

**Preparing Men  
To Serve As**

# **DEACONS**

**12 Lessons**

**For Use by the  
CAMP HILL CHURCH OF CHRIST  
3042 Cumberland Blvd.  
Camp Hill, PA 17011**

**2010**



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**12 Lessons**

**Prepared by Paul E. Cantrell  
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Lesson One

"God's Plan for Leadership"

"Why should I or anyone else want to be a leader in the church?" It has its headaches and heartaches. They have to deal with a lot of trouble, divisiveness, and strife. It takes a lot of extra time. We believe the answer is simple:

- a) God has planned for there to be proper leadership in the church.
b) If good, spiritual men do not offer to lead, then those unqualified will take the position of leadership and cause problems.

Therefore, before any one takes on a demanding, sacrificing, and often unappreciated leadership role; he really ought to see the vital need for such proper leadership and have some very valid reasons for wanting to serve. In this study we want to look at God's Plan for Leadership in the church.

God's Leadership
Christ as Supreme Head
Elders Who Oversee Congregation
Deacons Who Have Special Job Assignment
Evangelists Who Proclaim the Word of God to Both Sinner & Saint
Teachers Who Teach, Exhort, Rebuke, and Encourage God's People

Leadership Roles in the Church: Christ

Jesus, the Christ, the Son of God is the supreme head of the church as designed by God (Eph. 1:22-23; Col. 1:18).

1. What does this mean? \_\_\_\_\_

2. How does He exert His Headship?

a) The Means: (Matt. 28:18-19) \_\_\_\_\_

(Matt. 4:4) \_\_\_\_\_

b) The Attitude: (Matt. 20:20-28) \_\_\_\_\_

(Phil. 2:5-8) \_\_\_\_\_

c) The Motivation: (Lk. 19:10) \_\_\_\_\_

(Lk. 6:46) \_\_\_\_\_

Those who reject Jesus' headship give up a Redeemer (John

8:21), reject the love of God (John 3:16), and condemn themselves unto everlasting destruction (Matt. 25:46).

### **Leadership Roles in the Church**

God has designed leadership roles for the church that are specifically mentioned. The following are those people:

- a) Eph. 4:11 \_\_\_\_\_
- b) Phil. 1:1 \_\_\_\_\_
- c) Acts 14:23 \_\_\_\_\_
- d) 1 Tim. 3:1, 3:8 \_\_\_\_\_
- e) Rom. 16:1 \_\_\_\_\_
- f) James 3:1 \_\_\_\_\_
- g) 1 Tim. 5:9, 10 \_\_\_\_\_
- h) Titus 2:3-4 \_\_\_\_\_
- i) 1 Cor. 12:1-11 \_\_\_\_\_

Leadership in the early church was somewhat different than after the first century. The miraculous element made a big difference in what was done and by whom. These gifts did not last, but the benefits of the miraculous still helps us today to have complete faith in the Inspired and Revealed Word of God that has been confirmed by miracles, wonders, and signs (Mark 16:19-20; Heb. 2:1-4; 1 Cor. 13:8-13). The Work of Apostles and Prophets have given us the Word of God by which our lives are to be governed just the same as when first spoken and written down by these miraculously endowed people.

- a) There was the role of the **Apostles & Prophets** (Eph. 3:1-7).
- b) There was the role of the **miraculously endowed people** in the church (1 Cor. 14).
- c) There were the **7 men appointed** to a special task (Acts 6:1-8).

Permanent leadership in the church would be the following:

- a) **Elders** (also called Overseers or Shepherds)—These are older men with experience to see after the church as a whole.
- b) **Deacons** (also called Servants)—They were given special tasks to see after under the Elders' Oversight.
- c) **Preachers** (also called Evangelists or Ministers)—They would preach to both sinners and saints.
- d) **Teachers** (also called Masters or Encouragers)—they would teach and strive to help mature the saints. Women were forbidden to teach over the man, but were encouraged to teach younger women (1 Tim. 2:11-14; Tit. 2:3-5).

We will look at the role of Elders and Deacons in the remainder of these Lessons.

### **Leadership Without Elders**

But what do you do when you do not have Elders and Deacons? In some instances a church may go for years without appointing elders. In some cases, this may be true because they do not have anyone qualified to be appointed—and in other cases, there are men running the church who would not qualify to be an elder. Elders should be appointed, but only when they are sufficiently qualified **according to God's standard!**

When a new congregation is established, there has to be some kind of leadership in the group until Elders can be appointed. It is obvious that the Evangelist (Preacher) will be the one to help the church to become organized in order to function as a group. The Preacher is not the "head of the church" nor is he "over" the church. Their job is to help the church to develop to the point where elders and deacons can be appointed. In some instances this was done within a year's time or less—in the early church (Acts 14:23). However, it usually takes longer in our society today. Please notice and keep well in mind that there was to be no "**one man rule**" in the church! While an Evangelist or a Preacher may help to get the church started, they should immediately do two things:

- a) Start teaching the need for "God-Ordained Leadership!"
- b) Help the church to get organized into some kind of committee structure so that the business of the church can get done quickly and correctly! The "**authority**" for the group should be handled by a "business meeting" of all the men.

The closest thing in Scripture that could give credence to the above concept is as following:

- a) There is no indication that the church at Corinth had Elders and Deacons.
- b) Paul rebukes them for their carnal divisiveness (1 Cor. 3:1-9). They needed to work together!
- c) The church was to come together "*to deliver such a one unto Satan*" because he would not repent (1 Cor. 5:1-5). This shows "group action!"
- d) Their worship was disorderly and needed to be planned out so it could be beneficial to all (1 Cor. 14). Someone was needed in order to help keep things orderly.
- e) They were to function as a body together—which requires some kind of orderly appointments (1 Cor. 12:14-26).

It would also seem obvious that some kind of orderly arrangements have to be made (plain common sense) in order to get things done, but someone has to keep things in check. In the absence of Elders, the men's business meeting seems to be the obvious approach—which helps to keep down the "one man rule!" The group can ask different men to feel responsible for separate areas of responsibility, with others helping them to see that the work is done. They carry out their responsibilities according to the instructions of the "business meeting."

### **Concluding Thoughts**

There is no question that "leadership" is needed for any group to work together effectively. Until a congregation is blessed to have spiritually qualified Elders and Deacons, it is important that they function as a group with whatever leadership they have—and strive to keep down the desire on the part of one or more men to want to be "lords" over the church (3 John 9-10). As the men work together, it should become obvious which ones are the possible future Elders and Deacons within the congregation.

### **Questions for Discussion**

#### **True or False**

- \_\_\_\_\_ 1. Every one should want to be a "leader" in the church.
- \_\_\_\_\_ 2. Unqualified men get into leadership roles because the "better qualified" are unwilling to serve.
- \_\_\_\_\_ 3. There are no leadership roles "spelled out" in the New Testament.
- \_\_\_\_\_ 4. Jesus is the "supreme authority" in the church.
- \_\_\_\_\_ 5. Rejecting Jesus' authority can bring on disastrous results.
- \_\_\_\_\_ 6. Leadership in the early church was somewhat different than after the first century.
- \_\_\_\_\_ 7. The miraculously endowed people in the "early church" were a necessity in order to get the church started correctly.
- \_\_\_\_\_ 8. Elders, Deacons, Preachers, Teachers are the only permanent "spelled-out" leaders in the church for today.
- \_\_\_\_\_ 9. A church cannot be acceptable to God without having Elders and Deacons.
- \_\_\_\_\_ 10. The "Men's Business Meeting" is a good way to keep down a "one-man-rule" in the church.
- \_\_\_\_\_ 11. There is no Bible Authority for the "Men's Business Meeting" approach to leadership.
- \_\_\_\_\_ 12. "Common Sense" demands some kind of leadership in the church.
- \_\_\_\_\_ 13. "Leadership" is needed in order for any group to work together effectively.





**The Place of "Deacons"**

1. Why is it important to test a man before he is appointed a "Deacon" (1 Tim. 3:10)? \_\_\_\_\_  
\_\_\_\_\_
2. Can a person be given a responsibility to do without being a "Deacon?" (Explain your answer) \_\_\_\_\_  
\_\_\_\_\_
3. What identifies a person as being a leader in the Church as a Deacon? \_\_\_\_\_  
\_\_\_\_\_
4. How can "Deacons" serve well in the Church? (1 Tim. 3:13) \_\_\_\_\_  
\_\_\_\_\_
5. Do "Deacons" have any authority in the Church? \_\_\_\_\_  
\_\_\_\_\_
6. Why use different terms to identify "Elders" and "Deacons" since they are both servants in the church? \_\_\_\_\_  
\_\_\_\_\_

While both the Elders and Deacons in the Church are servants; yet, they serve in different "roles." It is like the concept of Husband and Wife who are joined together as "one," but they each have their special "role" to fulfill. They should be a servant to each other, but special responsibilities are given to each. Deacons are not the Overseers or Shepherds of the flock, but that does not keep them from being concerned for the flock of God and to want things to go well with everyone in the Church.

**The Seven Men in Acts 6**

Before there were "Elders" appointed in the Church at Jerusalem, a problem arose over the issue of the "Grecian Widows" being neglected in the daily distribution of food. The Apostles took the lead to deal with this problem. They called upon the Church to *"seek out from among you seven men of good reputation, full of the Holy Spirit and wisdom, whom we may appoint over this business."* (6:3). Let's see what your answers will be to the following questions:

1. Did these men need to be qualified in some way to serve in this special situation? \_\_\_\_\_  
\_\_\_\_\_
2. Were they referred to "officially" as "Deacons?" \_\_\_\_\_
3. Is the word "serve" used in this situation to describe what these men would be appointed to do? \_\_\_\_\_

## **Challenges to Deacons**

### **1. To realize an important principle: "*Unto whom much is given, much will be required!*"**

If God has blessed you with abilities and opportunities to be used in His service—God also can expect greater service out of you!

### **2. To realize another important principle: "*Whoever wants to be great, let him be a servant!*"**

Man's pride can be his downfall! The desire to be great in the eyes of others constantly makes its appeal to us. We need to know who truly is great!

### **3. To be the right kind of example before the Church.**

Jesus has set the perfect example before us all. If we will follow Him, we should set the right example before others in the Church.

### **4. To cooperate fully with other leaders in the Church.**

Deacons are not an "island" unto themselves. They are expected to work well with others. The unity of the "Body of Christ" is very important and all leaders play a big role in maintaining that unity.

### **5. To gain the "respect" of the Church.**

Not because Deacons have a "title," but because of their qualified lives and the work that they are willing to do.

## **Concluding Thoughts**

"Deacons" are necessary, indispensable, and a blessing in every congregation when they serve well. And there is no Greater Service that can be given, no Great Cause to be committed to, and no greater example to follow than that of our Lord Jesus Christ. Deacons who serve well with the right spirit should have the cooperation of the congregation in their area of service. An excellent and needed challenge of the Deacons is to hopefully involve every member of the church in helping to carry out the over-all work of the church. May God bless us with such men!

**Questions for Discussion**

*True or False*

- \_\_\_\_\_ 1. Jesus was advocating "slavery" for His people in Matthew 20!
- \_\_\_\_\_ 2. The Greek word, Διᾰκονοσ, can only be translated "Deacon."
- \_\_\_\_\_ 3. Jesus, the Apostles, the Holy Spirit, Elders, Preachers, Angels, and Teachers are all called Διᾰκονοσ.
- \_\_\_\_\_ 4. There is usually a good reason for Transliterated words.
- \_\_\_\_\_ 5. Deacons are overseers in a different way than Elders.
- \_\_\_\_\_ 6. The "official" use of the transliterated word, Deacon, is only used 5 times in the New Testament to a group of qualified and appointed men.
- \_\_\_\_\_ 7. Men should be "tested" or "proven" before being appointed a "Deacon."
- \_\_\_\_\_ 8. Since all are to be servants in the church, there should be no group of persons given the title of "Deacon."
- \_\_\_\_\_ 9. Deacons should be given no "authority" in the Church.
- \_\_\_\_\_ 10. Deacons are not shepherds of the flock, but they can still be concerned about the flock of God.
- \_\_\_\_\_ 11. A Deacon who is not given a special job to see after is only a Deacon in name only.
- \_\_\_\_\_ 12. One of the reasons for appointing "spiritually qualified" men as Deacons is the example they will set before the Church.
- \_\_\_\_\_ 13. Deacons should be training others to be Deacons.
- \_\_\_\_\_ 14. The word, Deacon, is a title that should describe what a man is doing.
- \_\_\_\_\_ 15. The seven men appointed in Acts 6 were "Deacons."

Lesson Three

## "The Work of Deacons"

As with becoming an Elder, so it is with becoming a Deacon—it means work! It is not just a title to puff up our pride; it is a responsibility that requires dedication, time, energy, thinking, and activity! As we have already suggested, the very term "Deacon" carries with it the idea of serving which means work!

Deacons are not only "willing servants," but they are what could be called "special" servants! Two things that show this clearly:

**(1) They have to be qualified in life (1 Tim. 3:8-13);**

**(2) They have been proven to be dependable (1 Tim. 3:10).**

This is probably the reason why the translators did not translate this word because it took on a special significance because of the above two things and also how it is used in Philipians 1:1.

### **The Value of Acts 6:1-6**

While it is evident that these seven men who were appointed to a special task were not called "Deacons;" they do give us some good insight to why Deacons are so necessary in the church. The church had a problem to be solved, and it was taken care of quickly by the Apostles' leadership. It may be possible that they were not called "Deacons" because "Elders" had not been appointed in Jerusalem at this time. Elders were appointed later on (Acts 11:30). Several things were done in the process of solving this problem that we can profit by:

- 1—The Apostles called the church together and asked them to find "qualified" men who could be appointed *"over this business!"* (6:3). They were given the responsibility of seeing that the problem was solved. They were in charge. We do not know if they were given any guide-lines to go by or not, but it is certainly a possibility.
- 2—The church chose the 7 men, whom the Apostles appointed. (6:5-6). The idea of making it "official."
- 3—It does not tell us just how these seven men did the work or how they supervised the work to be done. A good guess would be that others were involved in the over-all process, and the seven helped to take the lead in the matter.
- 4—When the church was persecuted and scattered, the special job no longer remained to be done. So, we find both Stephen and Philip going out preaching. Nothing is said of the other men.
- 5—Small jobs may only need one person, but bigger jobs will required quite a few people. This must have been a bigger job, since seven men, at the least, were involved.

Since the New Testament does not give much in the way of detail descriptions of the work of Deacons, it is left up to the local church to use their judgment as to much of what needs to be done in this regard.

## **Inferred Concepts Concerning the Work of Deacons**

We often use the expression: *"that is just common sense!"* When a command is given, but no detailed instructions on the "how" to carry it out, it is left up to the judgment of those carrying out the command. There are things that are just inferred in connection with getting the job done. We believe that this is true of the work of Deacons, as we suggest below:

### **Organizational Ability is needed!**

Usually, most jobs required some thinking and planning in order to organize the efforts of those who will be getting the job done. Mediocre efforts, sloppy efforts, or "helter-skelter" efforts do not fit the picture of one who will get the job done right. The emphasis of Scripture to the Christian is to be diligent in our efforts (Phil. 2:12; 2 Pet. 1:5, 10, etc.).

### **Ability to Work with Others!**

The person who likes to be by himself or work alone may do a good job at what he is doing, but he may not make a good Deacon. If such a person is put in charge of a responsible area of work and it requires the working together of several people, he would have a struggle dealing with people. You want the person in charge to be able to work well with others. A strong emphasis is made in 1 Corinthians 12:14-27 to compare the working together of the church with the functioning of the human body.

### **Ability to Motivate Others to be involved!**

The person in charge of an area of responsibility needs help to get the job done. He needs to be able to motivate others to want to get involved and help carry on God's work. Without the help of others, the Deacon has to do the job all by himself—not something that altogether desirable at times. There are good reasons for the admonition: *"Bear one another's burdens, and so fulfill the law of Christ."* (Gal. 6:2).

### **Ability to Spend Money Wisely!**

It is important to get a job done, but not at the "higher" expense than what it ought to cost! God doesn't want us to be stingy with the money He blesses us with, but neither does He want us to be wasteful (Prov. 6:6-11; 10:4-5; 21:5, 20, etc.).

### **Ability to set up the Means of Continuing the Job!**

Most responsibilities in the Church are ongoing and will need to have someone in charge and one or more helpers. If a Deacon is good at setting up the "machinery" that will continually get the job done well, he will then have time to set up and get another job under way. It is easy to let a job slide after a while—we grow weary of it. But Scripture admonishes us: *"do not grow weary in doing good."* (2 Thess. 2:13).

**Questions about Deacons**

- 1. Why should a Deacon be well-grounded in the faith? (1 Tim. 3:9) \_\_\_\_\_  
\_\_\_\_\_
- 2. What will cause Deacons to be highly respected? (1 Tim. 3:13) \_\_\_\_\_  
\_\_\_\_\_
- 3. Is there authority in connection with the work of Deacons? \_\_\_\_\_  
\_\_\_\_\_
- 4. What are some things that can hinder the work of a Deacon? \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_
- 5. What are some determining factors that need to be taken into consideration when a man is given certain responsibilities? \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_
- 6. What is the difference between giving a job to just anyone and giving a job to a Deacon? \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**Concluding Thoughts**

Men and Women who are willing to work and serve the Lord are badly needed in the Church. At times, these jobs will require sacrifice and hardship. Usually, only the highly motivated persons will be willing to serve in these situations. But the church needs excellence in its leadership which will also require some time and sacrifice in order to be better trained to serve. God has called us to serve in His Kingdom. Let's be willing to not only serve, but to do it the very best that we can. God promises to reward such: *"His lord said to him, 'Well done, good and faithful servant; you have been faithful over a few things, I will make you ruler over many things. Enter into the joy of your lord.'"* (Matt. 25:23).

**Questions for Discussion**

**True or False**

- \_\_\_\_\_ 1. Inferred in the title, "Deacon," is the idea of work....serving others.
- \_\_\_\_\_ 2. There are at least two things that make "Deacons" special servants.
- \_\_\_\_\_ 3. The seven men appointed by the Apostles to a special task were called "Deacons."
- \_\_\_\_\_ 4. These seven men were appointed to be over the business that needed to be done.
- \_\_\_\_\_ 5. The Church choice the seven men, but the Apostles had to appoint them to make it "official."
- \_\_\_\_\_ 6. The New Testament gives us detailed descriptions of the work of Deacons.
- \_\_\_\_\_ 7. A Deacon has to be able to work well with other people.
- \_\_\_\_\_ 8. A Deacon should be able to involve other people in the Lord's Work.
- \_\_\_\_\_ 9. It is important that a Deacon be stable and grounded in the Faith.
- \_\_\_\_\_ 10. Jesus indicated that it is the "good and faithful servant" that is rewarded.



Lesson Four

## "The Leadership of Deacons"

**What is Leadership?**

"The ability to influence others by our words and actions."

"Helping a group of people to plan and accomplish their goals with the minimum of time and effort."

"The ability to get people to follow—one who inspires others."

"Giving proper direction and motivation to others."

"Inspiring people to work together to achieve a desired objective."

"Willingness to invest one's life in guiding and encouraging people towards given goals or ideals or accomplishments."

We are looking at the work of a Deacon as not only being a servant of others, but also a "leader" of others. To be an effective leader in the Church, it is important not only to understand the meaning of leadership—but more important, to know and understand what true spiritual leadership is.

Leadership in the world and in the Church may have some common ground upon which to build, but when the edifice is completed, the end results will be quite different in most instances. This is often where church leaders make their mistake and remain poor "spiritual" leaders by looking too much at leadership in the world and not seeing and being the spiritual leaders that God wants (1 Cor. 3:1-3). We believe it is important that Deacons know the difference. Spiritual leaders need to go to "school" under the Master Teacher (Jesus)! This "schooling" is not only important for the person willing to serve as a Deacon, but it is important for the health and welfare of the Lord's Church as well.

This schooling can stress:

1. The need to have a love for the church and its work (Matt. 6:33; John 14:15).
2. The need to be willing to sacrifice his time, efforts, talents, and possessions to help the church to accomplish its mission (Mark 16:15; Rom. 12:1; Lk. 14:25-35).
3. The need to have a deep sense of responsibility to God and others (Matt. 22:37-40).
4. The need to have a sense of urgency to carry out God's Will (Eph. 5:16; 2 Cor. 5:10-11).
5. Not to expect his full reward for his work here in this life (1 Cor. 3:11-15; 2 Tim. 4:6-8).

### **Insights from Exodus 18:17-27**

Moses' Father-in-law saw how stressed out Moses was and gave him some advice on leadership. It may be helpful to see and evaluate these recommendations:

1. **Appoint men willing to be taught God's word (v. 20).**
2. **Appoint men with leadership ability ("able men"—v. 21).**
3. **Appoint men who fear and reverence God and His Word (v. 21).**
4. **Appoint men who know the truth, can teach the truth, stands for the truth, and a person of truth (v. 21).**

5. Appoint men who hate covetousness, who are not greedy and lustful after filthy lucre, not a lover of money, and cannot be bribed (v. 21).
6. Appoint men who understands the need for delegating responsibilities to others because he cannot do it all by himself (v. 21).
7. Appoint men who are willing to bear burdens of leadership—to spend time listening to people and judging matters among them (v. 22).

### **Characteristics of a Good Leader**

1. He provides direction (1 Cor. 11:1).
2. He points onward and upward (Phil. 3:13-14).
3. He realizes that all are working together with God to accomplish His Will (1 Cor. 3:9).
4. He has faith in God and in His people (Heb. 11:6; Philemon 21).
5. He duplicates himself (2 Tim. 2:2).
6. He is also a follower (1 Cor. 11:1).
7. He has worthwhile goals that he encourages others to attain unto (Rom. 8:24).
8. He is willing to be trained for greater service (2 Tim. 2:2).
9. He realizes he is a servant, not a master (Matt. 20:25-28; 23:10-12).
10. He is steadfast in his life and work (1 Cor. 15:58).

### **The Importance of Good Leadership**

1. Eph. 4:11-16:
  - a) For the perfecting of the saints;
  - b) For the work of ministry;
  - c) For the edifying of the body of Christ;
  - d) To come to the unity of the faith and to fuller knowledge of the Son of God;
  - e) Not to be tossed about by every wind of doctrine;
  - f) To speak the truth in love;
  - g) To build itself up—or to grow up!
2. Hosea 4:9; Acts 20:28-30:
  - a) "Like people, like priest." Leadership affects people for good or bad.
  - b) Leadership usually determines the faithfulness or apostasy of the church.
  - c) Missionaries know that a work is unstable until sufficient time is allowed to develop seasoned spiritual leaders.

### **Concluding Thoughts**

The Lord has provided the leadership for the church (Eph. 4:11). Qualities for these leaders are spelled out in the Word of God. But leaders need to be prepared, trained for their work.

**Questions for Discussion**

**True or False**

- \_\_\_\_\_ 1. Deacons are both servants and leaders.
- \_\_\_\_\_ 2. Leadership in the world and in the Church have "some" common ground.
- \_\_\_\_\_ 3. A person influenced too much by worldly leadership will make a poor spiritual leader.
- \_\_\_\_\_ 4. To be a good spiritual leader, it is important to be school by the right teacher.
- \_\_\_\_\_ 5. Delegating responsibility to others is an important role of a leader.
- \_\_\_\_\_ 6. A good leader is also a good follower.
- \_\_\_\_\_ 7. A good leader strives to duplicate himself.
- \_\_\_\_\_ 8. An important goal of spiritual leadership is to bring people to maturity.
- \_\_\_\_\_ 9. Leadership usually determines the faithfulness or apostasy of the church.
- \_\_\_\_\_ 10. Leadership affects people for good or bad.

Lesson 5

# "The Qualities Expected of Deacons"

<b>QUALITIES OF DEACONS</b>
1 Timothy 3:8-13
"Reverent"
"Not Double-Tongue"
"Not Given to Much Wine"
"Not Greedy for Money"
"Holding the mystery of the faith with a pure conscience"
"First be tested"
"Blameless"
"Husbands of one wife"
"Ruling their children and their own houses well"

When comparing the qualities that God gives for Elders and Deacons to meet, it becomes obvious that God expects more out of those appointed Elders. And yet, Deacons need to come up to a standard which makes them a "cut" above many in the congregation.

A congregation is generally no better than its leadership—especially in regards to carrying out the work that God has given to the Church. A Church becomes a great church because it has desired and helped to encourage great leadership in its midst. A great leadership will be a qualified leadership.

### **Why is Qualified Leadership so Important?**

#### **1. Unqualified leadership can lead away from God!**

**Matt. 15:11** \_\_\_\_\_  
 \_\_\_\_\_

**Matt. 15:9** \_\_\_\_\_  
 \_\_\_\_\_

The monarchical episcopate because the chief office in the local church with one single official being superior to the Elders and Deacons. This eventually led to Bishops over several churches, Arch-Bishops over large segments of Christianity and finally to the "Pope" over the whole church.

#### **2. Unqualified leadership can be used to satisfy men's pride!**

**III John 1-10** \_\_\_\_\_  
 \_\_\_\_\_

**2 Thess. 2:3-4** \_\_\_\_\_  
 \_\_\_\_\_

**James 4:6** \_\_\_\_\_  
 \_\_\_\_\_

Men can become more concerned with their pride than God's Church, His Truth, and His Work! Some seek leadership position to satisfy their ego, rather than desiring to serve. They desire prestige, authority and power over others. Some will even corrupt God's Plan in order to retain or make a place for themselves.

**III. A congregation is usually as good or bad as its leaders.**

**1 Tim. 3:2a** \_\_\_\_\_

**1 Tim. 3:10b** \_\_\_\_\_

The Holy Spirit gave basic qualifications for leaders in the Church because they not only represent the church to the community, affect the membership as well, and usually determine the direction the Church will go. The term "blameless" is a very good over-all term that shows what kind of leaders need to be appointed.

**IV. The unqualified cannot do the God-given work.**

**1 Tim. 3:5** \_\_\_\_\_

**1 Tim. 3:13** \_\_\_\_\_

The very purpose of the qualities listed is to secure men who are able to do the work assigned to them by the Holy Spirit. Lack of growth and work in the Church usually shows poor quality leaders. Where there is trouble in the church unattended to definitely shows poor quality leadership.

**Four Basic Areas to be Qualified**

**ATTITUDES**

A Deacon needs to be sincere, honest, and motivated by Truth (Phil. 1:9). He needs to be humble and willing to be a servant, constantly keeping his pride in check (Phil. 2:5). He needs to be unselfish, concerned for others, and not self-centered (Rom. 12:9-11)

**RELATIONSHIP WITH GOD**

His relationship with God must be right and strong. He shows full confidence, trust, and reliance on God (Phil. 4:13). Christianity is a way of life with him. He must be convicted that what is being done is right and must be done to please God. He continues to study, grow, and mature in this relationship. He believes that God will work with and through him to accomplish good. Everyone knows who he places first in his life.

**UNIMPEACHABLE MORAL CHARACTER**

He is highly regarded in and out of the Church. He has a good reputation among men. His home life is very desirable (1 Tim. 5:8). He is "blameless" in the sense that he strives to make things right with both God and his fellow-man so that no man can find fault with him.

**DEVELOPING LEADERSHIP ABILITIES**

It is important that he shows maturity in his life, words, and judgments (Prov. 10:8, 20-21, 31; 15:1-2). He needs to be a zealous and hard worker. He is able to exercise self-control and is discrete

in dealing with others. He has the ability to organize, co-ordinate, direct, and guide activities and people. He is able to see things through. He is one who can envision, plan, and dream.

### **Concluding Thoughts**

Qualified leadership cannot be had by wishful thinking. It is something that must be desired, planned for, worked at, and encouraged. Men must be willing to be trained, educated, and time given to the task. Every congregation can have qualified leadership if the congregation really sees the need, the value, and the rightness of God's arrangement. The future of any congregation will depend to a great degree on its leadership—the kind it encourages, the kind they are willing to follow, and the kind they appoint. If Jesus could take rough, unpolished men in the first century and make great leaders of them; why can't He do it today when men are willing to yield themselves to the Master teacher? Obviously the great question is—do we have men who will so yield themselves and reach out to the greatest of all challenges?

### **Questions for Discussion**

#### **True or False**

- \_\_\_\_\_ 1. The standard for both Elders and Deacons is the same.
- \_\_\_\_\_ 2. A great Church is great, usually, because of its great leadership.
- \_\_\_\_\_ 3. The Monarchial Episcopate helped to lead the church away from God.
- \_\_\_\_\_ 4. Unqualified men want leadership positions in order to satisfy their pride.
- \_\_\_\_\_ 5. Unqualified leaders will find it hard to carry out God's work as He wants it.
- \_\_\_\_\_ 6. A sincere, humble servant usually has his pride in check.
- \_\_\_\_\_ 7. A lack of a good relationship with God indicates a poor leader for the Church.
- \_\_\_\_\_ 8. An unimpeachable moral character is not all that necessary in order to be a leader.
- \_\_\_\_\_ 9. Maturity is an important aspect of good leadership.
- \_\_\_\_\_ 10. The future of the Church depends greatly upon its leaders.

**Lesson Six**

**"Areas of Service"  
(1--Administration)**

**PURPOSE**

*"To see that the building & grounds are kept in good shape and ready for use by the church and other activities at the building. To evaluate the various methods and procedures by which the church can effectively grow and to make recommendation to the church and eldership of which of these would be effective for our use To see after good communications with the congregation.*

**Responsibilities**

**1. BUILDING & GROUNDS**

- a) See that the building is kept clean (Instructions for those who clean).
- b) See after repairs on the building & equipment in the building.
- c) See that the building is unlocked for services and locked afterwards.
- d) Prepare and present plans to elders for any upgrading of the building or equipment.
- e) Try to keep cost down on utilities by conserving.
- f) See after thermostats in building.
- g) See after the functioning of the baptistry.
- h) Involve people in work days and being responsible for various activities (Lists, dates, jobs)
- i) Furnace room kept free of trash and other undesirable items.
- j) Light bulb replacement all over the building.
- k) Ordering of cleaning supplies.
- l) Clothes hangers in all three lobbies.
- m) Supply room clean & orderly.
- n) Storage room clean & orderly.
- o) Trustees for building.
- p) See that grounds are kept neat (Instructions for those who do work).
- q) Snow and Ice removal.
- r) Yards trimmed, leaves picked up, put trash out each Wed. PM.
- s) Prepare and present plans for any upgrading of the grounds.
- t) See after upkeep of pavement, parking, driveways.
- u) See after sign.
- v) Prepare Budget.
- w) Be sure insurance policy with Erie is updated.
- x) See after the Facilities in the conference

**2. FINANCES**

- a) To Care for the contributions each week.
- b) Pay all bills.
- c) Keep records of all transactions.

- d) Quarterly report to church.
- e) Year-end financial report
- f) Pull committee budgets together and make presentation to leadership.
- g) Prepare own budget.
- h) To have assistants for helping to count money & take care of things when you are absent.
- i) Do some projections of contributions that can help with budget plans for the future.
- j) Have one or more elders to be able to sign checks.

### **3. COMMUNICATIONS**

- a) See after web site.
- b) See after church directory.
- c) See that a weekly bulletin is published.
- d) Take care of picture board of membership.
- e) Develop quick means of communications with members.
- f) Care for computers & audio and visual means of communications in building.
- g) Help with mass mailing efforts.
- h) See that bulletin boards in the building are straight & attractive.
- i) Prepare budget
- j) See after phone system.

### **4. REGENT STREET HOUSE**

- a) See after upkeep, painting, and repairs of the house and grounds.
- b) Work with Renters or whatever arrangement has been agreed upon.
- c) Keep constant contact with Renters and the condition of the house.
- d) Work up Lease agreement.

### **5. SECURITY & Clearances of Persons**

- a) Deal with security issues of the building & grounds.
- b) Deal with security of our youth (teachers & workers).
- c) Keep Elders updated on these matters.
- d) Prepare Budget for areas.
- e) Get acquainted with all newcomers to the church.
- f) Work up a form that would provide sufficient information to do some checking about people who are involved.
- f) Any person that has been involved with children or youth and have been put in jail or prison over misconduct—the elders need to be made aware of such.

### **6. ELECTRONIC OUTREACH**

- a) Help with the Webb for the Church
- b) Use the Internet to help build up the Church.

### **7. POLICIES & PROCEDURES**

### **8. OFFICE**

- a) To gather ideas and information for committees, to prepare forms for their use, keep records, see after office equipment, and help to analyze and evaluate the committees'



- efforts and effectiveness.
- b) Keep accurate records for the church in all areas.
  - c) Preparing, copying, binding of materials to be handed out to church or committees.
  - d) Help type up material.
  - e) Help with mass mailing.
  - f) Give mail to proper persons, committees, or the elders.

**Lesson Seven**

**"Areas of Service"  
(2--Education)**

**PURPOSE**

*"To encourage the teaching & training of the church towards stability & usefulness in the building up of the body of Christ. To provide activities and directions for our youth to grow in their relationships with one another."*

**Responsibilities**

**1. Lower Grades**

- a) Select approved teachers for Classes up to the Teens.
- b) Select approved teaching materials.
- c) Select & keep up Classrooms used to teach these children.
- d) Help to keep up resource Room (Have a person in charge).
- e) Prepare budget.
- f) In charge of Nursery
- g) In Charge of Vacation Bible School

**2. Teens**

- a) Select approved teachers for Classes of Jr. & Sr. High Grades.
- b) Select approved teaching materials.
- c) Select & keep up Classrooms used to teach these children.
- d) Prepare budget.

**3. Adults**

- a) Plan Bible Classes for Adult Classes on Sunday AM and Wednesday PM
- b) Select approved teachers for Classes for Adults.
- c) Select approved teaching Materials and/or help teachers to select proper materials.
- d) Use as many men (and women where appropriate) as feasible who are approved by elders to teach these classes.
- e) Prepare budget.
- f) In charge of the Conference-Library Room.
- g) Have announcements prepared to acquaint the church with classes when offered.
- h) Keep special Bulletin Board updated.
- i) Encourage special training classes.
- j) Recommend Education facilities for classes.
- k) See that sufficient copies of the Bible are available for use in classes.
- l) Work with Evangelism Committee to have follow-up materials for new members, etc.
- m) Develop special classes for Ladies, Men, Boys, Girls, Singles, etc.

**4. WORSHIP**

- a) Secure a list from the elders of those to use in the worship assembly.
- b) Prepare a list of those who volunteer to serve in worship.
- c) Prepare a monthly listing of those being asked to serve each week.
- d) In charge of communion supplies & having it ready for Sunday (list of volunteers)..
- e) Count attendance at all services.
- f) See that P.A. system is working correctly (Turn on and off).
- g) Prepare a list of those to speak on the 3rd & 4th Sunday PM services.
- h) Prepare a list of those to give devo talk on Wednesday PM.
- i) Set times for special worship assemblies.
- j) See after supplies, song, books, visitor's cards, etc., that are involved in the worship assembly.
- k) Help to see that people have a way to worship (people offering transportation).
- l) Encourage the training classes to help men to serve better.
- m) Prepare own budget.

**5. SINGLES**

- a) Work up listing of Singles by groups (Ages, etc.)
- b) Make suggestions to have special Bible Classes for Singles on Sunday and/or Wednesday.
- c) Social activity times for Singles.
- d) Work activities for Singles.
- e) Special HBS group(s) for Singles.
- f) Suggest teachers and materials for Singles

**6. MISCELLANEOUS**

- 1. Encourage Teacher training.
- 2. Care for church library.
- 3. See that we have sufficient copies of the Bible at the building.
- 4. Recommend education facilities (furniture).
- 5. Prepare special class studies to help train people in all areas of work.
- 6. Maintain and supply a resource room and keep in good shape & useful.
- 7. Have teacher's meetings.
- 8. Prepare special material for new members to ground them.
- 9. Have special classes for: Ladies, Men, Boys, Girls, Singles, etc.
- 10. Keep Bible Class attendance records.
- 11. Keep conference room—clean, attractive, and orderly.
- 12. Order special CDs and DVDs to show or listen to for Adults & teens.
- 13. Have special informing workshops or special speakers to promote Education and Youth.
- 14. Work out New Member assimilation (In conjunction with Evangelism and Involvement).
- 15. Help with material for Small Group Home Bible Studies.
- 16. In charge of Bible Software and Computers.
- 17. Ask various women to give feedback from the women in the congregation.
- 18. New Member assimilation (in conjunction with Evangelism)

**Lesson Eight**

**"Areas of Services"  
(3--Evangelism)**

**PURPOSE**

—*"To help keep our primary purpose for existing as a congregation before the church and to help plan and lead in those activities that reach the lost and the needy. To see that all is in order to have an acceptable worship service and to help train and encourage our youth to give their lives to serving Christ."*

**Responsibilities**

**1. EVANGELISM (Community Outreach)**

- a) Plan for Gospel Meetings, Lectureships, Workshops, etc., that are designed to reach the lost.
- b) Plan activities that make contact with interested persons for Bible Studies.
- c) Help train Christians to reach out to the lost.
- d) Work with Education Committee to prepare special material to teach New Members.
- e) Work with Communications Committee to prepare outreach advertising & mass mailing.
- f) Prepare budget.
- g) Work up program that involves people in Home studies.
- h) Prepare a program for follow-up with New Members.

**2. VISITATION**

- a) Develop program of visitation of members of the church who need it.
- b) Develop program of follow-up visitation of visitors to our services.
- c) Secure tracts and other teaching materials that can be available and given out to create interest.
- d) Prepare budget.
  
- k) Help to see that people have a way to worship.
- l) Prepare a budget

**3. SMALL GROUP HOME BIBLE STUDIES**

- a) Recruit Teachers
- b) Recruit Host Family
- c) Provide Teaching Materials
- d) Keep a strong emphasis on continuing HBS.

**4. CHURCH GROWTH (Policies & Procedures)**

- a) To develop a list of the various methods and procedures involved in church growth.

- b) Appoint small groups to secure as much information as is needed to be combined with other information and presented to the elders for consideration.
- c) After close examination of all the information—to make their recommendations to the elders.
- d) To deal with such questions as: Parking facilities, Dual services on Sunday AM, Re-location of our meeting place, Planting a new congregation, Projections of Time, effort, cost, etc.
- e) Plan questionnaires for the congregation to get their input on the various questions.
- f) Gather facts & figures so that recommendations & decisions can be made wisely.
- g) Do as much projecting of certain information so that the time element is evident.
- h) List the "pros" and "cons" of various approaches or activities
- i) Project the cost factors of any decision that is made.
- j) Suggests plan for 5, 10, 15, & 20 years into the future.
- k) Explore various means and methods of raising money for what needs to be done.
- l) Help Elders to develop plans for the future and informing the congregation.
- m) Be prepared to help carry out plans when decisions are made.

#### **5. MISCELLANEOUS ITEMS**

- a) New Member assimilation
- b) Baptistry, cleaning, warm, clothing, etc.
- c) In charge of door-to-door passing out of materials.
- d) Greeters to welcome visitors (work with Involvement Committee).
- e) Ideas on ads—getting positive message out.
- g) Deaf Ministry
- h) Support of other local congregations.
- j) Keep tracts display.
- k) Keep children for those who teach others.
- l) Keep Campaigners in my home.
- m) Help with Bible Correspondence Courses.
- n) How to make contacts for study.

#### **6. Church Planting**

**Lesson Nine**

**"Areas of Service"  
(4--Special Ministries)**

**PURPOSE**

—*"To keep the congregation informed by various means, involved in fellowship with one another, and involved spiritually and financially in mission work"*

**Responsibilities**

**1. FELLOWSHIP**

- a) Recommend various activities for the church to have fellowship together.
- b) Encourage members having people into their homes.
- c) Plan showers for births and newly weds.
- d) Involve people to help with all of the activities.
- e) Prepare own budget.

**2. MISSIONS**

- a) Keep contacts with present mission efforts.
- b) Suggest ways the church can be involved and help encourage the works.
- c) Write and/or visit missions works.
- d) Keep church informed by announcements, in weekly bulletin, or bulletin boards in foyer.
- e) Get others involved.
- f) Become familiar with all current, budgeted projects.
- g) Report to the elders regarding status, updates, and additional needs of these projects.
- h) Review ongoing requests for missions related requests.
- i) Make recommendations regarding these requests.
- j) Implement any policies set forth by the elders.
- k) Perform or delegate any tasks assigned by the elders.
- l) Prepare budget.
- m) Support of other local congregations.

**3. BENEVOLENCE**

- a) Develop program of how to help people who are in need.
- b) Work with Education Committee to develop studies to train people in helping the needy.
- c) Develop a program of helping those in & out of the church.
- d) Prepare budget.

**4. MILITARY**

- a) Identify those in the congregation who are connected to military.
- b) Provide means of continuing communications
- c) Prepare and send special packages for those overseas.

**5. SHUT-INS**

- a) Keep a list of shut-ins that need to be contacted.
- b) Secure help from congregation to visit and help with their needs.

**6. COLLEGE STUDENTS**

- a) Make a list and keep addresses updated for College students.
- b) Fix up special things to send to them.
- c) Have special activities for members who are in College in the area.
- d) Provide transportation
- e) Provide activities and contacts for those who are local.
- f) Have special activities for them during Summer months.

**7. YOUNG ADULTS**

- a) Make a list and keep up with those who are out High School.
- b) Provide special activities for this group.

**8. WOMEN'S MINISTRIES (Funerals and Showers)**

- a) Organize women to take care of showers for weddings and new babies.
- b) Organize women to take care of funeral meals when needed.
- c) See that flowers are sent for funeral were appropriate.

**9. INVOLVEMENT**

**Lesson Ten**

**"Areas of Service"  
(5—Youth Activities)**

**PURPOSE**

**Responsibilities**

**1. YOUTH ACTIVITIES**

- a) Plan sufficient activities to keep youth being with one another. (Youth rallies, SNAC,
- b) Involve their parents and others to help and their homes to be opened to them.
- c) Help them to get involved in the worship services.
- d) Transportation for youth trips.
- e) Youth in mission work and/or benevolence.
- f) Involve youth in planning for a year in advance of their activities.
- g) Prepare a budget.

**2. BIBLE BOWL**

- a) Select persons to work with both Jr. High & Sr. High to prepare children for competition.
- b) Secure material and questions for study.
- c) Select persons to help with set-up at building.
- d) Secure sufficient personal to conduct Jr. Bible Bowl.
- e) Secure help to feed people for Jr. Bible Bowl.
- f) Prepare budget.

**3. SNAC**

- a) Work out a schedule of when these will be held.
- b) Develop a group of parents that will help with the activities.
- c) Work out a schedule of getting the young men involved in speaking.



## Lesson Eleven

**"Evaluation of Deacons"**

A person's unwillingness to truly see himself makes it very hard for proper changes for the better to take place in his life. Some of Jesus' strongest rebukes were spoken to the religious leaders of the Jewish Nation. He called them: *"hypocrites," "fools and blind," "whitewashed tombs full of dead men's bones and all uncleanness."* (Matt. 23:15-27). He also pointed out to them that their *"hearts were dull," "ears are hard of hearing,"* and *"eyes they have closed."* (Matt. 13:15). The Hebrew writer rebukes those to whom he was writing with a similar concept: *"you have become dull of hearing."* (Heb. 5:11) James talks about a person who sees himself in a mirror and then quickly forgets what kind of person he was. He pointed out that this person is one who may hear the Word of God, but is not a doer of the Word (Jas. 1:23-25). He also adds that a person can think that he is religious, but deceives his own heart making his religion useless (1:26-27).

**THE  
GREAT  
DECEIVER**

Mankind has a problem with deception! He is very capable of being deceived by others and also of deceiving himself. (Heb. 3:13; Jas. 1:22). Satan did his job well on the first couple deceiving them into openly rebelling against God (1 Tim. 2:14). Satan is the great deceiver (Rev. 12:9). His desire is to deceive the whole world so that they will follow him and not the true God of Heaven.

**Spiritual Leaders**

Spiritual leaders should be "servant" leaders! Why did Jesus so strongly rebuke the Religious Leaders of the Jews? We believe that it was because their whole outlook was wrong!

1. *"They say, and do not."* (23:3)
2. *"They bind heavy burdens on people, and will not move them with one of their fingers."* (23:4)
3. *"Their works they do for to be seen of men."* (23:5)
4. *"They make broad their phylacteries."* (23:5)
5. *"They enlarge the borders of their garments."* (23:5)
6. *"They love the uppermost rooms at feasts, chief seats in synagogues."* (23:6)
7. *"They love greetings in market place and to be called of men, Rabbi, Rabbi."* (23:7)

Jesus did not want his followers to get caught up in this kind of outlook and warned his disciples:

1. *"Be not called Rabbi."*
2. *"Call no man your father."*
3. *"Neither be called masters."*
4. *"He that is greatest among you shall be your servant."*
5. *"Whoever shall exalt himself shall be abased."* (Matt. 23:8-12)

We believe the key word here is "attitude!" The problem is not whether to call someone a teacher (master), preacher, deacon, or an elder. The Scriptures, themselves, use these terms to refer to God's people. What Jesus was trying to get them to see was the attitude behind the terms. Is it a title to exalt someone over their brethren? Or, is it a term used to emphasize a work responsibility? The attitude involved makes a world of difference!

Jesus is dealing with a Carnal versus a Spiritual outlook in leadership. We live in a materialistically-minded world. It is not easy to live in the midst of this and not be affected; especially, when you are spending 5 to 6 days a week in the midst of such. **Materialism, Sovereignty over people, Selfishness** fills our world. To overcome these outlooks requires Constant vigilance, prayer, Christian fellowship, and Jesus being in control of our lives. He made it clear that a worldly outlook on leadership was not to be among His people.

1. **The greatest one was the servant of all.**
2. **They were not to crave titles of position, power, or prestige over people.**
3. **Rather, they were to crave to be a servant to people.**

When men seek position and power over people:

1. **They cease to be servants;**
2. **They strive to manipulate people to do their will;**
3. **They are not concerned about the people doing God's will.**

We believe Jesus is saying:

1. **We don't need preachers; we need servants who preach!**
2. **We don't need teachers; we need servants who teach!**
3. **We don't need deacons; we need servants who serve!**
4. **We don't need elders; we need servants who shepherd the flock!**
5. **Preachers, teachers, deacons, or elders are not great—SERVANTS are!**

Terms are not to be used as titles to elevate, but terms that designate the kind of service we render. An often used phrase can help to illustrate: *"You should put a man in as an elder reluctantly; for once he is in, you can't get him out."* Why is it so hard to get him out? Is it because he has the wrong attitude about the eldership? There has probably been more problems caused in the church by bad attitudes than bad doctrine. Divisiveness in the church could easily be solved by changing attitudes.

### **Why is a Servant Attitude so Hard to Grasp?**

The Apostles of Jesus had a real struggle with this during the Public Ministry of Jesus. Matt. 20:25-27 was expressly spoken to the Apostles of Jesus. They were caught up in a worldly, carnal outlook about leadership. Jesus stated it plainly: *"the greatest is one who is servant to all."* You would think that that was plain and clear and should have solved the problem. However, on the night of Jesus' betrayal (after 3 ½ years) the disciples were still squabbling over who would be the greatest in the kingdom. Jesus washed their feet to again help them see that the greatest is the one who is servant to all.

A servant attitude seems to be hard for men to accept because of our pride! Who wants to volunteer to be last? The flesh cries for the first place! It cries for a place of pre-eminence like Diotrephes (3 Jn. 9-10). The flesh likes to be in control, directing, making decisions, etc. When leadership in the church is presented as a position of authority and power, it appeals to the flesh! The following quote can help us understand: *"The impression is left that if a man can reach the eldership that he has risen as high as he can go in the church."* To men after the flesh, the eldership is everything and the deaconship is nothing. But in the sight of God, a faithful deacon is just as honorable as a faithful elder. We need to put to death this fleshly, carnal view of power positions in the church. Let's stop thinking of the elders as the highest ranking officials of the church, and think Biblically—they are humble servants of the Lord just like the rest of us. The Apostle Peter, by

inspiration, expressed this clearly: *"serving as overseers, not by compulsion but willingly, not for dishonest gain but eagerly; nor as being lords over those entrusted to you, but being examples to the flock."* (1 Pet. 5:2-3). God wants elders to show people how to live rather than try to force them by their authority. Jesus set the pace for us! His greatness is seen in His submission (Jn. 6:38; Lk. 9:56; Jn. 12:47). He proved His right to lead by His own submission to the Father's Will. Leaders are not leaders first, but followers first. When they have shown their own willingness to surrender to God's Will; then, and only then, are they fit to serve as leaders of God's people.

### **Evaluation of Deacons**

Sometimes it may be good to have others to evaluate leaders just in case they can't or refuse to see themselves as they really are. Deacons definitely need to examine themselves and their work (2 Cor. 13:5) just as all other servants in the kingdom of God. It is commendable when God's leaders will continually examine themselves diligently to see what kind of attitude they are reflecting by their lives. And of course, every day, all of us should be examining our lives by the will of God.

### **Concluding Thoughts**

It should be obvious that the purpose of self-examination is for us to:

1. *"bring every thought into captivity to the obedience of Christ."* (2 Cor. 10:5).
2. *"to be crucified with Christ; so Christ can live in me"* (Gal. 2:20).
3. *"to be dead indeed to sin, but alive to God"* (Rom. 6:6).

Self-examination helps us to recognize and confess our sins, and keeps us humble before God (1 Jn. 1:7-10). The price to be paid for spiritual leadership is great. But if we are to impact the world, we must pay the price of being a servant leader.

### **Questions for Discussion**

#### *True or False*

- \_\_\_\_\_ 1. Mankind has a real problem with truly seeing themselves as they really are.
- \_\_\_\_\_ 2. Jesus called religious people hypocrites, blind, and fools.
- \_\_\_\_\_ 3. A religious person can deceive his own heart.
- \_\_\_\_\_ 4. Jesus gave quite a few reasons for saying that the religious leaders were hypocrites.
- \_\_\_\_\_ 5. It is wrong to call a person a teacher or a deacon.
- \_\_\_\_\_ 6. It is wrong to call a person a preacher or an elder.
- \_\_\_\_\_ 7. The titles: Elder, Deacon, Preacher, or Teacher are used to exalt people above other Christians.
- \_\_\_\_\_ 8. When men seek position or power over people, they cease to be servants.
- \_\_\_\_\_ 9. Jesus said: *"We don't need Preachers; but servants who preach!"*
- \_\_\_\_\_ 10. The 12 disciples had no real problem over this issue of power and position over people after Jesus' rebuke in Matt. 20.

## Lesson Twelve

# "Appointing of New Deacons"

After sufficient study and evaluation, the congregation should be able to appoint men to special areas of responsibility as Deacons. If a congregation has a desire for proper spiritual leadership and are willing to work under their leadership, the appointment of such men should go smoothly and peacefully. We know that God wants each congregation to have Elders and Deacons to be in the leadership of the church (Phil. 1:1; 1 Tim. 3:1-13).

The work of Deacons is primarily derived from the word itself (to serve or minister to). There is an endless amount of work that needs to be done connected with the congregation and qualified men need to be appointed to see that such is accomplished. Their work is with and under the oversight of Elders. They become a part of the leadership of the Church. Their lives and examples become very important both in and out of the Church. Much will depend upon their efforts! It is not just a name or title of honor, it is real responsibility—real work! The efficiency of the Church and keeping down of problems largely depends upon the promptness, systematic, and faithful discharge of the duties of Deacons. If they serve well, they are praised by God and respected by God's people. When their work is done well, the church will be at peace, edified, and reaching out to the lost. There is no "great" church in the sight of God that does not have "great" servants!

### **The Kind of Men We Want to Appoint**

We certainly want to appoint those who God would approve of and that are willing and prepared to give themselves to the task assigned. These men need to be good husbands and fathers that show that they lead their families well and are capable to lead God's people in accomplishing His work. We need to appoint men whose spirit is good towards God and his fellow-Christian. Men need to be appointed that work well with others that helps to keep the church unified and at peace. It is to put together a great working team for the building up and spread of the kingdom of God. We certainly desire to appoint as many men as possible in order to handle all the many responsibilities that need to be covered.

### **What is Appointing Deacons a Sign of?**

- 1. A sign of progress.** We are moving forward. It should be a sign of numerical growth, spiritual growth, and men who strongly feel their responsibility before God.
- 2. It should be a sign of maturing of individuals in the church.** Men are proving themselves not only willing but able servants of God. They recognize the seriousness of the task they are ask to oversee.
- 3. It is a sign of stable family life within the church.** Strong stable families are a must in order to have a strong church. To appoint men as Deacons means that quite a few families have worked at bringing their lives into conformity to God's Will and they can serve as good examples of family life before others.

### **Procedure for Appointing Deacons**

After a sufficient amount of study time, discussion, and questions being answered, it is now time to set the procedure into motion that leads to the appointment of Deacons. The following procedure is suggested as one way of accomplishing the task:

1. Prepared forms to be handed out to the congregation, filled out, signed and returned to Elders with our recommendations of the men we feel are qualified and willing to serve as Deacons.
  - a) Generally, there is no limit to the number of names to be submitted.
  - b) We need all the men who are qualified and willing to work to be used.
2. The Elders will compile the information on each man whose name is submitted.
3. They will talk with each man regarding their qualifications and their willingness to serve the congregation.
  - a) There may be questions about one's marriage, family, or children.
  - b) There could be questions about the person's life.
  - c) Many questions may be in the realm of opinion or judgment.
  - d) Some questions may be in the realm of degrees of being qualified.
4. Names of those willing to serve will be placed before the congregation to be further evaluated by every member who will cooperate.
5. A set time will be given for any questions or problems to be submitted to the men personally or to the Elders for further review.
6. If all questions can be solved, the remaining men will be appointed by the Elders at a set date.

### **Concluding Thoughts**

Appointing of Elders and Deacons certainly should not be taken lightly. It should be a time of encouragement because of having men who may be qualified and willing to serve. Whatever special service is planned for their appointment should be done with stressing the seriousness of the matter.

**\*\*See special suggested form that could be used on the next page.**

SUGGESTED LIST OF NAMES TO BE CONSIDERED FOR A  
**DEACON**

Qualifications given in 1 Timothy 3:8-13

*“Likewise deacons must be reverent, not double-tongued, not given to much wine, not greedy for money, holding the mystery of the faith with a pure conscience. But let these also first be tested; then let them serve as deacons, being found blameless. Likewise, their wives must be reverent, not slanderers, temperate, faithful in all things. Let deacons be the husbands of one wife, ruling their children and their houses well. For those who have served well as deacons obtain for themselves a good standing and great boldness in the faith which is in Christ Jesus.”*

**Areas of Service:** Involvement, Communications, Fellowship, Church Growth, Finance, Youth (Jr. High), Youth (Sr. High), Education (Lower Grades), Education (Adults), Building and Grounds, Worship, Security, Evangelism, Visitation, Benevolence, Missions.

**Please list as many names as you feel are qualified!**

- 1.
- 2.
- 3.
- 4.
- 5.
- 6.
- 7.
- 8.
- 9.
- 10.

**Give your suggestions to one of the elders....THANKS!**

**Please Sign your Name** \_\_\_\_\_













