**Biblical Profile and Pledge**

**Chapter One**

**I**. **DEACON’S BIBLICAL PROFILE**

“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 own house well. For those who have served as deacons will obtain for themselves a good standing and great boldness in the faith which is in Christ Jesus” (1 Timothy 3:8-13)

1. Deacons must be reverent (v.8).

An individual cannot serve as a deacon if he does not show respect to all people, but in particular, reverence to God Almighty.

1. Deacons cannot be double-tongued (v.8).

Whereas no Christian should participate in this evil, it must be extremely true of a deacon. A deacon cannot be a conniver or divider of people. This office requires the utmost of personal integrity. The pastor and elders should be made fully aware of this before recommending an individual for the position of deacon. This individual must be a person of his word.

1. Deacons should not be given to much wine (v.8).

At the time Paul was writing to Timothy about this role, he was advising him to take a little wine for his stomach problem. Therefore we can conclude that the intent of his writing was in reference to the sobriety of a deacon. This would now encompass other forms of medicinal prescription drugs that could allow one to be incoherent of vital issues within the church. The intent is that the deacon be of a clear mind, sober and alert.

1. Deacons should not be greedy for money (v.8).

They key word here is greed. Greed is defined by Webster as “excessive desire for getting or having.” The key to this demand is to keep desires in balance. Deacons must be prudent in their spending, but not money hoarders. The kingdom of God is not advanced by the storing of God’s resources into our man-made barns. We are to invest into the harvest.

1. Deacons must be men of conviction and doctrinal soundness (v.9).

This verse is admonishing deacons to hold on to their faith with a pure conscience. Another way of saying this is, *Know what you believe and why you believe it.* This is one of the areas where the physical and spiritual overlap. It isn’t good enough for a deacon to simply possess knowledge. The principles of God must be incorporated into his ethics. There will be times when the deacon will need to walk by faith and not by sight, and no man can walk by faith unless he knows his faith. “Faith comes by hearing, and hearing by the word of God” (Romans 10:17).

1. “But let these also be first tested; then let them serve as deacons, being found blameless” (v.10).

There must first be a testing, before an appointment is made. Every deacon candidate will be required to go through the TRWC Leadership Training Classes (LTC) before being considered as a nominee.

1. “Likewise their wives must be reverent, not slanderers, temperate, faithful in all things (v.11).

Many churches have been hurt because a deacon’s wife was privy to classified information, yet was accountable to no one.

1. “Let deacons be the husband of one wife” (v.12).

A deacon should not practice polygamy.

1. Deacons should rule their children and their own houses well (v.12).

If a deacon is having severe family problems, it will surely affect the way he makes choices for God’s church. A statement from his family may be in order to ensure their support.

1. “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” (v.13).

The position of the deacon should be an honored one in the church. The pastor should affirm them publically on a regular basis as men of faith and integrity. Each deacon should seek to be worthy of such public honor. For by serving in this role, he will obtain a good standing in the church. The *table waiter* is a servant leader, and as a servant he holds one of the highest positions in the kingdom of God.

“Yet it shall not be so among you; but whoever desires to become great among you, let him be your servant. And whoever desires to be first among you, let him be your slave” (Matthew 20:26, 27).

**The Ministry of Deacons**

**Chapter Two**

**I. SELECTION PROCESS**

1. In the New Testament deacons first appeared in the church at Jerusalem. They were approved by the people and appointed by church leaders. They were literally servants through whom God carried out his administrative works in the church. There are many parts and varied gifts in the body of Christ but one Holy Spirit who abides in all believers, dispensing gifts as he chooses.

The first servant-deacons are found in Acts 6:3-6. Of those mentioned Philip was the only one present in the upper room on the day of Pentecost to experience the arrival of the Holy Spirit and to receive the gift of tongues. There is no indication that the others experienced receiving this gift, yet were credited with possession of the Holy Spirit, wisdom and all of the qualifications of a servant deacon found in 1 Tim 3:8-13 and further explained in I Corinthians Chapter 12. Therefore the inference is that although the others selected to serve as deacons possessed the Holy Spirit without mention or indication of having the gift of tongues, they were yet qualified to serve having met the remaining designated responsibilities of the office of deacon. The believer should perpetually seek the fullness of the Holy Spirit in their lives, seeking the best of God’s gifts. “Do your best to present yourself to God as one approved, a workman who does not need to be ashamed and who correctly handles the Word of Truth”

( II Timothy 2:15).

1. The church will offer an eight hour training course for advancement, called TRWC Leadership Classes (LTC)
2. The only way you can attend this class for ministry advancement is to be endorsed by the pastor, an existing elder or staff member.
3. The class is offered twice a year, in March and September.
4. The LTC training schedule is every Wednesday night from 6:30-8:30 of the selected month of training for a total of eight hours of training.

NOTE: Supplemental reading material may be offered in the form of a book authored by Pastor Cutshall entitled “Armorbearers”

1. Those who are invited to attend the LTC become the candidates in the leadership pool. We recruit all future elders and deacons from this leadership pool.
2. The object of LTC is not to fill up the class, but to select people who have evident leadership potential. We only want potential leaders to attend the Leadership Training Classes.
3. Terms for Immediate Dismissal
4. If a deacon is caught in a serious moral failure such as adultery, homosexuality, embezzlement or any type of criminal activity, he should be dismissed from his position immediately to avoid damaging the reputation of the church in the community.
5. Galatians 6:1 admonishes us not to judge an offender but seek rather to restore them. Excommunication from the fellowship of the church is not certain in every case, but a person needs to be removed from influential positions during their time of healing and recovery.
6. For such cases, a recovery period is recommended with the stipulation that counseling must be a part of the recovery process. There is no Scriptural commentary for time frames of recovery. We must seek to make sound judgments based on times in which we live.
7. **A**lso, if a deacon is caught using divisive tactics with the church body, confrontation and perhaps dismissal is in order. Immediate dismissal should not be practiced without a proper confrontation by elders or designated disciplinary board,

Divisive tactics would be such things as follows:

1. Giving out confidential information from deacon meetings.
2. Gossiping with the intent to stir up strife against another brother or sister within the church.
3. Rallying groups of people to oppose items at an open forum business meeting of the church. This is misuse of Christian influence.
4. Continual outbursts of anger against any member of the congregation. This includes family members.
5. Rude and inconsiderate treatment of any church member on a continual basis.
6. Insubordinate behavior to a church administrator who is acting in the line of duty. Disagreements should be handled in a professional and Christian manner and attitude.

**II. ORIENTATION**

1. Orientation is very necessary for all serving deacons. *Giving a title without direction only causes confusion*. Without orientation, you will only get the bare minimum performance from each deacon. During orientation, the Lead Pastor or administrative elders can share the Lead Pastor’s vision with the deacons and explain how they fit into the overall plan of the church.
2. The LTC serves as a part of the deacon orientation.
3. A special orientation will be given by the Director of Deacon’s Ministry. This will be prior to the deacon commencing active service.
4. Deacon orientation should include the following elements:
5. The pastor’s vision of the church (mission statement, church motto and vision strategies)
6. The Biblical profile of a deacon from Acts 6
7. A clear understanding of each deacon individually and their team as a whole.
8. The church’s prerequisites for each deacon and/or leader
9. The confidentiality policy
10. The friendliness policy
11. Terms of immediate dismissal
12. Other policies that would apply to the whole group

**III. INSTALLATION**

1. An installation ceremony will be held in order to initiate the office of the deacon. It is appropriate to have the elders lay hands on them and commission them for service.

**IV. REPORTING**

1. Head Deacons are asked to give a verbal report at each meeting with the Director of Deacon Ministry. These meetings are scheduled for the third Tuesday of the month in **January, April, July and October**.
2. "It is necessary that each meeting of Head Deacons include an appropriate time for them to bring issues of their teams before the group. This should be a standard item on any meeting agenda".

**V. NAME BADGES**

Deacons, Elders and Staff should wear name badges to identify them and their roles

in the church. This is a convenient service to the congregation and especially to the

newcomers.

**VI. BOARD OF DIRECTORS**

Two deacons will be elected from the deacons to serve as their representatives on

the TRWC Board of Directors. The Board of Directors term is two years and the

member is eligible to serve two consecutive terms.

**PLEDGE and FUNCTION**

**Chapter Three**

**The Deacon’s Pledge**

I fully understand that my performance as a deacon is solely based upon my personal relationship with God, spiritual maturity and personal integrity. I must seek to advance the kingdom of God in all aspects of my service to His church. I must seek wisdom in order to make discerning decisions in the best interest of every member of God’s church. I pledge my confidentiality to my pastor, the elders, other deacons, as well as every member of our church. I pledge my service to the areas to which I have been assigned. I make an integral vow of honesty and dedication to the Lord who has selected me for the task of deacon. I fully understand that, as a deacon, I may be called upon to assist in establishing guidelines and procedures for God’s church that will best serve the vision God has given us through our pastor and staff. Finally it is my desire to see that I render faithful service to God and our church, protecting the integrity of our church in the public eyes as well as in the sight of God.

**The Deacons Function**

**Statement of Purpose**

The purpose of deacons is to serve the church and free up the ministers in the church to do ministry.

**Head Deacon**

Head Deacons are appointed to a position of leadership within the deacon ministry, by the Director of Deacon Ministry and the Lead Pastor. The Head Deacons will have shown leadership qualities and will be assigned responsibilities overseeing and coordinating a team of deacons.

**Head Deacons Teams are as follows:**

Team CALEB

Team ELIJAH

Team JABEZ

Team JOSHUA

Team DANIEL

Team ENOCH

**Administrative Deacons**

Administrative Deacons are appointed to a position of leadership within the deacon ministry, by the Director of Deacon Ministry and the Lead Pastor. They make up the

Deacon Board and assume organization responsibilities for the deacon ministry**.**

**Their functions are as follows:**

Administrative Deacon of Baptism – Baptism Services plus assistant (back-up)

Administrative Deacon of Communion – Communion Services plus assistant (back-up)

Administrative Deacon – Advisory – Serves in advisory capacity

Administrative Deacon of Associates – Oversees the Associate Pool

Administrative Deacon of Special Projects – Oversees special projects

**Associate Deacons**

This is a group of deacons that have been trained, received orientation and duly installed into the office of a deacon. While not serving a particular elder, their goal will be to serve as a stand-in for any elder’s deacon finding it necessary to be absent from their regularly scheduled altar service. The Head Deacons responsibility is to recruit and provide the absentee deacon’s backup and coordinate the replacement activity with the elder being served. Basically his responsibility is to see that no elder stands alone when on call at the altar. It should also be noted that the associate deacons will be available to assist with on call at the altar. It should also be noted that the associate deacons will be available to assist with baptisms, communion and other worship service activities in the sanctuary as requested by the pastor.

**Altar Prayer**

When the elders are called to the altar for final prayer at the end of the service, the deacon should automatically move into position in the front of the elder. There may be times when the pastor will specifically indicate that there is no need for the deacons to come forward, but in the absence of such instruction, the deacon should automatically move forward to serve with his elder.

The deacon stands facing his elder and should leave sufficient room for the person being prayed for to step between them for prayer. The deacon should move into position as the “catcher” should that person fall under the power of God. The deacon should always be alert and bring the next person into position for prayer. The deacon should make himself aware of whom the next person is while the elder is praying.

**Baptism Services**

The deacon leader overseeing baptism services will assume responsibility for recruiting sufficient assistance to handle pre-service set-up and post service clean-up. This group consisting mostly of other deacons will furnish the necessary manpower to accommodate the requirements of the baptism service.

**Attendance**

Deacon teams are scheduled to serve at the altar with their elder twice a month during both Sunday morning services and any evening service that is scheduled for that day. If a deacon needs to be absent from his scheduled day of service, it is his responsibility to arrange for his replacement. The procedures are as follows:

1. The requesting deacon notifies his elder and Head Deacon of his team, of the date he will not be available.
2. The Head Deacon will then notify the associate pool leader of the replacement requirement. The replacement will then be recruited.
3. The associate pool leader will then notify the requesting deacon, the Head Deacon of the appropriate team, the elder and director of who the replacement(s) is/are.

The altar service schedule is:

Weeks one and three – teams CALEB, JABEZ and JOSHUA.

Weeks Two and four - teams DANIEL, ELIJAH and ENOCH.

A fifth week is covered by staff and prayer force.

**Meetings**

Deacons will meet on the third Tuesday of each month in each quarter of the calendar year.

(January, April, July and October)

5:30-6:30pm Deacon Board (Administrative Deacons only)

6:30-7:00pm All Deacons

7:00-7:30pm Head Deacons will meet with their Teams

7:30-8:30pm Joint Meeting with Elders

**Hospital Visits**

The elder may at his discretion and depending upon the circumstance, ask his serving deacon to make a hospital visit with him. Under normal circumstances the elder will make the hospital visit by himself. This is an ideal time for the deacon to see their elder in action. They gain more insight into his role as a man of God than at any other time. They will hear counsel, prayers, encouragement and witness the ministry of care at its best.

**Operating Documents**

These serve as an aid to the deacon in the performance of his duties. It is the responsibility of the director to keep the documents updated as required by changes.

Each deacon will maintain a binder of the following documents.

Deacon/Elder Altar Schedule

Deacon Contact Information

Associate Deacon Pool List

Deacon Sunday Morning Service Attended (when not scheduled for altar service)

Deacon/Elder Team Structure

Deacon Assignments for Baptism Services

Deacon Assignments for Communion Services

Elder Information Sheet

Hospital List

Deacon Pledge

**PROCEDURE and POLICY**

**Chapter Four**

**FACILITY/SECURITY**

All full-time staff members, elders and designated deacons, are issued a master key that will allow entry into the entire building. The only exception of entry is to the senior pastor’s office and the business administrator’s office. The master key system has been divided into color codes which represent various ministries and their areas. All color-coded keys open the front door to permit access to the facility. Along with each key, a personal identification number (PIN) is issued. The alarm system monitors each arming/disarming by the PIN. When a key and code are issued, the recipient agrees that the key/code should not be shared, duplicated or loaned out. If a key or code is lost, the key holder must contact the Business Office immediately.

TRWC facility is made available to the congregation for family events such as birthdays and showers. A temporary key and code is issued for that specific event and then returned to the Business Office.

**Facility Repair Forms:** If a request comes to a deacon that a repair must be made in the building, a maintenance form must be filled out and given to the Church Office so that proper protocol is followed.

The security system is monitored by both exterior door sensors and motion detectors. The system keypads are located at the main entrance, the administrative area, the Day Care area and the main foyer of the Day Care entrance. At this time Interface Security Systems monitors the TRWC facility. Their number is 636-947-4400.

**CONFIDENTIALITY**

Confidentiality of each deacon is important. The disclosure of confidential information is terms for dismissal and/or discipline according to the type of information given out. Each deacon will be required to sign an annual confidentiality agreement in the January meeting.

**FRIENDLINESS POLICY**

Love, acceptance and care are expressed through friendliness –showing concern and compassion. We want both members and “newcomers” to feel our affection and affirmation of their worth to God and to the church family. As a church leader and primary caretaker, we are calling you to be a model to show the Biblical model of friendliness. As you model friendliness, you will teach others. Easy ways to display this friendliness is through a sincere welcome or by sampling smiling and asking how their day has been. When you take the time to invest in someone’s life, there may be a day when they invest back into yours because of your friendly attitude.

**Questions and Answers**

**Chapter Five**

**I WHY DO WE HAVE DEACONS?**

So the ministers can devote more time to God in prayer, Bible study and ministry-related duties. Further to assist elders in their ministry and serve the church body as a whole.

“Now in those days, when the number of the disciples was multiplying, there arose a complaint against the Hebrews by the Hellenists, because their widows were neglected in the daily distribution. Then the twelve summoned the multitude of the disciples and said, “it is not desirable that we should leave the word of God and serve tables. Therefore, brethren seek out from among you seven men of good reputation, full of the Holy Spirit and wisdom whom we may appoint over this business; but we will give ourselves continually to prayer and to the ministry of the word’. And the saying pleased the whole multitude. And they chose Stephen, a man full of faith and the Holy Spirit, and Philip, Prochorus, Nicanor, Timon, Parmenas, and Nicolas, a proselyte from Antioch, who they set before the apostles; and when they had prayed, they laid hands on them. Then the word of God spread, and the number of the disciples multiplied greatly in Jerusalem, and a great many of the priests were obedient to the faith” (Acts 6:1-7)

**II. SHOULD DEACONS BE VIEWED AS MINISTERS?**

They are ministers of administration and helps.

“And God has appointed these in the church; first apostles, second prophets, third teachers, after that miracles, then gifts of healings, helps, administrations, varieties of tongues (1 Corinthians 12:28).

**III. WHAT IS THE DIFFERENCE BETWEEN A DEACON AND AN ELDER?**

A deacon serves over the areas of helps and administration; an elder attends to the flock of God as a shepherd or watchman. The ministry of the deacon is more physical servant-oriented tasks, whereas the elder serves over the spiritual and ecumenical tasks.

1. “Now in those days, when *the number of* the disciples was multiplying, there arose a complaint against the Hebrews by the Hellenists, because their widows were neglected in the daily distribution. Then the twelve summoned the multitude of the disciples and said, “It is not desirable that we should leave the word of God and serve tables. Therefore, brethren, seek out from among you seven men of *good* reputation, full of the Holy Spirit and wisdom, whom we may appoint over this business’” (Acts 6:1-3)

1. “The elders who are among you I exhort, I who am a fellow elder and a witness of the sufferings of Christ, and also a partaker of the glory that will be revealed: Shepherd the flock of God which is among you, 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” (I Peter 5:1-3).

**IV. DID THEY HAVE DEACONS IN THE OLD TESTAMENT?**

1. There have always been groups of people who have done the type of work designated to deacons; however, deacons were not appointed until the time of the early church. The closest thing we can find in the Old Testament to compare to the role of a deacon is a Levite.
2. “But you shall appoint the Levites over the tabernacle of the Testimony, over all its furnishings, and over all things that belong to it; they shall carry the tabernacle and all its furnishings; they shall attend to it and camp around the tabernacle. And when the tabernacle is to go forward, the Levites shall take it down; and when the tabernacle is to be set up, the Levites shall set it up” (Numbers 1:50,51).

**V. DOES THE DEACON NEED TO BE CALLED OF GOD AS AN ELDER DOES?**

All who serve in the ministry should seek to do so in the will of God. When the Bible gives reference to the ministry of God, it declares that God has appointed these ministries. Therefore anyone who wishes to be considered a deacon should seek God’s guidance for his life first.

“And God has appointed these in the church: first apostles, second prophets, third teachers, after that miracles, then gifts of healings, helps, administrations, varieties of tongues” (I Corinthians 12:28).

**VI. WHY IS THE OFFICE AND FUNCTION OF A DEACON A HEAVY RESPONSIBILITY?**

1. To whom much is given, much is required.

“from everyone who has been given much, much will be demanded; and from the one who has been entrusted with much, much more will be asked” (Luke 12:48 NIV).

1. We are stewards of God’s gifts.

After a long time the lord of those servants came and settled accounts with them. So he who had received five talents came and brought five other talents, saying, ‘Lord, you delivered to me five talents; look, I have gained five more talents besides them. ’his lord said to him, ‘Well *done,* good and faithful servant; you were faithful over a few things, I will make you ruler over many things. Enter into the joy of your lord.’ He also who had received two talents came and said, ‘Lord, you delivered to me two talents; look, I have gained two more talents besides them.’ 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.’24“Then he who had received the one talent came and said, ‘Lord, I knew you to be a hard man, reaping where you have not sown, and gathering where you have not scattered seed. 25And I was afraid, and went and hid your talent in the ground. Look, *there* you have *what is* yours. ’But his lord answered and said to him, ‘You wicked and lazy servant, you knew that I reap where I have not sown, and gather where I have not scattered seed. So you ought to have deposited my money with the bankers, and at my coming I would have received back my own with interest. 28So take the talent from him, and give *it* to him who has ten talents. For to everyone who has, more will be given, and he will have abundance; but from him who does not have, even what he has will be taken away. And cast the unprofitable servant into the outer darkness. There will be weeping and gnashing of teeth. (Matthew 25: 19-30).

**VII. WHAT IS THE HISTORIC UNDERSTANDING OF DEACONS?**

The origin of deacons is found in the roots of the early church.

1. Biblical Origin

“Now in those days, when *the number of* the disciples was multiplying, there

arose a complaint against the Hebrews by the Hellenists, because their widows

were neglected in the daily distribution. Then the twelve summoned the

multitude of the disciples and said, “It is not desirable that we should leave the

word of God and serve tables. Therefore, brethren, seek out from among you

seven men of *good* reputation, full of the Holy Spirit and wisdom, whom we may

appoint over this business; but we will give ourselves continually to prayer and

to the ministry of the word.” And the saying pleased the whole multitude. And

they chose Stephen, a man full of faith and the Holy Spirit, and Philip, Prochorus,

Nicanor, Timon, Parmenas, and Nicolas, a proselyte from Antioch, whom they

set before the apostles; and when they had prayed, they laid hands on them.

Then the word of God spread, and the number of the disciples multiplied greatly

in Jerusalem, and a great many of the priests were obedient to the faith”

(Acts 6:1-7)

1. The word deacon comes from the Greek word diakonos. The root meaning of the word brings out the best interpretation. Diako means ”to run errands, to be an attendant or to be a waiter at the table.” The best comparison we have in our modern vernacular is waiter in a restaurant. He attends the people he serves and does whatever is necessary to make sure they are fed and nourished properly and comfortably.

**VIII. WHAT SHOULD THE CHARACTER OF A DEACON BE LIKE?**

“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 own 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” (Acts 3:8-13).

**IX. HOW SHOULD DEACONS RELATE TO ONE ANOTHER?**

1. **Mutual submission**

“Submit to one another out of reverence for Christ” (Ephesians 5:21, *NIV*).

1. **Mutual Respect**

“For by the grace given me I say to every one of you: Do not think of yourself more highly than you ought, but rather think of yourself with sober judgment, in accordance with the measure of faith God has given you. . . . Live in harmony with one another. Do not be proud, but be willing to associate with people of low position. Do not be conceited” (Romans 12:3, 16, *NIV*).

1. **Christian Love**

“If I speak in tongues of men and of angels, but have not love, I am only a resounding gong or a clanging cymbal. If I have the gift of prophecy and can fathom all mysteries and all knowledge, and if I have a faith that can move mountains, but have not love, I am nothing. If I give all I possess to the poor and surrender my body to the flames, but have not love, I gain nothing. Love is patient, love is kind. It does not envy, it does not boast, it is not proud. It is not rude, it is not self-seeking, it is not easily angered, it keeps no record of wrongs. Love does not delight in evil but rejoices with the truth. It always protects, always trusts, always hopes, always perseveres. Love never fails. But where there are prophecies, they will cease; where there are tongues, they will be stilled; where there is knowledge, it will pass away” (I Corinthians 13:1-8, *NIV*).

1. **A Sense of Brotherhood**

“Be devoted to one another in brotherly love. Honor one another above yourselves” (Romans 12:10, *NIV*).

1. **Trust**

“Paul and Timothy, servants of Christ Jesus, To all the saints in Christ Jesus at Philippi, together with the overseers and deacons: Grace and peace to you from God our Father and the Lord Jesus Christ. I thank my God every time I remember you. In all my prayers for all of you, I always pray with joy because of your partnership in the gospel from the first day until now, being confident of this, that he who began a good work in you will carry it on to completion until the day of Christ Jesus. It is right for me to feel this way about all of you, since I have you in my heart; for whether I am in chains or defending and confirming the gospel, all of you share in God’s grace with me. God can testify how I long for all of you with the affection of Christ Jesus “ (Philippians 1:1-8, *NIV*).

1. **Loyalty**

“Do your best to come to me quickly, for Demas, because he loved this world, has deserted me and has gone to Thessalonica. Crescens has gone to Galatia, and Titus to Dalmatia. Only Luke is with me. Get Mark and bring him with you, because he is helpful to me in my ministry. I sent Tychicus to Ephesus. When you come, bring the cloak that I left with Carpus at Troas, and my scrolls, especially the parchments. Alexander the metalworker did me a great deal of harm. The Lord will repay him for what he has done. You too should be on your guard against him, because he strongly opposed our message. At my first defense, no one came to my support, but everyone deserted me. May it not be held against them: (2Timothy 4:9-16, *NIV*).

1. **Team Spirit**

“While they were worshiping the Lord and fasting, the Holy Spirit said, ‘Set apart for me Barnabas and Saul for the work to which I have called them ‘” (Acts 13:2, *NIV*).

1. **Mutual Servitude**

“Do nothing out of selfish ambition or vain conceit, but in humility consider others better than yourselves. Each of you should look not only to your own interests, but also to the interests of others. Your attitude should be the same as that of Christ Jesus” (Philippians 2:3-5, *NIV*).

X. **HOW IS THE CONGREGATION TO RELATE TO THE DEACONS?**

1. **Recognize and esteem them highly in love for their** work sake.

“Now we ask you, brothers, to respect those who work hard among you, who are over you in the Lord and who admonish you. Hold them in the highest regard in love because of their work. Live in peace with each other” (I Thessalonians 5:12, 13, *NIV*).

1. **Imitate the faith of the deacons, according to their lifestyle of godly character.**

“Remember your leaders, who spoke the word of God to you. Consider the outcome of their way of life and imitate their faith” (Hebrews13:7, *NIV*).

XI. **WHAT ARE SEVERAL PRACTICAL AND RELATIONAL PROCEDURES FOR DEACONS?**

1. If you are offended by another deacon, go to him privately concentrating on the problem, not his personality.

“Moreover if your brother sins against you, go and tell him his fault between you and him alone. If he hears you, you have gained your brother. But if he will not hear, take with you one or two more, that ‘by the mouth of two or three witnesses every word may be established.’ And if he refuses to hear them, tell it to the church. But if he refuses even to hear the church, let him be to you like a heathen and a tax collector” (Matthew 18:15-17).

1. **If there is something in the church that** needs improvement:
2. Invest in the improving process by volunteering to serve as a helper
3. Share with the ministry leader a private evaluation in a team spirit.
4. **To Achieve overall excellence in ministry**.

1. Accept ownership of the goal for excellence. (“my church”)

2. Accept responsibility to work toward the goal.

1. **Things to pray for:**
2. Wisdom
3. Soulwinning
4. Spirit-filled church
5. Favor with God
6. Favor with man
7. Other deacons and church leaders
8. Our children
9. **Things we cannot discuss in open deacon** meetings:
10. Negatives about another deacon who is absent, unless the discussion is focused on a church discipline matter.
11. Negative personal evaluations of specific ministries, pastors or ministry leaders. These should be dealt with directly with the senior pastor only. Why?
12. Disrespectful
13. Causes prejudiced thinking
14. Unfair to absent party
15. Divisive
16. Negative about people in the church without first privately informing the senior pastor.
17. **Advice for pleasing the Lord.**

“No one engaged in warfare entangles himself with the affairs of this life, that he may please him who enlisted him as a soldier. And also if anyone competes in athletics, he is not crowned unless he competes according to the rules. The hardworking farmer must be first to partake of the crops. Consider what I say, and may the Lord give you understanding in all things” (2 Timothy 2:4-7).

XII. **HOW IS THE DEACON AN EXTENSION OF THE PASTOR’S MINISTRY?**

1. **Provide a hedge of protection around the pastors, elders and their families.**

“Have you not put a hedge around him and his household and everything he has? You have blessed the work of his hands, so that his flocks and herds are spread throughout the land” (Job 1:10,*NIV*).

1. **Hold up the pastor’s hands in battle. How?**

“The Amalekites came and attacked the Israelites at Rephidim. Moses said to Joshua, ‘Choose some of our men and go out to fight the Amalekites. Tomorrow I will stand on top of the hill with the staff of God in my hands.’ So Joshua fought the Amalekites as Moses had ordered, and Moses, Aaron and Hur went to the top of the hill. As long as Moses held up his hands, the Israelites were winning, but whenever he lowered his hands, the Amalekites were winning. When Moses’ hands grew tired, they took a stone and put it under him and he sat on it.  Aaron and Hur held his hands up—one on one side, one on the other—so that his hands remained steady till sunset. So Joshua overcame the Amalekite army with the sword. Then the Lord said to Moses, ‘Write this on a scroll as something to be remembered and make sure that Joshua hears it, because I will completely blot out the memory of Amalek from under heaven.’ Moses built an altar and called it The Lord is my Banner. He said, ‘For hands were lifted up to the throne of the Lord. The Lord will be at war against the Amalekites from generation to generation’” (Exodus 17:8-16, *NIV*).

* Spirituality –“Choose us some men” (v9)
* Vulnerability—“Aaron and Hur went up” (v.10)
* Responsibility—“held up his hands” (v.11)
* Mutuality—“took a stone….supported (v. 12)
* Adaptability—“until the going down of the sun” (v.12)
* Potentiality—“Joshua defeated Amalek” (v.13)

1. **Exhibit unity.**

“How good and pleasant it is when brothers live together in unity!” (Psalm 133:1, *NIV*).

“Make every effort to keep the unity of the Spirit through the bond of peace” (Ephesians 4:3, *NIV*).

“On one occasion, while he was eating with them, he gave them this command:

‘Do not leave Jerusalem, but wait for the gift my Father promised, which you

have heard me speak about . . . . ‘When the day of Pentecost came, they were all

together in one place” (Acts 1:4; 2;1,*NIV*).

1. **Show up.**

“Let us not give up meeting together, as some are in the habit of doing, but let

us encourage one another—and all the more as you see the Day approaching

(Hebrews 10:25, *NIV*).

1. **Know the pastor.**

Four Assumptions:

* Don’t have to be perfect to be valuable—he is not perfect.
* Don’t have to please everybody—he can’t please everybody.
* Personal responsibility for behavior—he is responsible for his behavior.
* Diversion is necessary—he needs time away from the “ministry” to replenish his energy and vision.

1. **Understand the pastor’s various roles may** include:

* Husband
* Father
* Pastor
* Teacher
* Administrator
* Counselor
* Businessman
* Writer
* Public figure
* Representative of local church family and denomination

1. **Be patient with the pastor and those in authority, as they pursue God’s direction for the church.**

“Not that I have already obtained all this, or have already been made perfect,

but I press on to take hold of that for which Christ Jesus took hold of me”

(Philippians 3:12, *NIV*).

1. **Understand the awesome responsibility he feels in delivering the Word and the challenge of bringing fresh message two or three times each week.**

“But even if we or an angel from heaven should preach a gospel other than the

one we preached to you, let him be eternally condemned! As we have already

said, so now I say again: if anybody is preaching to you a gospel other than what

you accepted, let him be eternally condemned” (Galatians 1:8,9, *NIV*).

“I am not writing this to shame you, but to warn you, as my dear children. .

What do you prefer? Shall I come to you with a whip, or in love and with a gentle

spirit? (I Corinthians 4:14, 21, *NIV*).

1. **Love one another.**

“We know that we have passed from death to life, because we love our brothers.

Anyone who does not love remains in death. . . . . This is how we know what

love is: Jesus Christ laid down his life for us. And we ought to lay down our lives

for our brothers” (I John 3:14, 16, *NIV*).

1. **Know the great principle of Genesis 33:13 & 14: The flock cannot be driven they must be led.**

“But Jacob said to him, ‘My lord knows that the children are tender and that I must care for the ewes and cows that are nursing their young. If they are driven hard just one day, all the animals will die. So let my lord go on ahead of his servant, while I move along slowly at the pace of the droves before me and that of the children, until I come to my lord in Seir’” (Genesis 33::13, 14, *NIV*).

**XIII. HOW SHOULD A DEACON RESPOND TO RUMORS AND CONCERNS?**

1. As a church leader, people will share with you how they feel about programs and people, or what they heard about programs and people. Some of these individuals will be sincere and honest, others may have personal agendas.
2. The following pattern will help you respond in a way to separate the positive from the negative and to reach a proper conclusion. Use the following questions to help discern what type of situation you are dealing with:
3. “Why are you telling me this?”
4. “What do you want me to do about?”
5. “Whom do you represent?” Who asked you to talk with me about this?”
6. “Have you personally talked with the person involved?”
7. “May I use you name?”
8. How can we believe and trust God for an answer or a solution?”

**XIV. WHAT ARE THE QUALIFICATIONS OF SPIRITUAL LEADERSHIP MENTIONED IN 1 TIMOTHY 3:1-7?**

1. “Desire”—but desire alone will not make up for the following character traits.
2. “Blameless”—unquestionable character.
3. “Husband of one wife”—sexually pure.
4. “Temperate”—not give to excess.
5. “Sober-minded”—self-disciplined.
6. “Good behavior”—well ordered.
7. “Given to hospitality”—(KJV—hospitable.
8. “Apt to teach,” (KJV)—able to teach.
9. “Not give to wine”—not known as a drinker.
10. “Not violent”—not a fighter.
11. “Patient,” (KJV)—easily pardons human failure.
12. “Not a brawler,” (KVJ)—not quarrelsome.
13. “Not covetous”—free from the love of money.
14. “One who rules well”—maintains a godly family.
15. “Not a novice”—a mature Christian.
16. “Good testimony among those who are outside”—well respected by non- Christians.