

Training and Equipping Future Elders

1. Vision and Philosophy (Foundational Questions)

1. How do you define the role of an Elder in your local church context?
 2. What character traits are non-negotiable when considering someone for eldership?
 3. How do you assess spiritual maturity in a potential Elder?
 4. What does “being above reproach” look like in real, practical terms?
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2. Identification and Selection

6. How do you identify individuals who might have the potential to become Elders?
 7. Are there specific indicators or “early signs” you look for in a potential Elder?
 8. How do current Elders discern whether a potential Elder is *called* to the role or simply *wants* it?
 9. Do you invite potential Elders into an informal trial process before they are formally trained?
 10. How much weight do you give to congregational feedback when evaluating a potential Elder?
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3. Training Methods

11. What does your training process for potential Elders look like?
 12. How long is the typical training or mentoring process?
 13. What kinds of reading or theological education are required?
 14. How do you teach practical leadership skills (conflict resolution, visitation, decision-making)?
 15. How do you help potential Elders develop confidence and skill in teaching the Word?
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4. Mentoring and Discipleship

16. Are current Elders personally mentoring potential Elders? What does that look like?
 17. How do you balance formal training with organic discipleship relationships?
 18. Do you use any kind of peer accountability or feedback during the process?
 19. Are there intentional opportunities for potential Elders to “shadow” current Elders?
 20. What’s your approach to walking with a potential Elder who isn’t ready yet or needs more time?
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5. Real-World Experience

21. Do potential Elders get opportunities to lead in real ministry settings (e.g., small groups, pastoral care, preaching)?
 22. How do you evaluate their leadership in day-to-day church life?
 23. Are potential Elders given responsibility gradually? What does that progression look like?
 24. How do you coach potential Elders through mistakes or hard leadership moments?
 25. What kind of feedback do potential Elders receive from the congregation or other leaders?
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6. Spiritual and Personal Formation

26. How do you evaluate a potential Elder’s home life and relationships?
 27. What role does prayer, fasting, or spiritual retreat play in the preparation process?
 28. How do you assess a potential Elder’s emotional health or resilience?
 29. How do you ensure that potential Elders are not just competent, but deeply godly?
 30. How do you guard against pride or ambition creeping into the leadership pipeline?
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