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Approved By: Elder Council

APPOINTMENT AND TENURE OF CHURCH OFFICERS

Statement of Policy:

In accordance with the Constitution and Bylaws of Patterson Park Church (PPC), the officers of the church shall be elders and deacons. Elders must meet the qualifications of Scripture specified in 1 Timothy 3:1-7, Titus 1:6-9, and 1 Peter 5:1-4, and Deacons must meet the qualifications of Scripture specified in Acts 6:1-6 and 1 Timothy 3:8-13.

The officers are men who, in response to God's call upon their lives, have expressed their desire to serve as an elder or deacon. They are nominated, examined for qualification, and recommended as candidates for office by the Council of Elders. The candidates are appointed and installed to office after receiving a passing affirmation vote from the membership. They are appointed to office for an indefinite period of service and shall continue to serve as long as they remain qualified and willing to do so.

The primary functions of the officers are to govern, care for, and equip the body of believers for the work of the ministry. Elders are equal in standing and are organized as the Council of Elders whose authority is collective. Deacons are organized as the Fellowship of Deacons and assist the elders in any service to the church as needed, but especially in the areas of caring for physical needs of the congregation, administration, and implementation of ministry plans.

"Keep watch over yourselves and all the flock of which the Holy Spirit has made you overseers. Be shepherds of the church of God, which he bought with his own blood." Acts 20:28

Procedures:

1.0 GENERAL

1.1 Authority for Leadership

Authority for leadership is granted to a plurality of leaders who are appointed by the Church and accountable to God. These leaders are the elders, some of whom fill church vocational roles or other non-vocational roles. Elders are equal members of the Council of Elders, which serves as the executive body of the congregation in all its dealings.

1.2 Council of Elders

1.2.1 The Council of Elders is composed of at least seven men, both vocational pastors and non-vocational elders, with the total number set by the elders as determined by the needs of the church and the availability of qualified men to serve. The church bylaws require that a majority of non-vocational elders be appointed to the Council.

1.2.2 The Council of Elders has the authority to create ad hoc committees and positions to which it may delegate any aspect of its responsibility. The Council of Elders may also dissolve any ad hoc committee or position which it created. The Council of Elders also has the authority to appoint members of the church to serve as members of such committees and to act as its agents in such positions.

1.3 Fellowship of Deacons

The Fellowship of Deacons is composed of at least seven men, with the total number set by the elders as determined by the needs of the church and the availability of qualified men to serve. Deacons are the servant-ministers of the church. Their purpose is to relieve the elders of the multitude of practical duties of caring for the flock. Deacons are to give their primary attention toward caring for the congregation's physical welfare.

1.4 Officers of the Church

The elders and deacons are the officers of the church. Elders include vocational pastors and non-vocational elders. Vocational pastors are men who have devoted their vocational lives to the ministry of the Word and prayer in service to the church. They are typically, but not necessarily, supported financially by the church in return for their labor. Prior to being called to serve at PPC, vocational pastor candidates are vetted to ensure they meet the qualifications of elder and must receive a passing vote of affirmation from the church membership. As such, they are eligible to be appointed to the Council of Elders.

2.0 APPOINTMENT OF CHURCH OFFICERS

The Church shall appoint as its officers men who meet the qualifications of elder and deacon as described in 1 Timothy 3:1-7, Titus 1:6-9, and 1 Peter 5:1-4, and Acts 6:1-6 and 1 Timothy 3:8-13, respectively.

2.1 Appointment of Pastors to the Council of Elders

Pastors whose responsibilities are primarily preaching and teaching the Word are automatically appointed to the Council of Elders. Other pastors, according to their desire, also may be appointed as elders of the church.

2.1.1 A non-preaching/non-teaching pastor who desires to be a member of the Council of Elders should submit a memorandum to the Council requesting appointment. The Council of Elders will review the request and render a decision. The pastor will be informed of the decision followed by official written notification.

2.1.2 There are some circumstances in which a pastor may be asked to postpone their request for appointment to the Council of Elders. For example, a young, inexperienced pastor may benefit by waiting until he has more experience and maturity. If the Council of Elders decides the pastor should wait a while, the official decision notification should clearly explain the Council's rationale and include a plan with criteria and schedule for eventually being appointed.

2.1.3 When a non-preaching/non-teaching pastor's request is approved, the Council will inform the congregation of the appointment. An affirming vote by the members of the church is not required since the pastor was affirmed by the members when he was originally called to serve at PPC.

2.2 Nomination Subcommittee

The Council of Elders will appoint a subcommittee to: (1) solicit members of the Church either to nominate candidates or to present themselves as candidates for the office of elder or deacon; and (2) formally examine those candidates and recommend to the Council of Elders the names of candidates to serve as officers. In no instance shall any individual be considered a nominee for office without the nominee's consent.

2.2.1 The Nomination Subcommittee will solicit nominations selectively. The focus will be on men who have been members more than three years, have demonstrated strong, consistent service to the church, and are above reproach. The subcommittee will ask potential candidates to consider and pray about serving as an elder or deacon. If a potential candidate determines he is being called by God to serve as an elder or deacon, he should submit a statement to the Council of Elders requesting consideration and attach a short biographical description of himself and his family, a description of his ministry service at PPC, and his written Christian testimony.

2.2.2 The subcommittee will review all submitted statements and attached information and schedule a meeting with each potential candidate. At the meeting the subcommittee will

interview the potential candidate, asking pertinent questions about the information submitted and focusing on the candidate's call to serve.

2.2.3 Upon completing the meetings, the subcommittee will prepare a list of proposed candidates for elder and/or deacon and submit it to the Council of Elders.

2.3 Approval of Officer Candidates

2.3.1 The Council of Elders will act on the recommendations of the subcommittee and finalize the list of recommended officer candidates. This list of candidates will be presented to the church membership for affirmation vote at a duly called business meeting of the church.

2.3.2 The names of recommended officer candidates will be made available to the congregation at least eight weeks prior to a formal affirmation vote. Any question that a member might have regarding the qualifications of a man recommended should be brought to the attention of either the candidate himself or one of the elders at least one week prior to the date of the affirmation vote. Voting will be in accordance with a list of the candidates with members asked to vote by candidate either to affirm, deny, or abstain. The requirement for affirmation is that at least 90% of the votes cast to either affirm or deny must be to affirm.

3.0 ANNUAL REAFFIRMATION OF OFFICERS

At each annual meeting of the church the service of all non-vocational elders and all deacons shall be reaffirmed by the church. The reaffirmation shall be accomplished as follows:

3.1 Publication of the List of Elders and Deacons

A list of all non-vocational elders and all deacons along with their assigned responsibilities will be posted publicly in the church and/or printed in church publications at least one month prior to the annual meeting.

3.2 Concerns Regarding One or More Officers

Any church member with concerns regarding one or more of the officers on the list should address those concerns prior to the annual meeting according to the guidelines in Matthew 18:15-17 and Galatians 6:1, keeping in mind the scriptural mandate regarding bringing an accusation against an elder (1 Timothy 5:19).

3.3 Reaffirmation Vote

Voice votes to reaffirm the entire list of non-vocational elders and the entire list of deacons will be taken at the annual meeting.

4.0 RELEASE OR REMOVAL OF OFFICERS

Elders and deacons are called to office by God and must not take the call to office lightly. However, there are circumstances that may warrant temporary release from duties or may justify resignation from office. Removal from office also may be the result of a grievance brought before the Council of Elders by any two active members of the church.

4.1 Temporary Release from Duties

An officer may request temporary release from the performance of duties of elder or deacon by submitting a letter with supporting justification to the Council of Elders for consideration. Temporary release shall be for a time to be determined with each request. Reinstatement to full service shall be considered on a schedule to be determined with each request.

4.2 Resignation

An officer may resign his office at any time if he is no longer able or willing to discharge the duties of the office. Poor health or advanced age might limit an officer's ability to serve and could justify resignation. If conditions that led to the resignation change and the individual subsequently wants to be reinstated, he must go through the process of appointment described in paragraph 2 above.

4.3 Grievance

Where a grievance exists against an officer either due to the adherence to and propagation of beliefs contrary to the beliefs of the church as set forth in Article III of the PPC Constitution or to alleged conduct on his part calling into question his qualifications to continue in office, such grievance may be brought before the Council of Elders by any two active members of the church. If the Council of Elders, after thorough investigation and consideration, believes the grievance to be true and substantial, the officer may be removed from office upon the recommendation of the Council of Elders when supported by a closed ballot of a majority of church members present and voting at a duly called meeting of the members of the Church.