



PATHWAY COMMUNITY CHURCH

How to select and appoint a Deacon

"They must first be tested; and then if there is nothing against them, let them serve as deacons."

1 Timothy 3:10

Although Acts 6 is not described specifically as a Deacon Selection process, it does seem to be a good process to imitate. All the more so when we consider that the Deacons' ability to carry out their duties will be greatly enhanced by knowing they have the trust of the congregation.

THE PROCESS COULD BE AS FOLLOWS:

1. Teaching *2 weeks*

We need educating on the need for and Biblical description of Deacons. The leadership of the Jerusalem church in Acts 6 brought a problem to the congregation, and then the church willingly participated in the process. Outlining needs and Biblical solutions will engage people's minds and hearts.

1.1. Policy

Paper on Deacons placed on website and distributed to members via email.

2. Ask for nominations

Such an approach enhances the membership's ownership of the process. It should increase their confidence in the individuals ultimately chosen and create a greater sense of responsibility in those who serve as deacons. A time line of two weeks for nominations will run congruently with the asking of nominees to let their names stand.

2.1. Process

After setting out the Biblical description of Deacons the elders request members to nominate individuals to serve in this role.

2.2. Process

Elders to sift the nominations and decline any that they feel do not meet the Biblical qualifications.

3. Ask the nominees

We cannot assume all those nominated will wish to or be able to serve. A timeline of two weeks for asking of nominees to let their names stand will run simultaneously with the nominations being suggested.

3.1. Policy

elders ask the nominees they believe fit the Biblical imperatives if they wish to serve and remind them of their spiritual and practical responsibilities.

4. Testing *2 weeks*

The time for testing shall be two weeks to ensure issues are raised, but not so long that minds lose focus.

4.1. Policy

The names of those who the elders believe fulfill the Biblical criteria and who wish to be considered to serve as Deacons be put to the membership.

4.2. Policy

Members must give scriptural reasons for their objections if they have any. This is not a popularity contest.

4.2.1. Process

Process for dealing with objections would include:

1. Member contacts a member of the Elder board with objection
2. Elder Board discusses the objection to determine Biblical rational
3. Two members of the Elder Board address issues that are not of a Biblical nature with the member who brought the issue forward.
4. Objections of a Biblical nature will be addressed with the candidate and the ember objecting (where appropriate) to resolve the issue and restore the relationship
 - o Where the member is unwilling to resolve the objection and restore the relationship we recognize the member as functioning outside the Biblical mandate to “Love one another” and their objection will be dismissed.
 - o Where the candidate is unwilling to resolve the objection and restore the relationship we recognize the candidate as functioning outside the Biblical mandate to “Love one another” and their candidacy will be ceased.

5. Choosing *2 weeks*

The elders call a membership meeting to call for the voting on deacons.

5.1. Process

The membership meets together as a group to pray over the names before voting?
(Understanding that they have been praying individually up until this point).

5.2. Policy

Candidates must have a 75% vote of members present in order to be elected as a deacon. Those elected to the office of Deacon must sign the Covenant of Personal Ethics.

6. Appointment

Having a public recognition of those chosen to serve in their roles brings honour on God who gave them their gifts. It also makes

6.1. Policy

Could be done at a service shortly after appointment.

6.2. Process

A page could be added to the Pathway web site containing their photographs, contact email (via the web site) and areas of responsibility.