

Board of Elders Nomination Information 2026

Extract from the Constitution of Gateway Baptist Church:

18 CHURCH LEADERSHIP

18.1 The Board of Elders

- 18.1.1 The purpose of the Board of Elders includes:
 - a discerning God's purpose and direction for the Church and orienting the Church's structure and mission accordingly; and
 - b providing leadership and oversight through approving key result objectives, monitoring outcomes and providing nurture, encouragement and support to the Senior Pastor and Committees.
- 18.1.2 Subject to the determinations of the Membership and the provisions of this Constitution, the Board of Elders will oversee the spiritual, ministry and administrative affairs of the Church
- 18.1.3 The Elders are accountable to God, to each other and to the Members.
- 18.1.4 All Elders must be Members.

19 COMPOSITION OF THE BOARD OF ELDERS

19.1 Elders and appointment of Chairperson

The business and affairs of the Church shall be managed by the Board of Elders who shall appoint one of their number as chairperson and may do so from time to time as occasion may require. The chairperson must not be a staff member of the Church.

19.2 First Elders and minimum requirements

- 19.2.1 The first Elders, who have consented in writing, will be those individuals named in the application to register the Church. The term of appointment for each Elder will be the remaining term of their appointment to the Board of Elders of Gateway Baptist Church (before incorporation as a Company Limited by Guarantee).

Thereafter the Board of Elders must consist of:

- a the Senior Pastor;
- b the Executive Pastor; and
- c a minimum of 6 and a maximum of 8 Members of the Church who are not employed as Church staff nor the spouse of a staff member employed by the Church ("non-staff Elders").

19.3 Term of appointment

For non-staff Elders appointed after registration, the term of appointment will be 3 years. At the expiration of the term, they will be eligible for election by the Members for one further term of 3 years. Following two full terms, a Member will not be eligible for election to the Board of Elders until at least two years have elapsed since the end of that person's last term.



19.4 Election of non-staff Elders

The election of non-staff Elders shall take place in the following manner:

- 19.4.1 A Member of the Church may nominate a person to serve as an Elder. The nominee must be a Member of the Church;
- 19.4.2 The nomination must be in writing and signed by the nominee and will be given to the Nominations Committee before the advertised time for closure of nominations;
- 19.4.3 The Nominations Committee will comprise 3 non-staff Elders and 3 non-staff Members of good standing appointed by the Membership Committee;
- 19.4.4 The Nominations Committee will decide which nominees will be recommended to the Members for election;
- 19.4.5 The Nominations Committee may at its absolute discretion decide not to recommend a nominee to the Members for election;
- 19.4.6 Each nominee for election as an Elder will be voted for individually at an Annual General Meeting or Extraordinary General Meeting and must be elected by Special Resolution;
- 19.4.7 No person is eligible for election as an Elder unless they provide a written consent to the Church;
- 19.4.8 In case there shall not be a sufficient number of candidates nominated to reach the minimum number of Elders, the Board of Elders may fill up the remaining nomination vacancy or vacancies.

20 POWERS AND DUTIES OF THE BOARD OF ELDERS


20.1 General powers of Board of Elders

The business of the Church shall be managed by the Board of Elders who may exercise all such powers of the Church as are not, by the Act or by this Constitution, required to be exercised by the Church in general meeting.

20.2 General duties of Board of Elders

Subject to the other provisions of this Constitution, the duties of the Board of Elders are to:

- 20.2.1 Seek God for, and oversee the vision, mission, values, doctrine, structure and ministry of the Church;
- 20.2.2 Establish and monitor the purpose, key focus/goals and vital signs of Sub-committees, Advisory Groups and ministry teams;
- 20.2.3 Create and maintain the Church framework, through sound policies and processes in all aspects of Church governance;
- 20.2.4 Fulfil the duties assigned to the Board of Elders by the Act;
- 20.2.5 Manage the selection process of the Senior Pastor, Executive Pastor and Campus Pastors;
- 20.2.6 Support the Senior Pastor in the implementation of policies;
- 20.2.7 Encourage/nurture the Senior Pastor and Committees;

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- 20.2.8 Deal with the grievances unresolved through the appropriate processes;
 - 20.2.9 Use their best endeavours to ensure financial solvency and integrity;
 - 20.2.10 Use their best endeavours to assure compliance with statutory and legal requirements;
 - 20.2.11 Evaluate and improve itself as the governance group;
 - 20.2.12 Ensure clear two way communication between the leadership and congregation;
 - 20.2.13 Determine the number and function of Committees and approve the Terms of Reference, delegations (if any) and membership of each;
 - 20.2.14 Exercise oversight of the Church's finances and of the maintenance and development of its property and facilities;
 - 20.2.15 Carry out the duties assigned to the Board of Elders by this Constitution and By-laws; and
 - 20.2.16 Carry out other duties necessary for or incidental to the fulfilment of the other responsibilities of the Board of Elders.

Board of Elders – Skills and Attributes

A person recommended for membership of the Board of Elders shall be a Spirit led servant leader who is committed, trustworthy, wise, a person of integrity, temperate and not quarrelsome. This person shall be able to communicate openly, act with discretion and be a team player willing to learn and improve. It is necessary that this person be an active Member of Gateway Baptist Church and aligned with its mission, vision and values. Spiritual maturity and doctrinal knowledge are expected and the person shall have a recognized/respected track record as a Christian.

The following Bible verses contain characteristics which befit a member of the Board of Elders and may be used for reference when considering potential nominees:

1 Tim 3:1-7, Titus 1:5-9 and 1 Peter 5:1-5

Below are attributes, skills and gifts considered to be characteristics that benefit the Board of Elders. In particular, the BoE has identified legal expertise, financial literacy and intercessor as skills and gifts that will most effectively complement the skills of continuing BoE members for this season ahead:

Governance Attributes

1. **Risk / Compliance.** An understanding of risk and compliance issues, and the ability to inform the processes required for documenting, managing and monitoring.
2. **Legal Expertise.** Sufficient knowledge to know when expert advice is needed, a comprehension of the advice given and an ability to determine the appropriate course of action upon receipt of such advice.
3. **Financial Literacy.** The ability to read and interpret financial statements, budgets, projections, and to make informed financial decisions.
4. **Strategic Intent.** The ability to think strategically, to analyse contexts, opportunities, threats and to assess ideas and activities in light of these factors.
5. **Communication and IT.** A knowledge of digital communication and IT Governance including privacy, data management and security.

Personal Attributes

1. **Love People.** Possesses a deep, sacrificial love for the people of the church and seekers.
2. **Spiritual Discernment.** The ability to hear God's direction clearly and in a timely manner for specific issues.
3. **Effective Communicator.** Proactive in engaging in discussion, listening effectively and comprehending others' comments.
4. **Past Governance Experience** (in any organization).
5. **Intercessor.** Has the gift of intercession and exercises it willingly in both private and group settings.

Independence

The CMA Standards Council (cmasc.net.au – a ministry of Christian Ministry Advancement) has prescribed principles related to governing body independence, which state that a person shall be deemed NOT to be independent if:

1. They are an employee or staff member of the organisation.
2. They are able to individually dictate the operations of the organisation similar to an employee or staff member. A person who is an uncompensated CEO, for instance, is not independent.
3. They are related to staff members or other members of the governing body. Relevant relationships for the purposes of this policy include spouse, partner, parents, brothers and sisters, children, grandchildren, and spouses or partners of brothers, sisters, children, and grandchildren.
4. They report to, or are subordinate to, employees or staff members of the organisation.
5. They report to, or are subordinate to, other members of the governing body.
6. They receive a material amount for consulting or speaking, or for any other engagement by the organisation.
7. They have ownership or managerial relationships with firms that have material financial dealings with the organisation, its officers, members of its governing body or key employees.
8. They are the legal counsel, related to the legal counsel (see 3 above), or are employed by the firm that is the legal counsel of the organisation.
9. They are the Auditors, related to the Auditors (see 3 above), or are employed by the auditing firm of the organisation.

In practice, we find that aspects related to employment (points 1-3) and volunteering (points 4 and 5) are those most likely to require consideration.

We encourage nominees to consider these aspects in indicating whether they believe they are independent, non-independent or unsure within their nomination form.

Existing members of the BoE are currently designated as follows:

Independent:	Non-Independent:
Darren Iselin	Jason Elsmore
Josh Klose	Derek Peters
Dora Tey	Rhys Tregenza
Jill Lovell	Nathan Manning
Graham Hill	Paul Guyatt

Nomination Process

To submit a nomination, complete this form using the URL or QR code below. Nominations close 5pm on 2 March 2026. Form link: <https://gtwy.au/boe2026>

