

Deacon Nomination Guide & Interview Questions

Nominee's Name:

Key Passage:

1 Timothy 3:8-13. "Deacons likewise must be dignified, not double-tongued, not addicted to much wine, not greedy for dishonest gain. They must hold the mystery of the faith with a clear conscience. 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, faithful 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."

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Thank you for helping Iron Works Church identify our next set of officers! As you think through who to nominate for the office of deacon, a helpful way to weigh potential candidates is to evaluate their character, competency, and calling. We encourage you to sit down with the man you would like to nominate and to work through the following questions together. Then using the [nomination form](#), let your session know why you think this candidate would make a good deacon given what you have learned. Remember, no man is perfect, but you should see God's Spirit at work in a future elder developing this kind of character, competency, and calling.

Please remember a man must be a communing member at Iron Works Church to be nominated. And he can only be nominated by other communing members of our church. Also just because a man is nominated does not necessarily mean that he will actually become a deacon. In addition to being nominated, he must be trained and vetted by the session and ultimately elected to office by the congregation.

I. Character

A man's character is critical in determining if he can serve as a deacon in Christ's church. What do you know about this man's personal walk with the Lord? Is he in God's word daily? Would you describe him as a man dedicated to prayer?

Christlike example

Deacons lead by example and model to the church what it looks like for us to love and serve one another the way Christ does. Is this man a spiritual example (Acts 6:2-3)?

Read through 1 Timothy 3:8-13. How does this man's character and lifestyle line up with the Biblical requirements and expectations?

Is he dignified in behavior? Does he have a tendency to slander or gossip or speak poorly of others? How does he talk about those he disagrees with? Does he abuse alcohol or substances? Is his life marked by greed? How does he lead his household?

How is he demonstrating faithfulness in those areas over which he is currently responsible?

Sympathy



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Our Book of Church order describes the office of deacon as one of “sympathy and service.” Deacons display Christ’s heart for the hurting and needy. How do you see this man showing compassion and care? Is he drawn in compassion toward the needy?

Service

Deacons put Christ’s servant heart on display (Matthew 20:25-28). How has this man demonstrated a Christlike heart of service to those around him?

II. Competency

Having considered your nominee’s character, now think through his competency to serve as a deacon. Here are some categories to ask him about.

Teamwork

The deacons, known collectively as the diaconate, must work together as a team as they serve the needs of the church (Acts 6:1-6).

How do you think this man would fit on the diaconate, working closely with a group of men?

How has this man dealt with conflict within a group or team setting?

How would this man handle conflict and disagreement amongst members of the diaconate?

Practical service

The deacons are responsible for overseeing many of our building’s needs. They organize and run work days to care for our physical space as well as perform a fair amount of maintenance. They also use their skills to serve those in our congregation who struggle to meet their own needs (e.g., elderly families who need help with routine home maintenance). Often our deacons are the first responders in emergency situations. How do you see this man’s skills contributing to our practical service needs? Have you seen him already engaged in serving this way? Does he demonstrate an eagerness to service in tangible ways?

Our deacons also handle many of our financial concerns, including managing our Mercy fund and using those funds to meet practical needs in the church. Is this man trustworthy with money? Is he stingy or eager to help those with financial needs? How is he stewarding the money he does have responsibility for?

Mobilizing

Deacons are doers, and they should be mobilizers too. Deacons should be mobilizing the church to serve each other. Do you see this man helping get others on mission? Does he bring others along as he serves?

III. Calling

A man may have the right character and competency and still not be called to be a deacon. Here are a couple more categories to think through and ask a potential nominee about.



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Willingness to serve

There are often many qualified candidates who for some reason or another aren't willing to serve as a deacon. Before nominating someone, ask him if he would be willing to explore serving as a deacon and undergo officer training as a way of discerning God's call on his life. And if not, press him on why. If you think he'd make a good deacon, he should hear your reasons and maybe he will reconsider serving as a deacon.

Doctrinal & missional alignment

Deacons in our church need to be able to subscribe to the Westminster Standards in good faith. Is this man on board with what we believe as a church? (If this man agrees to be nominated he will go through training with the session who will vet his doctrinal beliefs.)

Does this man agree with what he knows of the mission of our church? Do you see him involved in the areas that matter to our church like home group, prayer meetings, service teams?

Time & energy

The job of a deacon requires a significant investment of time and energy. The diaconate meets in the evenings once a month. Other evening and weekend work is sometimes required, especially in cases of emergency. A deacon needs to be proactively engaged in the life of the church and its members.

Is this man able to make the time commitment required of a deacon?

Does this man have the mental, physical, emotional, and spiritual energy required to be an effective deacon?

Are this man's wife and children supportive of him potentially serving as a deacon? Do they also understand the time and energy that will be required of him?

Is this man aware of the spiritual warfare that exists in the church and especially with the church leaders?

Resources:

[Book of Church Order](#): See chapter 9 on "The Deacon."

Podcasts:

- ["Why You Need Good Deacons"](#) from the Every Day Pastor podcast

Articles:

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Books:

- [Deacons](#) by Matt Smethurst
- [Ministries of Mercy](#) by Tim Keller

