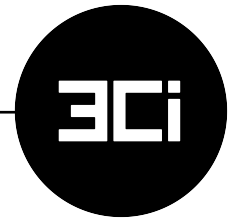


FACE TIME

INTERVIEW GUIDELINES



The Face Time interview is an important and relational step in welcoming new members into 3Ci. It should never be reduced to a mere checklist.

Attending Sunday services and truly becoming a committed member of 3Ci are two very different things. Anyone is welcome to visit for as long as they wish, but visitors typically do not carry the same level of commitment, and we are not responsible for their ongoing pastoral care in the same way we are for members.

Membership is a deeper commitment. As an interviewer, you are called to help make this distinction clear. While most people who attend the New Members Course will be ready to become members, there will be some who need to pause—allowing more time for mutual relationship-building before being welcomed into membership. In very rare and exceptional cases, it may be necessary to recommend against membership at this time. This is part of the responsibility of church leadership in caring for God's people.

Acts 20:28 (ESV)

“Pay careful attention to yourselves and to all the flock, in which the Holy Spirit has made you overseers, to care for the church of God, which He obtained with His own blood.”

1 Timothy 3:15 (ESV)

“...you may know how one ought to behave in the household of God, which is the church of the living God, a pillar and buttress of the truth.”

Scripture shows that members of the early church were known by name and cared for personally.

Church membership is not simply an administrative detail—it is part of a believer's obedience to Christ and a visible expression of being part of His body.

The Purpose of a Face Time Interview

If you feel that membership should be delayed or denied, do not make that decision on your own. Please speak with an elder so that the next steps can be handled appropriately.

The following points are not a rigid script but a guide to help you engage meaningfully and understand the heart of the person seeking membership.

1. Get to Know Their Story

Every person has a unique journey. Take time to listen and learn about their faith, background, and current season of life.

Questions you might ask:

- Where are you in your walk with the Lord?

- Tell me about your background—where you grew up, your work, and your family.
- How did you come to faith?
[While we are not looking for a perfect theological explanation, we do want to hear a sincere understanding of the gospel.]
- Have you been water baptised? [Lack of baptism is not a barrier to membership.]
- If married, how did you meet your spouse? If single, are you in a relationship? Are you living together?
[Cohabitation may be a reason to delay membership.]
- How old are your children, and where are they in their faith?
- What has your experience of 3Ci been like so far?
- Tell me about your church history and what draws you to join 3Ci.

2. Assess Their Understanding of the New Members Course Sessions

Questions to consider:

- What stood out to you most from the sessions?
- Was there anything new, surprising, or difficult to accept?
- Are there any theological differences that could be a concern? [On non-negotiable matters, differences may require delaying membership.]
- What are you hoping to find in church membership?
[Some may come seeking leadership roles or platforms. We need to gently set correct expectations—relationship and discipleship always come first.]

If someone has only attended the New Members course, encourage them to spend a few more months in the life of the church, especially in a Life Group, before joining. This helps ensure they truly understand and embrace our values, priorities, and relational culture.

3. Clarify Mutual Expectations

What they can expect from 3Ci:

- A healthy local church community with Life Groups at the heart.
- Biblical teaching from the pulpit.
- A place to grow spiritually and find healing in Christ.
- Opportunities for generosity, missions involvement, and discipleship.
- An environment that encourages holiness, prayer, worship, and witness.

What we expect from members:

- A personal walk with the Lord in Scripture, prayer, worship, and witness.
- Active participation in a Life Group.
- Regular attendance at Sunday gatherings as a priority.
- Willingness to build authentic relationships in the body.
- Understanding that pastoral care is primarily relational and community-based—not built around frequent one-on-one counselling with elders. The work of the ministry is held in the hands of the saints in the body. [Most ministry happens organically in Life Groups.]

When to Involve an Elder

Please seek elder involvement if:

- There is evidence of ongoing, unrepentant sin (e.g., sexual immorality, substance abuse).
- There are serious theological conflicts or an agenda to promote divisive teaching.
- You have concerns about the sincerity of their faith or alignment with the church's vision.

We are not looking for reasons to exclude people but are committed to protecting the church from influences that could harm the flock.

We deeply value your willingness to serve alongside us in this important ministry.

Your role in helping people take this step is a privilege and a trust.

Much love,

The 3Ci Elders