

1. What exactly do elders do?

Elders are spiritual leaders who help shepherd the congregation, guide decision-making, and support the church's mission through prayer, teaching, oversight, and care (1 Timothy 5, Titus 1, Acts 20).

Handle: Elders are shepherds who guide, guard, and grow the church.

2. How are elders chosen at EHills?

Elders are prayerfully identified through a process of discernment, affirmation, and confirmation by church leadership. Candidates are evaluated for character, spiritual maturity, biblical grounding, and alignment with EHills' mission and values.

Handle: Elders are chosen through prayer, discernment, and affirmation.

3. What's the difference between staff pastors and elders?

Staff pastors serve the church vocationally in specific ministry roles, while elders provide spiritual oversight, governance, and accountability for the whole church.

Handle: Pastors lead ministries, elders guard the mission.

4. Why does EHills need both staff and elders?

Shared leadership ensures that no single person carries the weight of vision or oversight alone. It creates accountability, shared wisdom, and healthier decision-making.

Handle: Shared leadership makes us stronger and healthier as a church.

5. How long do elders serve?

Elders typically serve a term (3 years) with the possibility of extension under certain extenuating circumstances (eg, Lead pastor transition). After a minimum one-year break, elder alumni may be considered for service again. Term limits help ensure both continuity and a fresh perspective.

Handle: Elders serve in seasons, with a balance between continuity and renewal.

6. How does the Leadership Board make decisions?

The board makes decisions through prayer, biblical reflection, and consensus. We seek to follow the leading of the Holy Spirit and keep the mission of Jesus at the center of every decision.

Handle: Decisions are made prayerfully, seeking unity and God's leading.

7. Why is EHills including women on the Leadership Board?

Because we believe Scripture affirms the full equality of men and women in Christ and calls both to serve according to their spiritual gifts, not their gender. Our decision flows from the Bible's trajectory of unity, mutuality, and shared authority.

Handle: Leadership is about calling and gifting, not about gender.

8. Doesn't the Bible teach that only men should be elders?

Some passages (like 1 Timothy 2 and 1 Corinthians 14) have been interpreted that way. But when we look at the whole story of Scripture, we see women leading, teaching, prophesying, and serving at the highest levels - Deborah, Priscilla, Phoebe, Junia, and others. The restrictive texts reflect local cultural issues, not universal commands.

Handle: The Bible includes women in leadership. Limiting them comes from misreading a few verses in isolation.

9. But doesn't Paul say women shouldn't teach or have authority over men (1 Timothy 2)?

That passage addressed a local problem in Ephesus where false teaching was spreading, particularly among uneducated women. Paul's solution was not "women can never teach," but "women must learn first." In fact, the New Testament shows women teaching and leading (Priscilla teaching Apollos, Junia as an apostle).

Handle: Paul was solving a local problem, not giving a universal ban.

10. Doesn't male "headship" mean men must lead?

The Greek word "kephal" ("head") often means "source" or "origin," not "boss." In Ephesians 5, Paul calls both husbands and wives to mutual submission (v. 21). Headship is about love, sacrifice, and unity, not hierarchy.

Handle: Headship is about serving, not ruling.

11. If Jesus chose 12 male apostles, doesn't that set the pattern?

Jesus also didn't choose Gentiles among the Twelve - but the gospel later broke those cultural barriers. The Twelve were symbolic of Israel's tribes, not a model of permanent gender restrictions. And Jesus repeatedly elevated women (Mary Magdalene was the first witness of the resurrection).

Handle: Jesus broke cultural barriers for women - He lifted them up, not shut them out.

12. Isn't this just giving in to culture?

On the contrary, patriarchy is the cultural norm. What we're doing is being faithful to the biblical story, which consistently moves toward freedom, equality, and partnership.

Handle: This isn't culture pushing us - it's Scripture leading us.

13. Won't this cause division in the church?

We recognize some will disagree. But unity is not about uniformity - it's about love. We want to model respectful dialogue, while remaining clear about our convictions.

Handle: We may not all agree, but we can love one another through it.

14. How does this align with what we already practice?

We already affirm women as pastors, preachers, and leaders in our church. This simply brings our board structure in line with what we already believe and practice.

Handle: This isn't new - it's consistency.

16. What's the bottom line?

God gifts both men and women for leadership. The church flourishes when everyone is free to use their gifts fully.

Handle: God calls the whole church - men and women - to lead together.