - **Process Revision**: requires 75% approval or the existing process remains in effect
  - **Process Pause**: requires 75% approval or the process proceeds in parallel with welcoming new minister

- 2 ways to submit your vote
  - Electronic ballot at https://hvcoc.org/esp or QR Code
  - Hardcopy ballots being distributed today

- **Ballots Must Include Your Name to Be Counted**

SurveyMonkey Ballot QR Code

Electronic Ballots and Hardcopy Ballots (Ballot Box in Foyer) must be submitted by 12:15 pm next Sunday, August 24

2025 Hardin Valley Church of Cl ✕ +

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2025 Hardin Valley Church of Christ Elder Selection Process Survey

All ballots must be submitted by 12:15PM on August 24, 2025.

The current congregation-approved Elder Selection Process (approved in 2019) states that the congregation must conduct an elder selection process at least once every five years.

In December 2024, an ad hoc Process Review Committee (Daniel Brooks, Todd Chambers, Chad Crawford, Heather Holder, Mark McDonald, Kathy Swallows, and Lee Whitaker) was formed to evaluate the current process. As a result of that review, the committee has recommended several changes, which were presented to the congregation on August 17 for consideration and vote.

The Process Review Committee is separately proposing that we pause the elder selection process for 4 months until January 2026 to allow us to provide a warm welcome and smooth transition for our new minister.

Both proposals of the (1) recommended process changes, and (2) a pause of the process until January 2026 require congregation approval. We ask that you prayerfully consider and vote on these proposals by completing the questions below, and then to provide any comments for the Process Review Committee to consider for future process changes.

* Name (Required):

* First name   * Last name

[   ]   [   ]

Question 1 - Proposed Changes to the Process

Please indicate your support for the proposed revisions to the Elder Selection Process, which were reviewed with the congregation on August 17, 2025 (a link to the full redlined

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[   ]   [   ]

Printed Name   *Signature*

Question 1 - Proposed Changes to the Process

Please indicate your support for the proposed revisions to the Elder Selection Process which were reviewed with the congregation on August 17, 2025 (a link and full redline document was also emailed on that date).

I support ALL Revisions proposed and reviewed with the congregation on August 17, 2025.

☐ **YES** – I support ALL Revisions

☐ **NO** – I do not support ALL Revisions

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Question 2 – Defer Elder Selection Process until January 2026

Regardless of whether the recommended changes to the Elder Selection Process are accepted or rejected, the Process Review Committee recommends pausing the process until January 2026. This timeline still fulfills the five-year requirement, as the review began with the recommendation for updates.

Do you support deferring the Elder Selection Process until January 2026?

☐ **YES** – I support deferring the Elder Selection Process until January 2026.

☐ **NO** – I do not support deferring the Elder Selection Process. I vote that the process begin immediately

Questions?