



These are the verses outlined in our constitution to be used as qualifications for leadership. They are not exhaustive and are in addition to living a life that is pleasing to God by honoring the instruction of His Word. As we consider leaders, may we carefully consider their lives and compare them to God's Word. To be considered for leadership, the leader must already be holding to these qualifications. These qualities should not be dependent on office. The questions after each qualification help to assess the application of each one in daily life. May God raise up godly leaders in His church.

Elders:

1 Tim 3:1-7 *The saying is trustworthy: If anyone aspires to the office of overseer, he desires a noble task. 2 Therefore an overseer must be above reproach, the husband of one wife, sober-minded, self-controlled, respectable, hospitable, able to teach, 3 not a drunkard, not violent but gentle, not quarrelsome, not a lover of money. 4 He must manage his own household well, with all dignity keeping his children submissive, 5 for if someone does not know how to manage his own household, how will he care for God's church? 6 He must not be a recent convert, or he may become puffed up with conceit and fall into the condemnation of the devil. 7 Moreover, he must be well thought of by outsiders, so that he may not fall into disgrace, into a snare of the devil. (ESV)*

Titus 1:6-9 *if anyone is above reproach, the husband of one wife, and his children are believers and not open to the charge of debauchery or insubordination. 7 For an overseer, as God's steward, must be above reproach. He must not be arrogant or quick-tempered or a drunkard or violent or greedy for gain, 8 but hospitable, a lover of good, self-controlled, upright, holy, and disciplined. 9 He must hold firm to the trustworthy word as taught, so that he may be able to give instruction in sound doctrine and also to rebuke those who contradict it. (ESV)*

Out of these verses we see the following list:

- **Above reproach – Blameless.** (1 Tim 3:2; Titus 1:6-7) The idea behind this qualification is not one of perfection, but the absence of an issue that those in and outside the church could hold against him. This is one of the qualities that protect the reputation of the church and the gospel as well as the elder. Thus, there should be an absence of accusations against them as they are to be a man of good report.
 - Is he free of any blot or accusation on his character?
 - Does he live in a way that keeps himself above reproach with all that know him?
 - Has he dealt with any past issues in a humble, godly, repentant way?
- **Husband of one wife.** (1 Tim 3:2; Titus 1:6) A one woman man! This qualification is not simply to prohibit polygamy, but speaks to a man's commitment (fidelity) and devotion to his wife (how he treats her). A man's relationship with his wife is a window into how he will lead the church.
 - How devoted to his wife is he? Does he spend enough time with her?
 - Does he speak well of his wife and never critically of her?
 - Does he treat his wife with love, gentleness, and understanding?
 - Does he have appropriate boundaries with other women?
 - Do you respect his relationship with his wife?
- **Manage his own household well – children not wild or insubordinate.** (1 Tim 3:4; Titus 1:6) Like marriage, a man's leadership of his home gives insight into his qualifications for leadership in the church. With children, it specifically gives a window into his ability to teach and discipline in a godly way. Thus, when we consider his children, we look for them to be growing in the Lord and showing respect and submission to their parents. These come from healthy discipline clothed in

love. The verses are specifically speaking of children that are currently within the man's household and under his direct authority. When considering adult children that are not walking in Christ, it is instructive to consider if the father is responding in a godly way and if his actions and attitudes are contributing to the rebellion.

- Are his children (in his household) believers?
- Do his children show respect (and not embitterment) to parents and to other authority?
- Does his tone and attitude with his family (even in discipline) show dignity, graciousness, and proper respect?
- Does he discipline when needed, but not out of anger and personal frustration?
- Does he interact with his adult children in an appropriate, God honoring way?
- **Sober-minded - Temperate.** (1 Tim 3:2) An elder should not let the appetites of the flesh control him and his thinking. Addictions and desires are not to control this man. He will often be described as level-headed.
 - Does he exercise control over his desires and appetites of the flesh so that he can think clearly?
 - Is he willing to limit himself and his wants for the sake of others?
- **Self-controlled.** (1 Tim 3:2; Titus 1:8) Being self-controlled is related to sober-minded, but expands the qualification to the ability to control one's emotions or behavior, especially in difficult situations. It refers to being able to have sound judgment in difficult times. This word also includes the idea of being thoughtful and prudent. Thus, this man will be thoughtful and often wait to act or respond rather than jumping in rashly.
 - Does this man control his emotions and not let his emotions control him?
 - Does he refrain from angry outbursts?
 - Does he wait to answer rather than jumping in first with advice or an answer?
 - When attacked, can he remain calm and respectful?
- **Disciplined.** (Titus 1:8) Having one's emotions, impulses, and desires under control.
 - Is he slow to speak and quick to listen rather than reacting out of emotion or the desire to hear himself?
 - Is he even-keeled in his emotions?
 - Does he show discipline rather than impulsiveness in life?
- **Respectable.** (1 Tim 1:2) Honorable, appropriate, orderly, decent.
 - Is his inner walk with God reflected in his relationships and treatment of others?
 - Does he act in appropriate ways with grace and dignity?
 - Is there already fruit to his ministry (it shouldn't depend on a title)?
- **Hospitable.** (1 Tim 1:2; Titus 1:8) Lover of strangers. The word used here means to be welcoming and open to people outside of one's circle of friends. This is directly applicable to the position of elder as they are called to shepherd the whole body and should be leading by example in bringing people into community.
 - Does he seek out people outside of his normal circle and make them feel welcome?
 - Does he help those on the outside find relationships within the church?
 - Is he at church before and after services to be available to talk with people?
- **Able to teach.** (1 Tim 1:2) This is a specific qualification for elders as it is integral to being an overseer of the church. The ability to teach does not have to be in a traditional teaching setting, but can show in a variety of settings including formal, group, and one-on-one conversation. It is the skill to pass on knowledge and wisdom in ways that help them learn.
 - Can he instruct others in biblical truths?
 - Does he teach in a way that helps people learn and engages them in the process?

- Does he encourage others?
- **Know and hold firmly to sound doctrine so he can encourage and refute.** (Titus 1:9) This is closely associated with the ability to teach and speaks directly to his understanding of doctrine found in God's Word. This man must hold to all the essentials in our constitution and his teaching must be in line with both our essentials and distinctives.
 - Does he love and know God's Word well, handling it and interpreting it correctly?
 - Does he know sound doctrine and how to apply it to life?
 - Does he encourage others with scripture rather than self as authority?
- **Not a drunkard.** (1 Tim 3:3; Titus 1:7) Literally, does not drink too much.
 - Can you confidently say he is not a slave to drinking or to anything else?
- **Gentle - Not violent.** (1 Tim 3:3; Titus 1:7) This man does not lash out at others and is not a bully or pugnacious. The word for gentle literally means yielding, humble, or bowing low. A shepherd must be compassionate and tender in his dealings with the flock.
 - Does he calm situations rather than inflame them?
 - Does he interact with people in a truly humble, considerate fashion?
 - Is he compassionate and tender as he deals with people?
- **Not quarrelsome.** (1 Tim 3:3) Means peaceful and a non-fighter. An elder should not be someone who disagrees just to be contrary or who is argumentative. He should be willing to step into situations and create peace rather than stirring things up. He does not have to voice every disagreement just to be right, but uses discernment to confront things when appropriate.
 - Does he go to great length to avoid unnecessary conflict in the church?
 - Does he like to bring unity to situations rather than being contrary?
 - Is he a peacemaker?
- **Not a lover of money – Not greedy for gain.** (1 Tim 3:3; Titus 1:7; 1 Pet 5:2) This qualification directly confronts materialism. An elder should not have money as his priority and must realize he is simply a steward of God's resources. In 1 Pet 5:2, this can be expanded to refer to not having a motive of shameful gain in other areas as well such as for power, prestige or self-satisfaction.
 - Is he generous with his money and possessions?
 - Is he content (not greedy)?
 - Are his motives for leadership pure rather than having something to gain from being in leadership?
- **Must not be a recent convert.** (1 Tim 3:6) This is a warning against bringing someone into eldership too soon as they could be susceptible to pride and conceit. Satan would love to bring down those in spiritual leadership through their own puffed up attitude.
 - Has he proven himself in a consistent, humble walk with the Lord over time?
- **Have a good reputation with outsiders.** (1 Tim 3:7) This protects both himself and the church from disgrace. The testimony of the gospel to reach a lost world for Christ is key.
 - Do non-believers think of him highly?
 - Does he have a good reputation at work?
- **Not arrogant.** (Titus 1:7; 1 Pet 5:3) We often limit this word to pride or boasting, but it also includes the idea that he should not be overbearing or self-willed. This is also prohibited in 1 Pet 5:3 with the instruction that he is not to be domineering. Humility should be evident. He should also not be self-pleasing which urges us to look at motives of pleasing self or pleasing God.
 - Does he make decisions for the good of others rather than according to what he wants?
 - Does he lead with gentle direction rather than in a domineering, arrogant way?

- Can he look past himself and consider the needs and thoughts of others?
 - When he talks, is it mostly about others rather than himself (me-focus)?
 - Is he teachable rather than being stubborn and unbending with his own opinion?
 - Can he admit when he is wrong?
 - Does he follow well? A good leader is always a good follower.
- **Not quick-tempered.** (Titus 1:7) An elder must not be hot headed. He should not be one who is inclined to get angry or that is easily irritated. This is closely related to being self-controlled and gentle.
 - Does he refrain from responding quickly with a bad attitude when someone contradicts him or annoys him?
 - Does it take a lot to get him angry?
 - Does he have a record of good relationships rather than broken ones?
- **A lover of good.** (Titus 1:8) His desire will be for those things that are good. These include the good and righteous things God does as well as loving to be around and celebrate people and things (such as entertainment) that are pleasing to God.
 - Do his choices with his time and entertainment reflect a love for what is good?
 - Are the men he is closest to and spends the most time with committed to righteousness?
- **Upright.** (Titus 1:8) Righteous, just. His actions are characterized by a commitment to righteousness and following God's instructions without shortcuts or compromise.
 - Is he a man of integrity that strives to obey God in all areas?
 - Is he trustworthy and honest (without exaggeration) in what he says?
- **Holy.** (Titus 1:8) Set apart for God, devout. He is a man that clearly lives in a way that is set apart for service to God. He has clarity of purpose as God's servant and is conscious of the fact that all of life is to be dedicated to reflecting Christ.
 - Does he love God more than anything else including his family and job?
 - Is his primary purpose in life to serve God?
 - Does he honor God in his work and family as well as church?
- **Lead by example.** (1 Pet 5:3) Literally means a mark, impression or tracing of something. Is he a copy or image of a godly man in the church. The most effective spiritual leader is one whose example clearly and consistently shows others how to walk with God. This includes all of the character traits already listed as well as some other areas of example.
 - Does he support the meeting of the saints by attending church and Sunday School regularly? (Heb 10:24-25)
 - Does he lead by example by attending a variety of church functions and serving in the church?
 - Does he support the vision of the church?

Deacons:

Acts 6:3 *Therefore, brothers, pick out from among you seven men of good repute, full of the Spirit and of wisdom, whom we will appoint to this duty. (ESV)*

1 Tim 3:8-12 *8 Deacons likewise must be dignified, not double-tongued, not addicted to much wine, not greedy for dishonest gain. 9 They must hold the mystery of the faith with a clear conscience. 10 And let them also be tested first; then let them serve as deacons if they prove themselves blameless. 11 Their wives likewise must be dignified, not slanderers, but sober-minded, faithful in all things. 12 Let deacons each be the husband of one wife, managing their children and their own households well. (ESV)*

Out of these verses we see the following list:

- **Servant.** (1 Tim 3:8) The word for deacon means “servant.” This man should be one who is characterized by actions that show a heart to serve others.
 - Have you seen him help or serve others in the church?
 - Is he humble and one who puts others first?
- **Good repute.** (Acts 6:3) Good reputation and testimony. He should be highly regarded and well spoken of. The office of deacon is one of serving and of responsibility and he must have proven himself in the church.
 - Do people in the church think highly of him both spiritually and in wisdom?
- **Full of the Spirit.** (Acts 6:3) The word for full means containing all it will hold or filled. This man is to be one who lets the Holy Spirit work in him and through him fully. His decisions and actions are to be clearly motivated by the Holy Spirit.
 - Do his actions show the direction of the Holy Spirit?
 - Does he bring up biblical truths that apply to practical decisions?
 - Is his love for the Lord obvious?
- **Full of Wisdom.** (Acts 6:3) Wisdom is the ability to understand a situation and apply knowledge and actions appropriately to it. As a deacon is handling the finances and facilities of the church and is serving to support ministry in the church, he must have proven wisdom in his decision making.
 - Does he think through decisions and act wisely?
 - Does he hear and seek different points of view to make a wise decision?
 - Is he a good steward of his own finances and possessions?
- **Dignified.** (1 Tim 3:8) Worthy of respect. A potential deacon is to act and talk in a way that is dignified. This involves a serious and reverent decorum in life, responsibilities, and decisions. A man who carries himself in this way will be worthy of respect.
 - Does he handle decisions and responsibilities in a dignified and serious way?
 - Do you respect his approach to life as one showing maturity?
- **Not double-tongued.** (1 Tim 3:8) Self-controlled in speech. Not devious in speech. He must be sincere in how he speaks and speak with integrity and truth. This is vital for one who is reporting on needs in the church and in ministries.
 - Is he consistent not saying one thing to one person and another to someone else?
 - Can you believe what he says?
- **Not addicted (indulging) in much wine.** (1 Tim 3:8) Self-controlled in drink / desires. Literally, he should not turn his mind to, care much for (love), or occupy himself with this desire. The wording here has a heightened, stronger warning than the prohibition for elders, because the responsibility of deacons could be easily abused with lack of self-control.
 - Does he exhibit freedom from a strong desire (or need) to drink alcohol?
 - Is he free from excessive drinking?

- **Not greedy for dishonest gain.** (1 Tim 3:8) Self-controlled and trustworthy with money. This is especially important for one responsible for handling the finances of the church. Like an elder, a deacon should not have money as his priority and must realize he is simply a steward of God's resources.
 - Is he generous with his money and possessions?
 - Has he handled his own money in an honest and trustworthy fashion?
 - Is he content (not greedy)?
 - Are his motives for leadership pure rather than having something to gain from being in leadership?
- **Keep hold of the mysteries (deep truths) of the faith with a clear conscience.** (1 Tim 3:9) He must not only know and hold to proper doctrine, but his life must match what he says he believes (Clear conscience). The genuineness of his faith will be reflected in a godly lifestyle.
 - Does he love and know God's Word well?
 - Does his life reflect knowledge and application of sound doctrine?
- **Be tested first and blameless.** (1 Tim 3:9) This instruction is given to allow enough time to publicly evaluate whether this man meets the requirements listed. We must not be hasty in giving someone a leadership position. As with an elder, a deacon should be above reproach without accusations against them.
 - Has his life consistently been blameless?
 - Have you seen him uphold the qualifications of deacon over enough time to show a pattern of faithfulness?
 - Is he free of any blot or accusation on his character?
- **Wife who is living a godly life.** (1 Tim 3:11) There is considerable debate about whether the women in verse 11 are wives of the deacons or deaconesses. We will consider the qualifications as important for both as the deacon's wife is a partner in ministry.
 - Does his wife act and speak in a dignified way?
 - Is his wife clear-headed rather than being a slanderer (malicious talker)?
 - Is his wife trustworthy in all she does?
- **Husband of one wife.** (1 Tim 3:12) A one woman man! This qualification is not simply to prohibit polygamy, but speaks to a man's commitment (fidelity) and devotion to his wife (how the man treats his wife). A man's relationship with his wife is a window into how he will lead the church.
 - How devoted to his wife is he? Does he spend enough time with her?
 - Does he speak well of his wife and never critically of her?
 - Does he treat his wife with love, gentleness, and understanding?
 - Does he have appropriate boundaries with other women?
 - Do you respect his relationship with his wife?
- **Must manage his children and his household well.** (1 Tim 3:12) Like an elder, a deacon's management of his home and children give insight into his ability to manage the affairs of the church. He should be visible in the home to provide fatherly care, love, and discipline.
 - Do his children show respect (and not embitterment) to parents and to other authority?
 - Does his tone and attitude with his family (even in discipline) show dignity, graciousness, and proper respect?
 - Does he discipline when needed, but not out of anger and personal frustration?
 - Does he interact with his adult children in an appropriate, God honoring way?

Deaconesses:

1 Tim 2:9-10 *likewise also that women should adorn themselves in respectable apparel, with modesty and self-control, not with braided hair and gold or pearls or costly attire, 10 but with what is proper for women who profess godliness—with good works. (ESV)*

Titus 2:3-5 *Older women likewise are to be reverent in behavior, not slanderers or slaves to much wine. They are to teach what is good, 4 and so train the young women to love their husbands and children, 5 to be self-controlled, pure, working at home, kind, and submissive to their own husbands, that the word of God may not be reviled. (ESV)*

1 Tim 3:11 *Their wives likewise must be dignified, not slanderers, but sober-minded, faithful in all things. (ESV)*

Out of these verses we see the following list:

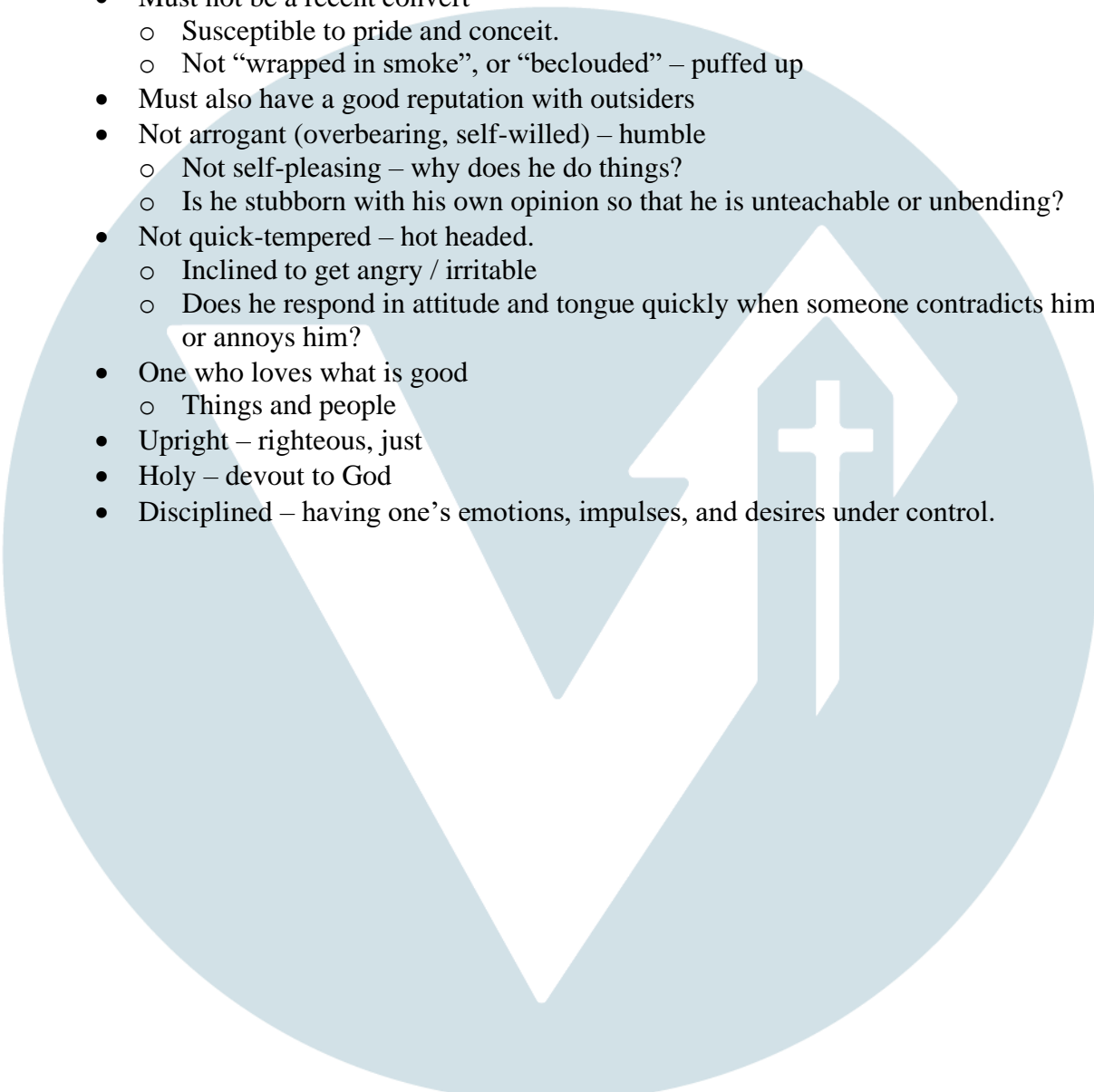
- **Dress modestly, respectably, and with self-control.** (1 Tim 2:9) A godly woman will be careful to dress in a way that is godly, decent and reverent. She does not seek to draw attention to self.
 - Does she dress modestly in a way that will not be a stumbling block for men?
 - Does she show self-control rather than seeking attention?
- **Known for good works, appropriate for women who profess godliness.** (1 Tim 2:10) This is the positive side of the concern for modesty. She should be adorned (characterized) by godly deeds rather than seeking attention through appearances.
 - Is she active in helping and caring for others in the church?
 - Do her actions match her faith?
- **Reverent in behavior.** (Titus 2:3) The way she lives is to be that of a holy person. One commentator describes it as carrying into daily life the demeanor of a priestess. Thus, she should treat all activities of life as sacred.
 - Does she treat ordinary activities of life as sacred?
 - Does her godliness transfer to life during the week?
- **Not to be slanderers or malicious talkers, but sober-minded.** (Titus 2:3; 1 Tim 3:11) Her talk about others should not be filled with gossip or slander. She should think clearly about others and have self-control not to think the worst of people or believe gossip.
 - Is she clear-headed rather than being a slanderer (malicious talker)?
 - Does she speak well of people rather than criticize them?
 - Does she avoid jumping to inappropriate conclusions?
 - Does she avoid being sarcastic?
 - Are her interactions with people in person and in written form appropriate, loving, and edifying?
- **Not to be addicted to much wine.** (Titus 2:3) Self-controlled in drink / desires. Literally, she should not turn her mind to, care much for (love), or occupy herself with this desire.
 - Does she exhibit freedom from a strong desire (or need) to drink alcohol?
 - Is she free from excessive drinking?
- **Teach what is good.** (Titus 2:3-4) This instruction is combined with verse 4 and describes a woman that is teaching the younger women what is good and appropriate. An example of what is good is to love their husbands and children in word and actions.
 - Does she help younger women learn how to live a godly life and love their families in a practical way?
 - Does she model how to love her husband and children with her life?
- **Self-controlled.** (Titus 2:5) She should exhibit the ability to control her emotions and behavior, especially in difficult situations. It refers to being able to have sound judgment in difficult times. This word also includes the idea of being thoughtful and prudent.

- Does she control her emotions and not let emotions control her?
- Does she refrain from angry outbursts and answering in a harsh way both within her family and with the body of Christ?
- Does she wait to answer and show that she can be thoughtful?
- **Pure.** (Titus 2:5) Holy, chaste, not mixed with the world.
 - Does she speak and act in a pure (not provocative) way?
 - Has she protected herself from worldliness?
- **Working at home.** (Titus 2:5) Literally, busy at home. A godly woman will take care of her household well. She will be busy with her family rather than so many other pursuits that can take her time or being a busy-body. This does not mean she cannot work outside of the home, but her priority is to honor God in taking care of her family.
 - Is she devoted to her family rather than getting involved in everyone else's business?
 - Is her household taken care of well?
- **Kind.** (Titus 2:5) Useful and beneficial to others. Working for the good of others.
 - Does she help others and treat others with kindness?
 - Does she serve in a loving way to others?
- **Submissive to their own husbands.** (Titus 2:5) If she is married, she will voluntarily and willingly place herself under the leadership of her husband.
 - Does she respect her husband?
 - Does she honor and submit to her husband's leadership rather than fight against it in deed or attitude?
- **Acting in a way that does not allow anyone to revile the Word of God.** (Titus 2:5) This phrase covers all of the prior instructions to a godly woman in Titus. All of the characteristics have a higher purpose of not dishonoring God's Word. We seek deaconesses that honor God's Word.
 - Does her life point others to Christ?
 - Does she love and honor God's Word?
- **Dignified.** (1 Tim 3:11) Worthy of respect. A deaconess is to act and talk in a way that is dignified. This involves a serious and reverent decorum in life, responsibilities, and decisions.
 - Does she handle decisions and responsibilities in a dignified and serious way?
 - Do you respect her approach to life as one showing maturity?
- **Faithful in all things.** (1 Tim 3:11) A deaconess must have proven herself to be trustworthy and dependable. The phrase "in all things" shows that faithfulness is to extend to all areas of life.
 - Does she follow through on what she says she will do?
 - Is she faithful in her responsibilities in other areas of life?

Out of these verses we see the following list:

- **Above reproach – Blameless**
The idea behind this qualification is not one of perfection, but the absence of an issue that those in and outside the church could hold against him. This is one of the qualities that protects the reputation of the church and the gospel as well as the elder. Thus, there should be an absence of accusations against them as they are to be a man of good report.
 - Is there any blot or accusation on this man's character?
 - Does he carry himself in a way that keeps him above reproach with all that know him?

- Has he dealt with any past issues in a humble, godly, repentant way?
 - This does not require perfection, but the absence of an issue that those in the church and those outside the church could hold against him.
 - MacArthur – not any great blot people could point to.
 - Absence of accusations against – how others see him
 - Of good report and deservedly so.
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- Husband of but one wife – a one woman man!
 - This speaks to commitment (fidelity) and how the man treats his wife (devotion).
 - How devoted to his wife is he?
 - Does he speak well of his wife? Never critically
 - Does he treat his wife with love, gentleness, and understanding?
 - Do you respect his relationship with his wife?
- Must manage his own family well
 - His children in his household should be submissive to him.
 - He disciplines with all dignity – graciously – proper respect
 - Tone and attitude in discipline.
 - Does he show respect to all in his household?
 - How he handles the home (lesser) will directly show his qualifications for the church (larger)
 - Does he manage those children living with him well. Does he interact with his adult children in an appropriate, God honoring way. (Prodigal son)
 - They must believe
 - They are not known as wild and insubordinate
 - Not refusing to be subordinate to authority
- Temperate – Sober-minded
 - Do his appetites of the flesh control him?
- Self-controlled – the ability to control ones emotions or behavior, especially in difficult situations. Sound judgment in difficult times. Thoughtful.
- Respectable – personal life well ordered as reflected in his relationships with others.
- Hospitable – welcoming and open to people outside of one’s circle of friends.
 - Lover of strangers
- Able to teach – Can show in a variety of settings from groups to one-on-one.
 - Skilled at passing on knowledge and wisdom in ways that are not bludgeoning people, but helping them learn.
- Know and hold firmly to sound doctrine so he can encourage and refute
 - Encourage others with scripture rather than self as authority.
 - Does he love and know God’s Word well?
 - Does he know sound doctrine and how to apply it to life?
- Not a drunkard – drinks too much.
 - Not a slave to drink or to anything else.
- Gentle - Not violent
 - Not lashing out
 - Not a bully (pugnacious) and not looking for a fight
 - Gentle – yielding, humble

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- Not quarrelsome – peaceful, non-fighter
 - Does he go to great length to avoid unnecessary conflict in the church?
 - Not a lover of money
 - Against materialism
 - Is he generous?
 - Is he content (not greedy)?
 - Must not be a recent convert
 - Susceptible to pride and conceit.
 - Not “wrapped in smoke”, or “beclouded” – puffed up
 - Must also have a good reputation with outsiders
 - Not arrogant (overbearing, self-willed) – humble
 - Not self-pleasing – why does he do things?
 - Is he stubborn with his own opinion so that he is unteachable or unbending?
 - Not quick-tempered – hot headed.
 - Inclined to get angry / irritable
 - Does he respond in attitude and tongue quickly when someone contradicts him, or annoys him?
 - One who loves what is good
 - Things and people
 - Upright – righteous, just
 - Holy – devout to God
 - Disciplined – having one’s emotions, impulses, and desires under control.