

Eldership in CCC

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1. Purpose and Introduction

This document outlines the role, qualifications, and responsibilities of elders in Christ City Church (CCC), providing guidance on how elders are selected and integrated alongside the Leadership and Congregation teams. It serves to clarify expectations, ensure accountability, and support a healthy, biblically grounded eldership that shepherds, guards, and leads the church effectively in line with CCC mission and values.

For related documents, including the CCC Vision and Values and summaries of the duties of Leadership and Congregation teams, see the Appendix.

2. The Role of an Elder in CCC

The Bible references those under an elders' care using the analogy of a shepherd and their flock of sheep, where the shepherd represents the elders, and the flock represents those under their care. Based on these principles, and alongside and within the Leadership & Congregation teams, the elders in CCC:

1. **Shepherd the flock** - feeding, protecting, and caring for the sheep with God's word (*1 Peter 5:1-5, Acts 20:17-35, Psalm 23, John 10*).

2. **Guard the flock** - against “wolves” (false teachers and false teaching), impurity, and division. Following up those wandering away from Jesus and his people. (*Acts 20:17-35, Luke 15:1-7, Titus 1:10-11*).
3. **Direct the flock** - to rich pastures, bringing new sheep in and governing the church (*1 Thessalonians 2 & 5:12-13, Hebrews 13:7 & 17-19*).
4. **Model maturity to the flock** - a godly life and an example of being a loving husband and father¹ (*Titus 1:5-9 & 1 Tim 3:1-7*).
5. **Pray for the flock** - devoted to prayer and ministry of the Word (*Acts 6:1-7*).

3. Criteria for Selection for Eldership

In addition to the general [requirements](#) for all leaders in CCC and the requirements for the [congregation team](#), we look for six key characteristics in potential elders. These qualities should have already been proven and are increasingly revealed to be true in the life and ministry of a potential elder. Therefore, elders should be ‘commended’ and ‘tested’ within the community of believers.

1. **Character - godly, faithful, and wise servants**, which are defined as:
 - Godly: revealed in humility and the fruit of the Spirit (*1 Tim 3:1-7, Titus 1:5-9, Gal 5:13-26*)
 - Faithful: revealed in commitment and reliability to family, church and other responsibilities (*2 Tim 2:2-6*)
 - Wise: able to make good decisions themselves and offer sound counsel to others (*Acts 15:1-16:10*)
 - Servants - they are servants of Christ, His church and His gospel (*Philippians 2*)
2. **Competency - able to shepherd God’s flock with God’s word**
 - There is evidence of fruitfulness and joy in the lives of others - through Life Group, City Group, preaching or other ministries - where this person has shared their life and God’s word with other people over a prolonged season. (*1 Thess 2, Phil 1:23-26*).
 - They are able to provide good, wise, biblical and gospel-centred counsel to others that promotes flourishing and wholeness in Jesus, whether in one-on-one situations, or within the broader church community (*Colossians 1:28-29, James 3*).
3. **Chemistry - aligned in heart, mind and relationships to the existing leadership**

¹ If the elder is married and has children. Single men can be elders.

- They fit into the eldership team; there is warmth, love, trust, healthy debate and a respect for the existing leaders and church history
- They are humble and exhibit a willingness to learn, to be weak, and to be challenged by the existing leaders.
- They align with the CCC vision and values and the theology and philosophy of the church's ministry.
- They support CCC's [nuanced complementarian stance](#)², with a personal vision to empower, hear from, receive ministry from, give roles to, and create a culture in which females thrive and grow in CCC.³

4. Capacity - they are able to take on this responsibility. There are some additional qualifications to this criteria, see [Section 3.1](#):

- Time - to meet, to pray, to communicate, to pastor members one-on-one, to lead services, to have an annual retreat and attend an annual conference.
- Mental space - to think, pray and to consider the church and people's needs
- Emotional capacity - to carry the weight of pastoral burdens
- Prayer - to regularly bring the needs of the church before God's throne of grace.

5. Commitment/Congruency - to embody the mission in Dublin for the long-term

- They plan to live, work, and invest in Dublin for the foreseeable future (at least 5 years⁴)
- They embody the CCC mission and are personally engaged in evangelism in Dublin, with a heart for both the short-term and long-term residents.
- If married, their spouse/family are willing to support them in this responsibility

6. Calling - they desire to be an elder and naturally take a shepherding role in CCC

- They desire to shepherd *this* flock and sense God leading them in *this* direction

² In summary, CCC's stance is that men and women, both made in the image of God, have equal dignity and value before God and in the church (Genesis 1:26-30 & Galatians 3:26-29). We also believe that the Holy Spirit gives gifts to every member of the church (Romans 12:3-8, 1 Corinthians 12:7-14) and the role of leaders in the church is to 'equip God's people for works of service' (Ephesians 4:11-16). We believe God has given overall responsibility and authority to a few qualified men, to whom the Bible gives the title 'elders' (1 Timothy 2-3). Though women will not be elders in Christ City Church, their gifts will be fanned into flame in all other contexts. We encourage women to lead Sunday services, preach at Sunday services, be part of the leadership team, contribute to big church decisions, lead Sunday teams, lead City Groups and a whole host of other things. The elders will function amongst the mixed-gender congregation teams and leadership team so that we not only continue to hear women's voices in all decisions, but will empower women in the church.

³ For example, previous examples of feedback from females in CCC are here: [doc 1](#), [doc 2](#)

⁴ Elders serve for at least 5 years, but are appointed for the foreseeable future. This means they could serve indefinitely. Elders can avail of - and are encouraged to take - a Sabbatical every seven years for six months, especially if they're a non-staffed elder.

- They love *this* group of God's people (*1 Thessalonians 2:8, 3:6-13, Acts 20:36-38*).
- They are connected to one CCC Congregation in particular, in which their work as an overseer is initially and primarily worked out.

3.1 Capacity - A qualification on staff elders, whom are paid versus non-staff elders

It's important to note that the capacity of a non-staff elder is likely different from that of a staffed-elder. While all elders all share the same weight of responsibility, authority, mandate from the church, and accountability to Jesus, they do not all share the same flexibility and availability. This difference must be considered and accounted for, alongside their job and family commitments.

Without lowering the selection criteria, we aim to create an environment where Eldership is possible and accessible even for those with other work commitments and responsibilities, as far as we are able.

3.2 Congregation Pastors as Elders

Congregation pastors are not automatically elders. However, we hope and trust an eldership role is the 'direction of travel' for many congregational pastors. For more information, see the *XXX document*.

4. Roles and Expectations of an Elder

Here is a list of the specific roles and expectations of an elder (whether staffed for non-staffed):

- Participate in Leadership and Congregation teams (e.g., meetings, WhatsApp groups) Participate in eldership-specific WhatsApp group (and potential meetings)
- Lead a Life Group or/and a City Group
- Preach 2-3 times a year
- Lead a Sunday service approximately 1-2 times a quarter (or other equivalent Sunday service leadership, such as-sung worship)
- Lead a Prayer & Worship night once a year
- Lead a ministry area, either in the congregation, or across the whole church, e.g. musicians, youth & kids)
- Partake of an annual elders retreat
- Attend one conference a year on biblical or church ministry

4.1 Elders Meetings

Whilst elders will communicate regularly as a team their primary function and place of meeting will be within and alongside the Leadership and Congregation teams. They may meet separately when needed and will gather annually for a retreat.

5. Appointments

For description of the process for appointing leaders, including elders, see the [CCC Church Governance Framework](#). This document also includes information on congregational review and complaints pertaining to leaders.

5.1 Future Appointments

Our vision for the appointment of future elders includes:

- **Selection** - Elders are selected from one of the Congregation teams
- **Testing** - For 6-12 months they will 'sit in' on the Leadership team as part of their testing, before being approved (or not) for eldership
- **Timing** - We aim to neither rush nor delay appointing future elders, to avoid premature delegation of authority, or unnecessary retention of power. We also consider the life season of a potential elder(e.g., recent newborn, or new role in the workplace).
- **Gospel Eldership** - Over 6-12 months, future elders will meet with an existing elder to review [Gospel Eldership by Robert Thune](#), as part of the discerning process.⁵
- **Congregational Input** - If a new elder is recommended by the existing elders and Leadership team, then an email will be sent around to all church members, so per [the CCC Polity and Governance document](#).
- **One Elder per Congregation** - Ideally each congregation will have at least one elder. If not possible, we'll put an appropriate plan in place.
- **Broader Principle within CCC** - Every congregation team needs an elder, but not every elder must be on the congregation team. However, every elder must be part of the Leadership team.

⁵ Gospel Eldership is divided into two sections. Part one (chapters one to four) addresses what elders are. Part two (chapters five to ten) considers what elders do. Each chapter concludes with discussion questions (which guide the discussion with prospective elders), and a practical exercise (for personal reflection and prayer for the prospective elder). Reading the book, reviewing the discussion questions and going through the practical exercises gives a thorough process of discerning if someone is right to be an elder in CCC - both from their perspective, and the perspective of the current Eldership & Leadership

6. Change Log

Date	Summary of changes	Author	Approver
June 2025	Finalisation & review by advisory teams, leadership team & Maria Krump Garib	Steve Vaughan	Leadership Team

7. Appendix

Appendix I - Related documents and additional context relevant to CCC Eldership:

1. [Vision & Values](#)
2. [Doctrinal Statement](#)
3. [Leadership Matrix](#)
 - a. [Eldership](#)
 - b. [Leadership](#)
 - c. [Congregation](#)
 - d. [Deacons](#)
 - e. [Polity and Governance Framework](#) - structures, appointments & authority
 - f. Summary slides from [Sept 2024](#), [Jan 2025](#) and [May 2025](#) Wider Leaders Gatherings
4. [Membership Process](#) & Church Discipline (see also [The Belong Booklet](#) & [Membership essay with Q&A](#))
5. [Safeguarding](#)
6. [Charitable/Legal Purpose, Objectives & Governance](#) + [Charity Constitution](#)
7. HR Procedures (Last 3 sections of staff handbook and maybe termination part of contract into a PDF)

[The advisory team](#) has no official or governing role within CCC but offers advice and support to the leadership and elders when required, with whom they meet every 6 months, and are available for others in church life to approach as and when necessary.

Trustees oversee all legal and charity governance aspects of the church. They also support HR and finance, in approving the budget and staff salary increases, and where needed can be brought in for other big decisions. The chair of trustees is appointed as a deacon and represents the whole team.

Appendix II - Elder Vows

SERVICE LEADER: Steve and Maffy, do you believe in one God, Father, Son and Holy Spirit, and do you confess Jesus Christ as your Saviour and Lord?

ELDERS: We do

SERVICE LEADER: Do you believe the Scriptures of the Old and New Testaments to be the word of God, totally trustworthy, fully inspired by the Holy Spirit, and the ultimate authority in all matters of belief and behaviour.

ELDERS: We do

SERVICE LEADER: Will you endeavour by the grace of God to live lives worthy of the Gospel and to walk with integrity and godliness (in public and private) before this congregation?

ELDERS: By the grace of God we will

SERVICE LEADER: Will you devote yourself to prayer, the ministry of the Word and the care of the church family, relying upon the grace of God, in such a way that Christ City Church will be strengthened, built-up, envisioned and protected?

ELDERS: By the grace of God we will

SERVICE LEADER: Church family, will you commit to actively support and regularly pray for Steve and Maffy in their ministry as elders of Christ City Church?

CHURCH FAMILY: By the grace of God we will

SERVICE LEADER: Church family, Will you work together with them and follow them in their leadership so their work is a joy, to the glory of God?

CHURCH FAMILY: By the grace of God we will