

DEACONS TRAINING

Workbook



DEACONS TRAINING

DEACONS TRAINING

Published:
2022, Version 1

Unless otherwise indicated, all Scripture quotations are taken from The Holy Bible, English Standard Version® (ESV®), copyright © 2001 by Crossway, a publishing ministry of Good News Publishers. Used by permission. All rights reserved.

Scripture quotations marked (NIV) are taken from the Holy Bible, New International Version®, NIV®. Copyright © 1973, 1978, 1984, 2011 by Biblica, Inc.™ Used by permission of Zondervan. All rights reserved worldwide. www.zondervan.com The “NIV” and “New International Version” are trademarks registered in the United States Patent and Trademark Office by Biblica, Inc.™

Published: One16 Publishing
Reproduction, printing and distribution is restricted and subject to obtaining approval from the copyright owners at one16publishing@gmail.com



This booklet is intended for use with a series of short videos dealing with fulfilling the role of a deacon. Each video is approximately 10 minutes long and is designed to provoke thought and further reflection. While the videos can be viewed by individuals, we feel they will have maximum benefit if they are screened within a group setting. In that case, this may be facilitated by an elder or experienced deacon, followed by a discussion.

Each page of this booklet provides a brief overview of the key concept of the video, followed by personal questions that can be used for self-reflection, then several suggested questions to promote group discussion. Needless to say, a facilitator may wish to use all, some, or none of these questions. Finally, there is space provided for each individual to make personal notes.

We hope you enjoy the videos and that they prove helpful in further equipping you to serve within this role.



SESSION OVERVIEW

- 01:** Pillars in the Church
- 02:** Servants & Slaves
- 03:** What's My Job Description?
- 04:** Are you F.A.S.T?
- 05:** Democracy or Demonocracy
- 06:** Character Not Gifting
- 07:** What About the Women?
- 08:** Counting the Cost

- 09:** One Heart, Mind & Purpose
- 10:** Authority & Submission
- 11:** Where Are You Going?
- 12:** Mighty Men & Women
- 13:** I Was Gonna Do It ...
- 14:** Delegation, Duplication & Abdication
- 15:** Tinker, Tailor, Soldier, Spy - Part 1
- 16:** Tinker, Tailor, Soldier, Spy - Part 2

PILLARS IN THE CHURCH

SESSION 1

OVERVIEW

If we are to build church in a way that glorifies Jesus, we need to build His way. He builds using people. One of the keys to ensuring that we are built together, and each person is activated to walk in their calling, is the role of deacons.

PERSONAL REFLECTION

- What is my role in the church?
- Do I see myself as a pillar in the church?
- What am I doing to strengthen the church?
- Am I carrying the load that the Lord has asked me to carry?

GROUP DISCUSSION POINTS

- Are we building the right way?
- Do we truly see deacons as pillars in the church?
- Do our deacons feel adequately trained and supported?
- Are our deacons being put in the right places and used effectively?

[illegible]

SERVANTS & SLAVES

SESSION 2

OVERVIEW

Deacon is a word that derives from the Greek word for servant. But is that all a deacon is? All followers of Jesus are called to be servants – and even slaves. Serving well is not the qualification of a deacon, but of every believer. Deacons are servant leaders.

PERSONAL REFLECTION

- Am I servant hearted?
- Am I able to lead in some capacity?
- Am I implementing the vision of the elders?
- Am I willing to carry out the requests of others?
- How much do I trust and submit to the elders?
- What will people 'catch' from me?

GROUP DISCUSSION POINTS

- What are we looking for in potential deacons?
- Are we putting limits and restrictions on deacons that the Bible doesn't?
- How can we see deacons walk in the fullness of what God has called them to?
- What does it look like when elders and deacons work well together?

This image shows a full page of white paper with horizontal dotted lines. The lines are evenly spaced and run across the width of the page, providing a guide for handwriting or typing. There are no margins, text, or other markings on the page.

WHAT'S MY JOB DESCRIPTION?

SESSION 3

OVERVIEW

While we like to have things clearly defined, it is dangerous to restrict the role of a deacon to a specific job description.

PERSONAL REFLECTION

- Am I willing to do whatever is needed?
- What am I gifted to do and what am I willing to do?
- Is there anything I would be unwilling to do? Why?
- How and where can I be most effective?

GROUP DISCUSSION POINTS

- What are the expectations of deacons within our leadership team?
- How do we balance the tension between using people where they are gifted and using people where they are needed?
- Have we put limits on deacons that are unbiblical?
- Are elders doing the work of deacons - or are they delegating effectively?
- Do elders see deacons as less gifted and less able than they really are?
- Are the elders and deacons working together closely enough?

This image shows a full page of white paper with horizontal dotted lines. The lines are evenly spaced and run across the width of the page, providing a guide for handwriting or typing. There are no margins, text, or other markings on the page.

ARE YOU F.A.S.T?

SESSION 4

OVERVIEW

Playing team is necessary for us to walk out what God has for us. Deacons need to be faithful, available, submissive and teachable. What does this mean practically?

PERSONAL REFLECTION

- Can I be considered reliable, trustworthy and faithful?
- Can God entrust me with what is valuable to Him?
- How available am I to do what I am asked to do and go where I am needed?
- Do I understand submission to Godly authorities?
- Can I be entrusted to carry the vision of the team?
- How teachable am I really?

GROUP DISCUSSION POINTS

- Do we carry one vision as a team? Are we all walking in the same direction?
- How closely do we work together? How could we improve this if needed?
- Is there mutual trust between us as a team?
- Do we understand expectations that exist? Are these reasonable?

NOTES

DEMOCRACY OR DEMONOCRACY

SESSION 5

OVERVIEW

We must govern the church God's way. He did not design His church to be run as a democracy. So how do we explain the description of how the deacons were chosen in Acts 6?

PERSONAL REFLECTION

- How important are other people's opinions to me?
- Am I secure in my calling?
- Am I showing leadership?
- Would people be able to identify me as a deacon through my character and actions?

GROUP DISCUSSION POINTS

- How do we recognise who should serve as a deacon?
- Are we actively looking to find and train people to be leaders?
- Do the saints feel they have a part to play in raising leaders?

NOTES

[illegible]

CHARACTER NOT GIFTING

SESSION 6

OVERVIEW

The Biblical qualifications for deacons relate to character not gifting. God is more concerned with our character than our ability.

PERSONAL REFLECTION

- Do I set a good example for the saints?
- What would the church look like if everyone imitated me (prayer, worship, giving, etc?)
- Do I welcome people speaking into my life?
- Is there anything in the Biblical qualification of a deacon that I need to work on?
- Are there any hidden things in my life?

GROUP DISCUSSION POINTS

- How well do we set an example as a team?
- How do we help each other grow to become more like Christ?
- Do we have a culture of openness and accountability?
- Are we actively helping people overcome those things that currently disqualify them?

NOTES

[illegible]

WHAT ABOUT THE WOMEN?

SESSION 7

OVERVIEW

The roles of men and women is often debated and discussed within the church. We must position ourselves according to how God dictates, not according to culture. Given that we see government as male, it is important to understand what the Bible says about the office of deacon and whether women can fulfil this role.

PERSONAL REFLECTION

- Is my view about the role of men and women shaped by my culture or by Scripture?
- Am I comfortable with the role God has called me to?
- Do I understand that we can be equal in value while being different in function?
- Do I find anything in this video offensive? Why is this?

GROUP DISCUSSION POINTS

- How do we ensure every man and woman walks in their calling in a Godly manner?
- What do these principles mean for both married and single deacons?
- Do we draw clear lines where Scripture is vague, or are we vague where Scripture is clear?
- Do we understand the difference in the kind of authority carried by deacons and elders?

This image shows a full page of white paper with horizontal dotted lines. The lines are evenly spaced and run across the width of the page, providing a guide for handwriting or typing. There are no margins, text, or other markings on the page.

COUNTING THE COST

SESSION 8

OVERVIEW

There is a very real cost in being a deacon. We should always count the cost before embarking on a project. We need to be those who count the cost and willingly choose to serve.

PERSONAL REFLECTION

- Am I willing to pay the price of being a deacon?
- What is the hardest thing for me to give?
- How passionate am I about Jesus and the Kingdom?
- What will help me persevere when I am tempted to quit?
- How resilient am I?

GROUP DISCUSSION POINTS

- Have we shown people the 'Pearl of Great Price', so they become willing to pay the price?
- How well do we support one another through tough times?
- How should we process leaders who feel they can't go on?
- Are we looking after ourselves and one another to ensure we finish the race?

NOTES

This image shows a full page of white paper with horizontal dotted lines, typical of primary school writing paper. The lines are evenly spaced and run across the width of the page. There are no margins, text, or other markings on the paper.

ONE HEART, MIND, & PURPOSE

SESSION 9

OVERVIEW

Paul urges us to value and guard real unity in the church. This can only happen where we are willing to die to self: putting to death our ambitions, need to be heard and our rights, etc. We need to be of one heart, mind and purpose. One way to preserve unity is to recognise that though we are equal, we have different functions - and we should be like Christ who was able to make Himself nothing, submitting to the Father.

PERSONAL REFLECTION

- Does my heart belong to the team?
- Am I of one mind with the team?
- Have I given myself to the same purpose as the rest of the team?
- What prevents me from totally giving myself in unity?
- How can I guard myself against offence, division and other things that could bring disunity?

GROUP DISCUSSION POINTS

- How united are we as a team?
- What does unity look like for us?
- What can we do to strengthen and build unity?
- What are the greatest risks to our unity?
- What is the difference between peacekeepers and peacemakers?
- Are we effectively communicating to both believers and unbelievers?
- Are we providing clear opportunities to respond to the message?

This image shows a full page of white paper with horizontal dotted lines. The lines are evenly spaced and run across the width of the page, providing a guide for handwriting or typing. There are no margins, text, or other markings on the page.

AUTHORITY & SUBMISSION

SESSION 10

OVERVIEW

Matthew 8 shows us the story of the centurion who displayed great faith. He truly understood that Jesus carried the authority of His father. He understood the relationship between authority and submission.

PERSONAL REFLECTION

- Am I a person under authority?
- Do I submit willingly?
- Do I understand the difference between submission and obedience?
- How do I carry authority?
- What is the source of our authority?
- Am I truly representing Christ when I exercise authority?

GROUP DISCUSSION POINTS

- Is there a mutual submission amongst the team?
- How do we exercise our authority? Is this ever abused amongst us?
- What does it look like for us to delegate authority?
- How can we grow in spiritual authority?

This image shows a full page of white paper with horizontal dotted lines. The lines are evenly spaced and run across the width of the page, providing a guide for handwriting or typing. There are no margins, text, or other markings on the page.

WHERE ARE YOU GOING?

SESSION 11

OVERVIEW

We have been given a mission. We are called to make disciples. All of us are affecting the people around us so we should ensure that we are influencing people the right way.

PERSONAL REFLECTION

- Who am I influencing?
- Is my influence positive?
- What influences are affecting my walk with the Lord - either positively or negatively?
- How can I increase my influence?
- Who am I connected with and how can I deepen connection with others?
- When was the last time I made the difference in a meeting or amongst a group of friends?

GROUP DISCUSSION POINTS

- Is every individual in our care being effectively discipled? How can we improve this?
- Are we also looking to see people saved and brought into the life of the church?
- Who can we identify in the congregation that is positively influencing others?
- Who in the congregation is struggling to connect with others?
- Is the leadership team leading others into more?
- Can we say with conviction, "Imitate me as I imitate Christ"?

This image shows a full page of white paper with horizontal dotted lines. The lines are evenly spaced and run across the width of the page, providing a guide for handwriting or typing. There are no margins, text, or other markings on the page.

MIGHTY MEN & WOMEN

SESSION 12

OVERVIEW

We need mighty men and women to rise up. Each of us has been gifted to serve the church. Even the least gifted have incredible power at their disposal through the Holy Spirit. As leaders, we need to see mighty men and women raised up among us.

PERSONAL REFLECTION

- Do I know my gifting and calling, and place in the body?
- Am I willing to try the impossible?
- When was the last time I took a risk for God?
- Who am I discipling, training and raising up?

GROUP DISCUSSION POINTS

- Do we recognise gifting among us?
- How open handed are we in our leadership?
- Is there freedom in the body for each person to minister?
- Can we recognise that some people are more gifted than us, in certain areas?
- How can we see more gifts released among us?

This image shows a full page of white paper with horizontal dotted lines. The lines are evenly spaced and run across the width of the page, providing a guide for handwriting or typing. There are no margins, text, or other markings on the page.

I WAS GONNA DO IT ...

SESSION 13

OVERVIEW

We need to be a faithful people. We need to act when the Lord speaks. We also need to understand that delayed obedience is disobedience.

PERSONAL REFLECTION

- Do I procrastinate?
- What stops me from acting timeously?
- Am I lazy?
- Am I a willing worker?
- Can I anticipate the needs of my leaders?
- Do I go above and beyond what is asked of me?

GROUP DISCUSSION POINTS

- As a team, do we respond quickly to the Lord?
- How do we learn to anticipate the needs of others?
- How do we respond to those who serve us and help us?
- How do we ensure we are not asking too much, or too little, of others?
- Are the elders and deacons working closely together?

NOTES

DELEGATION, DUPLICATION & ABDICATION

SESSION 14

OVERVIEW

Sometimes we can become overwhelmed or exhausted from doing all the work that is required in the church. God's plan is that we work together, not as individuals. We are designed to work in team. Delegation is essential.

PERSONAL REFLECTION

- Am I someone to whom work can be delegated?
- Am I able to delegate work to others?
- Do I have an accurate view of my own gifting and capacity?
- Am I being faithful to do what I need to do?
- Do I take responsibility for things?

GROUP DISCUSSION POINTS

- How well do we delegate?
- Do we trust others to do what is needed?
- What is preventing us from seeing a true priesthood of all believers?
- Is each member of the leadership team playing in the right position and carrying their weight?
- Is there anything preventing us from delegating as we should?
- Do we understand the connection between authority and responsibility?

NOTES

This image shows a full page of white paper with horizontal dotted lines. The lines are evenly spaced and run across the width of the page, providing a guide for handwriting or typing. There are no margins, text, or other markings on the page.

TINKER, TAILOR, SOLDIER, SPY - PART 1

SESSION 15

OVERVIEW

The role of a deacon is multi-faceted. Defining the job description of a deacon too narrowly could cause problems, however, we can broadly describe some of the roles of deacons within church life.

PERSONAL REFLECTION

- Do I carry myself with humility?
- Am I willing to go wherever there is a need?
- Would I consider myself to be a servant?
- Do I tend to be critical, or do I believe the best of others?
- Do I see problems, or do I find solutions?
- Do I try to make others look better than they are?
- Do I get upset or offended if I don't receive recognition?

GROUP DISCUSSION POINTS

- How do we harness the different abilities and gifts that people have?
- How can we gain maximum benefit from our deacon team?
- Are the deacons free to both communicate where problems may lie and provide potential solutions?
- How can we cover over people's weaknesses without covering up sin and failures?

[illegible]

TINKER, TAILOR, SOLDIER SPY - PART 2

SESSION 16

OVERVIEW

The role of deacon is multi-faceted. Defining the job description of a deacon too narrowly could cause problems, however, we can broadly describe some of the roles of deacons within church life.

PERSONAL REFLECTION

- How willingly do I execute the orders of others?
- Do others follow where I am going?
- Do I encourage others and lead them to be good soldiers of Christ?
- Am I self-disciplined and courageous as a soldier needs to be?
- Do I know my part?
- Do I communicate the vision of the church with faith and enthusiasm?

GROUP DISCUSSION POINTS

- Do the deacons know and understand the vision of the elders?
- Do the deacons know how they can position themselves to make such vision a reality?
- How effective is our communication, both amongst leadership and to the saints?

This image shows a full page of white paper with horizontal dotted lines. The lines are evenly spaced and run across the width of the page, providing a guide for handwriting or typing. There are no margins, text, or other markings on the page.