

Dear Brothers in Christ,

Greetings in the name of our Lord and Savior Jesus Christ.

As part of our ongoing efforts to strengthen the leadership and spiritual health of the Tshwane International Church of Christ (TICOC), we respectfully seek your collective biblical guidance on a matter of significant importance to our congregation.

Background

TICOC has set a strategic goal to appoint both **Elders** and a **Lead Evangelist** by **October 2025**. However, at present, we do not have any sitting Elders or a Lead Evangelist to initiate or oversee these appointments internally.

At the 2023 Annual General Meeting, the church agreed to begin the process of appointing Elders. However, there is ambiguity regarding whether the intent was to appoint fully confirmed Elders or to first identify and install **Candidate Elders**, who would then undergo a **6–12-month training and vetting period**.

This uncertainty presents several practical and spiritual challenges. For example, if Candidate Elders are appointed first and tasked with leading the selection of a Lead Evangelist, the timeline for both appointments may extend beyond October 2025. Furthermore, if some Candidate Elders are not ultimately confirmed, this could complicate or compromise their role in making such a key appointment.

Request

Considering the above, we respectfully request a unified biblical perspective on the following questions:

- 1. What is the biblical process for appointing Elders and a Lead/Pastor Evangelist in a church that currently lacks both?**

2. **Can Candidate Elders—who are still undergoing training and not yet confirmed—biblically lead the process of appointing a Lead/Pastor Evangelist?**
3. **Is there a biblical distinction between selecting and appointing someone directly as a Lead Evangelist within TICOC versus advertising the role and selecting from among existing Evangelists within the broader church?**
4. **Considering the current TICOC situation, who biblically holds the authority and responsibility to initiate and oversee the appointment of Elders?**

Proposed Engagement Process

To ensure transparency, spiritual unity, and congregational involvement, the following multi-phase engagement process is proposed:

Preliminary Phased Approach

Phase 1: Submission and Study of Biblical Opinion

- Upon receiving your consolidated biblical opinion, the TICOC leadership working group will study and prepare the guidance for church-wide presentation.

Phase 2: Congregational Presentation (Meeting 1)

- A formal session will be held to present your biblical insights and their implications for TICOC's leadership structure.
- An open Q&A session will be included for members to ask clarifying questions.

Phase 3: Small Group Engagement (Meetings 2 & 3)

- Family Groups and ministry sectors will each host structured discussions.
- Members will be encouraged to reflect, discuss, and submit questions or feedback in writing.

Phase 4: Congregational Feedback Session (Meeting 4)

- A final church-wide session will be hosted to address unresolved questions and summarize common themes from the small group discussions.
- Input from the congregation will be recorded to assess readiness and unity.

Phase 5: Season of Focused Prayer

- The church will enter a period of dedicated prayer for wisdom, discernment, and the successful implementation of the leadership appointment process.

Phase 6: Implementation of Appointments

- Based on the biblical guidance and congregational input, TICOC will begin the formal process of appointing Candidate Elders and identifying a Lead Evangelist in accordance with Scripture and church-wide agreement

Conclusion

The TICOC leadership believes that a biblically grounded, prayerful, and participatory approach will lead to wise and Spirit-led appointments that will strengthen the church for years to come. We express our sincere gratitude to the teachers and evangelist for their willingness to support this critical effort.

With love and gratitude in Christ,

“To him be glory in the church and in Christ Jesus throughout all generations, for ever and ever! Amen.” – Ephesians 3:21