Church logo

Deacons - Facilitator workbook

Take new deacons through training effectively

Church Name

Welcome the group

Open in prayer

Welcome to the CHURCH NAME family. Thank you for your interest in becoming a deacon

* You are an important part of the Body of Christ and thus of our community, and we are committed to grow together in faith, serving and supporting each other.
* We are excited to show you ways how to connect with the body, grow spiritually and make a meaningful impact in our Church
* We are going to work through the pillars of membership in the Church and how to carry that over to members and your giftings as a deacon
* Responsibilities and possible unexpected areas that might be faced as a deacon

## Help outlineA group of men laughing Description automatically generated Introduction

Group time

BEFORE PEOPLE OPEN THEIR WORKBOOKS

Why do you want to be a deacon?

Divide into groups of three or four. Create a list of good and bad reasons to become a deacon could be. If there are only a few, then ask them what they could suggest.

What do you think some of the challenges are that a deacon could encounter?

**Wrong reasons for becoming a deacon** – TICK THE RELEVANT BOXES

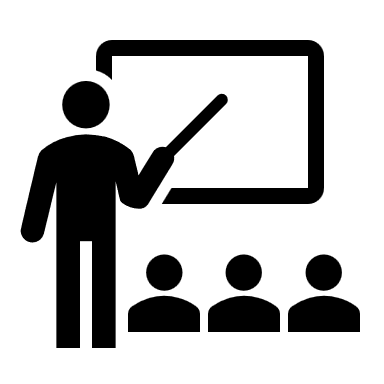
* Feel you have been at the church long enough and need a change
* Want somewhere to fit in
* Need a social group
* Want to use it as a step to eldership
* When I am a deacon, I can finally fix……
* To receive good attentions from someone – spouse, kids, people
* Want to be in charge
* It makes me feel good
* I will have a voice in the Church and how it is run
* A person and person holding hands

  Description automatically generatedTo receive payment
* Popularity contest

**Correct reasons to become a deacon**

I would like to serve

* I understand my giftings and can use them to glorify God, even if people don’t see what I am doing
* Thankful for everything Christ did for me, and want to serve others for Him
* Want to do good works to further the Kingdom of God
* 1 Tim 3:1



**Overview of the Deacons training**

1. Biblical qualifications
2. What is a deacon
3. Roles and responsibilities of the deacon
4. Functions of a deacon
5. Character
6. Qualifications
7. How they are chosen in churches
8. Other responsibilities to the Church
9. Disqualifications as a deacon
10. Women deacons
11. Training for deacons
12. Helpful FAQ’s

## Storytelling with solid fill

## Biblical qualifications

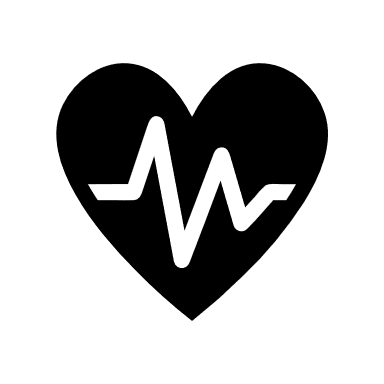
Open the readings below in your Bible – can you identify what the key points of each verse with regards to deaconship.

Bookmark them in your Bible if you can.

* Acts 6: 1- 6
* Matt 22:13
* 1 Thes 3:2
* Col 1: 1-7
* Mark 10:45
* Luke 22:26

Did you pick up the key elements in these verses?

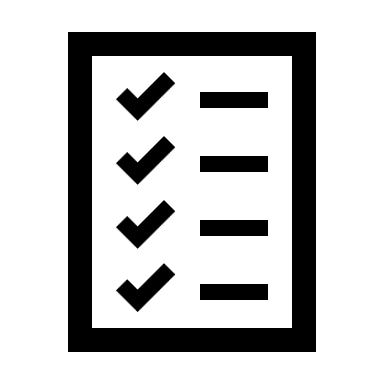
* Acts 6:1- 6 support for the elders in practical matters
* Matt 22:13 royal servants
* 1 Thes 3:2 servants of God, spreading the Gospel, strengthening faith
* Col 1:7 Epaphras, a faithful minister of the Gospel bearing fruit
* Mark 10:45 45 Christ gave his life for us “For even the Son of Man did not come to be served, but to serve, and to give his life as a ransom for many.”
* Luke 22:26



**Expectations – Our hearts**

Our reasons from wanting to become a deacon show our expectations, and these often reflect our hearts. We are called to follow the lead of Jesus, what was His attitude towards serving? He gave everything. He was mocked, not honoured, while doing it.

*Philippians 2:8 “…he humbled himself by becoming obedient to death—even death on a cross!*



Test yourself Fill in the blanks

*Addicted; dignified not slanderers, but sober-minded; dishonest gain; be tested first dignified; double addicted one; managing; own households well; children; confidence in the faith;*

1 Timothy 3:8-13 ESV

Deacons likewise must be dignified, not double-tongued, not addicted too 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. Their wives likewise must be dignified, not slanderers, but sober-minded in all things. Let deacons each be the husband of one wife, managing their children and their own households well. For those who serve well as deacons gain a good standing for themselves and also great confidence in the faith that is in Christ Jesus.

***PRINT out the verse on the downloadable document or write it for referencing over time.***

## The Greek word for deacon is ‘diakonos’ meaning servant or minister

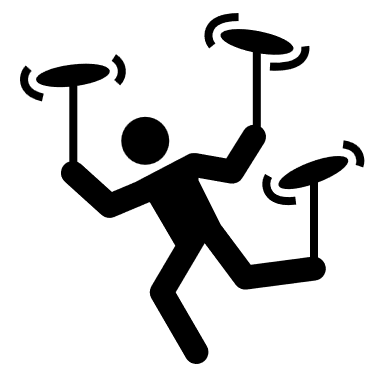
## Badge Question Mark with solid fillWhat is a deacon

* There are two roles of leadership specified in the Bible - Elders and Deacons
* A person is ordained /as a deacon in the Church
* Servant minister
* Part of a team – the diaconate. When the team functions well, the whole church thrives
* Qualified leader
* Example of faith-filled, Spirit-filled living, active in walking with God
* It is NOT a promotion i.e. hierarchy
* Deaconship is a responsibility
* One doesn’t have to be a deacon to serve. It is possible to be a ‘saint in service’ and be an active member of Christ’s body

## Open hand with plant with solid fillRoles and responsibilities of the deacon

* A person smiling in the woods

  Description automatically generatedSupporting the elders in practical areas, so that the elders can focus on the teaching, preaching and spiritual oversight
* Handle complaints
* Servants, leading by example
* Oversee daily distributions
* Handle simple church-related disputes
* Sensitive to different ages/generations
* Keep up with faith-filled, Spirit-filled living
* Know and teach Theology
* Involved and can deal in apologetics
* Opens doors to missions and apostolic work
* Ministers to people, equips others
* Use their gifts of the Spirit (which means they need to KNOW their gifts and how to use them)
* Not a paid role
* Result – Vital to the health and functioning of the Church, facilitate the increase of disciples



## Functions of a deacon

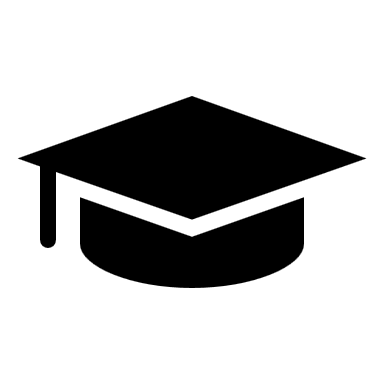
* The function, is to FUNCTION, i.e. serve.
* Deacons are normally people already serving in the church
* Assist leaders of teams in ministry. Understanding teams and team roles is essential
* E.g. hosting life groups, advising, counsel
* Encourager
* Be present
* Apostolic/missionary heart for people
* Kingdom perspective with regards to finances, faithfulness, finding the lost



Character

|  |  |
| --- | --- |
| * Proven character being supportive, and servant leaders WHICH AREA ARE YOU CURRENTLY ACTIVE IN IN THE CHURCH * Specific gifting DO YOU KNOW WHAT OUR GIFTING IS? * Honest and ethical with money, in business. Faithful with what you earn DEACONS HAVE TO BE ETHICAL WITH REGARDS TO MONEY * Content with your ‘station’, faithful with little or much * There is no specification of numerical age, however there is maturity needed for taking on the responsibilities. Deacons should be mature and spiritually grounded individuals * Strong prayer life | * Reflects humility, compassion and integrity * Active discipleship * Peaceful * Regular active participation in worship, joyful in worship * Engaged in evangelism * Generous * Obedient to God * Accountability * Spiritual discernment * Biblical knowledge * Evidence of fruit of the Spirit |

Godly Character



Qualifications of a deacon

* 1 Tim 3:8-13 ‘worthy of respect, not hypocritical, not drinking a lot of wine, not greedy for money, holding onto….faith
* Husbands of one wife i.e. monogamy
* Involved in their families and managing his wife and family competently – Love your wife, don’t aggravate children, training them according to God’s way
* In good standing in the community, worthy of respect ie not looked down upon, a good representative of Christ.
* Bold in their faith
* Elders oversee doctrine, direction, disciplines of the Church, lead, feed , care for the flock
* Worthy of respect – means there has to be a dignity in your life. An honourable person does honourable deeds
* Wisdom to know what to take seriously and what to let run off your back
* Honesty is an essential – 2 Corinthians 4:2
* Not perfect, but responsible, and answerable for your actions
* Not hypocritical – watch your tongue, don’t say one thing, and another tomorrow. Start with your heart as out of the overflow of your heart speaks
* Not greedy for money. How do you handle your personal money? should be done with wisdom and generosity. This sets the tone for the rest of the members to follow
* Generous with time, giving, time hospitality and sacrifice
* Convicted regarding faith
* Not given to drinking a lot of wine, gluttony, examples online, and in social circumstances e.g. what do your social media posts
* Not slanderers
* Self-controlled – not controlling others, or controlled by others. Sober-minded, controlling their emotions, responsible for our own healing in situations
* Accountable to leadership
* Marital faithfulness – exclusion of fornication, pornography. In a complementarian union in their marriage
* Previously divorced – still serve? It is the current relationship that is evaluated

## How are deacons chosen? Acts 6: 1-7

* Convicted regarding faith of the plans and promises in Christ, His Gospel and accomplishing His purpose on earth
* Deacons are tested first with observable proofs: Shown worthy that God is honoured first, stands with what the Church believes regarding doctrines.
* Genuine servant-heartedness is showing
* Their ministry is Christ-centred, resulting in His worship and His glory
* There is accountability in leadership
* Good reputation
* Full of the Spirit
* Full of wisdom
* Faith-filled and don’t slack off. Life happens, and we can’t be perfect, this is an overview look at their faith path
* Submits to eldership
* Team-player

## Other responsibilities to the Church

* A group of men standing outside

  Description automatically generatedAttend meetings as specified when you were ordained
* Tithe
* Connect with the flock
* Have the same heart as the eldership/leadership
* Contribute valuably
* Stick with the leadership through the hard times
* Conflict resolution
* Regular reporting
* Transparent

## Disqualifications for a deacon

* \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ haven’t been met
* Ability, availability, will or willingness in no longer there
* Authority or expectations are not \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_of the leadership
* Where it is not in the \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_of the deacon or deacon couple to continue to serve in the function
* Where it is acceptable to \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ without the burden or responsibility of serving as an ordained deacon

## Women deacons

A person with purple hair sitting in a chair

Description automatically generated

* Phoebe in the Bible is described with the same word ‘diakonos’ or server, and Paul asked the listeners of his letter to the Romans, to support her
* Romans 16:1-2

## Training needed for deacons…..and other serving saints in the Church

* Gifts of the Spirit
* Conflict management
* Teams and personalities
* Social media common sense
* Financial stewardship – budgeting, good financial management at home
* Skills e.g. PowerPoint, presentations

## For the facilitator and Eldership

* Information deacons need:
* Their specific role and the expectations which come with the positions
* Explain logistics: Meetings they are required to attend
* Deacons need enabling, e.g. information about who to contact in a specific situation, contact details for support team eg where electricity is a problem, it might be important to train them on how to use the generator, what to do when there are physical problems with the church building, which teams are available to support visitation etc. It is vital to build a team culture, where person pride is not a driving force, but effective ministry is.
* Deacons need to attend church services, however, they also need to rest. Allow for holidays and rest weekends preferably on a roster basis
* Listen – if one of the deacon s or candidates mentions being interested in a specific field, be careful not to dismiss this. Test their capabilities, it might be a valuable asset to allow them
* Work within the strengths of the person. It is self destructive to put people in the wrong area. Eg if someone has a gift for number, details or business, then use them in these fields, don’t put them on the worship team!
* Pray for your deacons. Serving our Lord means fighting in the front lines of the spiritual battle and we need to use the armour of God to protect us in this battle
* Unity in the leadership team is vital.   
  Deal with conflict and remove gossip.
* Support each other’s families, where one member might be ill or travelling etc. This is one of the basics regarding Christian love.

## Personal growth

Spiritual growth is essential, and leaders need to be good examples especially in these areas. It is vital that the personal growth in your relationship with Christ is encouraged.

* Bible reading
* Prayer
* Meeting together and fellowship with other Christians