



Dear Temecula Hills Church Family,

Thank you for taking the time to fill out this evaluation form for our elder candidate. Your feedback and input to this process will be immeasurably helpful as we seek to recognize the Lord’s will in considering him as an elder. Here are a few things to keep in mind about this process:

- The elder candidates being presented before you have already sat with our elder board for several months.
  - During this process, we have been considering several things, including their character, their chemistry with the other board members, their competency in doctrine and theology, their capacity for ministry, and their calling to eldership and ministry.
  - This time has also included an intentional process of leadership development and reading in preparation for them being put forward as elder candidates.
- At this point in the process, we would like to give the body a chance to supply feedback to the elders after having observed the candidate serve on a provisional basis as a candidate.
- We recommend that you consider the paper “Elders: Their Role and Qualifications” available in the resources section on our website before completing this evaluation.
- Please give frank and honest feedback. Lovingly candid (negative and positive) feedback has been used by the Lord to sharpen a man and make him a better leader. Please trust the process. This form is an aid in evaluating the candidate for the office of elder and should be considered as an opportunity to communicate with the elders as well as for the potential elder’s growth.
- *In no way should this form be a substitute for sharing concerns you may have with the candidate face-to-face, since these will be collected, read, and in turn passed on to him for his review. In the spirit of Matthew 18, Ephesians 4:25, and other passages, we believe that honest evaluation lovingly communicated is the responsibility we all share for and with each other in the body of Christ.*
- Be sure to sign the evaluation as **unsigned forms are not considered**. This process may be confidential, but not anonymous. There is a “do not disclose to the candidate” option at the end of the evaluation form. If you select that option, you will be asked to visit with the elders to talk about your reservations. This is unusual but it has happened.
- If you return a hard copy, the forms should be placed in a sealed envelope marked “Confidential” given to the church office or an elder. An electronic evaluation form will be available on the website. Please email electronic copies to [nking@temeculahills.org](mailto:nking@temeculahills.org). The due date is in three weeks—on **February 6<sup>th</sup>, 2022**. Husbands and wives may submit a joint evaluation, though an evaluation from each is appreciated.

Congregational member’s name: \_\_\_\_\_ Elder Candidate: \_\_\_\_\_

## LEADERSHIP AND SHEPHERDING ABILITY

Listed on the following page are some of the principles of biblical leadership. Please use the following to score the candidate on each characteristic.

- |                       |  |
|-----------------------|--|
| 1 - Superior          | Has shown an outstanding gift in this function of leadership.  |
| 2 - Above average     | Has shown an ability somewhat or sometimes above that for this area of leadership.                             |
| 3 - Satisfactory      | Meets the biblical standards set forth for service.  |
| 4 - Needs improvement | Needs to grow in this area of ministry.  |
| 5 - Unsatisfactory    | His ability in this particular aspect of leadership is substantially below that expected in the New Testament. |

A rating of 1 or 2 means that the candidate meets the Scriptural standard expected of an elder. Most candidates will fall in the category 2 which indicates that they do have qualifications to function as an elder. If your rating is either a 3, 4, or 5 please state your specific reason in the space provided below or on the back. If you do not feel you have enough experience of or observation of the candidate for any given characteristic, then leave the response space blank.

<b>LEADERSHIP ABILITIES</b>	
<b>Leadership by service:</b> ". . . but let him who is the greatest among you become as the youngest, and the leader as the servant" (Luke 22:26)	
<b>Wisdom:</b> "... full of wisdom" (Acts 6:3)	
<b>Proven reliability:</b> ". . . and let these first be tested" (1 Tim 3:10)	
<b>Administrative ability:</b> ". . . whom we may put in charge of this task" (Acts 6:3)	
<b>SHEPHERDING ABILITIES</b>	
<b>Knowing the flock:</b> In order to function as a shepherd, he must know the needs, hopes, fears, of the sheep (John 10:14, Heb. 13:17).	
<b>Ability to be known by the flock:</b> One must be known by the flock as well as know the flock, if he is to lead by example (John 10:3, 4, 14; the passages in which Paul exhorts his readers to follow his example: 1 Cor. 11:1, Phil. 3:17, 1 Thess. 1:6, etc.; Heb. 13:7; 1 Pet. 5:3).	
<b>Ability to lead the flock:</b> An elder must be a leader (John 10:3, 4; Acts 20:28; Heb. 13:7; 1 Pet. 5:1ff).	
<b>Ability to discipline and correct:</b> An elder should exhibit the ability to deal with error in doctrine or practice (Acts 15:2ff; 20:28f; Titus 1:9, 10).	
<b>Ability to counsel and give advice:</b> From the life of Paul and by inference from the New Testament, a shepherd should be able to give spiritual counsel (Acts 21:17ff).	
<b>Ability to teach the Scriptures:</b> This does not demand the gift of stimulating communication of truth, but the ability to turn to the Scriptures and deal with doctrinal and practical concerns, at least on a one-to-one basis (1 Tim. 3:2; 5:17, Titus 1:9).	
<b>Ability and desire to visit the sick</b> (James 5:14).	

## CHARACTER QUALIFICATIONS

For each characteristic below, indicate whether you feel the candidate is qualified. 1-Yes qualified, 3-Don't know, 5-Not qualified. If you give a rating of a 5, please state your reasons why below or talk with an elder about your concern. For descriptions, definitions, and Scriptural basis of these character qualifications, see the paper, "Elders: Their Role and Qualifications" available in the resources section of our website.

<b>CHARACTERISTIC</b>	<b>RESPONSE</b>
<b>DESIRE</b>	
Spirit-Motivated	
Godly Desire	
Eager to Serve	
Not Reluctant	
<b>INTEGRITY</b>	
Above Reproach	
Good Reputation	
Respectable	
Devout	
Upright	
<b>WORD</b>	
Faithful to the Word	
Able to Teach	
Exhort Sound Doctrine	
Refute Error	
<b>FAMILY</b>	
One-Woman Man	
Children Behaved	
Manages Household	

<b>CHARACTERISTIC</b>	<b>RESPONSE</b>
<b>PERSONAL</b>	
Prudent/Sensible	
Self-Controlled	
Temperate	
Not a New Convert	
Not a Drunkard	
Not Greedy	
Lover of Good	
<b>RELATIONAL</b>	
Hospitable	
Gentle / Peaceable	
Not Lording / Domineering	
Not Quarrelsome	
Not Pugnacious	
Not Quick-Tempered	
Not Self-Willed	
Not Violent	

## YOUR OBSERVATIONS

It is most helpful if you provide the personal insights called for on this page after completing the checklists. Use an extra page, if required.

Usually a potential leader will already be serving the body of Christ using his spiritual gift(s). What in your opinion is his spiritual gift(s)?

Give specific examples of ministry that you have observed.

Are there other factors of which you feel we should be aware?

## OVERALL ASSESSMENT OF THE CANDIDATE

In light of biblical principles and my observations of the candidate's character qualifications, leadership abilities and shepherding abilities, I believe that he could serve as an elder.

Please check one:

Absolutely Confident	
Convinced	
Neutral	
Doubtful	
Strongly Opposed	

### PLEASE SIGN THIS FORM (UNSIGNED EVALUATIONS WILL NOT BE CONSIDERED).

We invite husband and wife to fill out separate forms. If they choose to complete the evaluation together, both the husband and wife should sign the form.

- I (we) prefer to keep the aforesaid information confidential from the candidate and agree to discuss my (our) concerns with the elders.

PRINT YOUR NAME HERE: \_\_\_\_\_

SIGN YOUR NAME HERE: \_\_\_\_\_ (date)

Please return by **February 10, 2022** to the church office in an envelope marked "Confidential" or return electronically to [nking@temeculahills.org](mailto:nking@temeculahills.org).