

Appendix A - Initial Evaluation Questionnaire
DEACON

Directions for the Discipling Deacon: Arrange to meet with the Deacon nominee and work through this Evaluation Questionnaire with him. Be sure to congratulate him on the nomination to the process of becoming a Deacon, for that in itself is an honor and says that his spiritual maturity is beginning to be noticed. Whether he believes himself to be qualified or is able to complete this process or not, it should be an encouragement to be recognized for maturity that is above other Christian men in the church. Give him a copy of the handout sheet on the Church Officer Qualifications - DEACONS (see below) so that he will have a chance to review them and consider them carefully before he meets with you.

This Questionnaire is simply a way to initially screen the individual as to how well he currently meets the Scriptural qualifications for a Deacon. If in your evaluation you find that there are areas of serious weakness that need to be worked on before he can continue in this process, point those out along with a plan as how he can strengthen or overcome them so that he might be fully qualified in the future. Be encouraging! If there are minor weaknesses, you may work with him in those areas until he is qualified. If there are no serious deficiencies, you may recommend him to the Elders and he can move forward to the next step of the process.

1. Would you like to serve the Lord by doing the work of a Deacon?
2. How long have you been a Christian? (1 Tim. 3:10)
How would you rate your Christian maturity? (1 Tim. 3:10)
Babe Adolescent Young Man Middle Age Mature Senior Saint
3. Is there anything in your life that would cast doubt on your character if it were known? Those that live godly lives will be slandered (Matt 5:11); is there anything you could be accused of that could be backed up by evidence? (1 Tim. 3:10)
4. If the people you work with, or if your neighbors were contacted, what would they say about you? (1 Tim. 3:10)
5. What is your behavior like in social settings? (1 Tim. 3:8,10)
6. What are your three main goals in life?
What are your financial goals? (1 Tim. 3:8)
Are you content with your present situation of life? If not, what would need to be changed to help you be content? (Phil. 4:11,12)
7. Do you ever lose your temper? If so, what causes it? (1 Tim. 3:8,10)
Is there anyone you resent or hold a grudge against?
8. How do you get along with others? (1 Tim. 3:8)
9. What is your view on the use of alcoholic beverages?
Do you partake of alcoholic beverages? Other drugs? (1 Tim. 3:8)

10. Do you gossip? i.e. talking about others behind their backs, saying things that are unnecessary, talking to others about someone else's problem without talking with them first, etc. (Eph. 4:29)
11. Describe your personal walk with the Lord? (1 Tim. 3:9)
Do you have a plan to regularly read/study the Bible?
Do you have a plan to spend consistent time in prayer & meditation?
12. Describe what you like to do in your free time? (1 Tim. 3:10).
13. Describe your relationship with your wife? (1 Tim. 3:12)
How would your wife describe your relationship with her?
Are you attracted to any woman other than your wife?
If you are single, describe your dating life?
14. Describe your home life? (1 Tim. 3:12)
Are you in debt? If so, to what degree?
Excluding your home loan, you can get out of debt in: >1yr 1-2yr 3-5yr 5-10yr 10+ never!
Have you ever declared bankruptcy? If so how long ago? Have you tried to make restitution?
Do you have a good credit rating? (1 Tim. 3:8)
15. Describe your relationship with your children? (1 Tim. 3:12)
Describe the spiritual condition of your children?
Describe how you are trying to raise them in the nature and admonition of the Lord?
16. Is there anything that has not been covered that might disqualify you from being a Deacon?
17. How would you explain the gospel to someone in order to lead them to Christ?
18. What is your own testimony of salvation?
19. Can you explain/define the following doctrines in the church's Statement of Faith & tell why they are important? (1 Tim. 3:9)
 - The Holy Scriptures
 - Verbal, plenary inspiration; Inerrancy; Infallibility
 - The True God - His attributes & Triune Nature
 - God The Father
 - God the Son
 - Virgin Birth; Substitutionary Atonement; Physical Resurrection
 - Current Ministry
 - God the Holy Spirit
 - His ministry; Baptism in the Holy Spirit; The Trinity
 - The Devil
 - The Creation & Fall of Man

The Grace of God

Salvation by Grace through Faith; Justification; Sanctification;

The Security of the Believer

The Church

Ordinances

Duties

Separation

Civil Government

The Rapture (The second coming of Christ)

Israel (God's plan for)

The Righteous & The Wicked

The Resurrection (Heaven & Hell)

20. Are you in full agreement without reservation with the Statement of Faith of Grace Bible Church?

21. Do you have any questions or reservations about the By-Laws of Grace Bible Church?
Can you explain how Grace Bible Church functions/operates to someone else?

Church Officer Qualifications - Deacons

Deacon means "table waiter." They are servants of the church. Deacons were charged by the Apostles to help with the temporal affairs of the church (Acts 6:1-6). In practical terms they assist the Elders as directed. They must meet certain spiritual qualifications.

Acts 6:3 *"But select from among you, brethren, seven men of good reputation, full of the Spirit and of wisdom, whom we may put in charge of this task."*

1 Timothy 3:8-10,12-13 ⁸*"Deacons likewise must be men of dignity, not double-tongued, or addicted to much wine or fond of sordid gain, ⁹but holding to the mystery of the faith with a clear conscience. ¹⁰And let these also first be tested; then let them serve as deacons if they are beyond reproach. ¹²Let deacons be husbands of one wife, and good managers of their children and their own households. ¹³For those who have served well as deacons obtain for themselves a high standing and great confidence in the faith that is in Christ Jesus."*

Deacons are to be:

1. MEN OF DIGNITY - v.8

A deacon is to be a grave, serious minded, steady, solid individual. He behaves in an honorable manner.

2. NOT DOUBLE-TONGUED - v.8

A deacon does not say one thing to one person and something else to another. He is not malicious gossips. They are consistent and righteous in what they say.

3. NOT ADDICTED TO MUCH WINE - v.8

A deacon does not abuse alcohol (or any drug). He is noted for his sobriety.

4. NOT FOND OF SORDID GAIN - v.8

A deacon does not in love with material wealth. His goals in life are not monetary.

5. HOLDING TO THE MYSTERY OF THE FAITH WITH A CLEAR CONSCIENCE - v.9

A deacon has solid convictions based on an understanding of Biblical doctrine. His conscience is clear because he lives according to those convictions.

6. LET THESE ALSO FIRST BE TESTED; THEN LET THEM SERVE AS DEACONS - v.10

A deacon is not a new believer, but one who has been tested and has proven himself to be faithful in serving. In a real sense a man must do the work of a deacon before being recognized as a deacon.

7. IF THEY ARE BEYOND REPROACH - v.10

A deacon's life is beyond reproach. He lives in such away that he will not be accused of wrongdoing, and if accused there will be no evidence to support the accusation.

8. LET DEACONS BE HUSBANDS OF ONE WIFE - v.12

A deacon is a one woman man. He is completely devoted to only one woman - his wife. If he is single, he does not "play the field," but explores one relationship at a time.

9. GOOD MANAGERS OF THEIR CHILDREN AND THEIR OWN HOUSEHOLDS - v.12

A deacon must demonstrate his ability to manage his children and household. He makes provision for those over whom he has responsibility and leads them righteously. He keeps the family in order though application of Biblically principles.