



# REDEEMER REDMOND

12/20/2017

Dear Redeemer spiritual family,

One of the most important things we do at Redeemer is leadership development. I see this as *my most strategic work* as your pastor. I am working hard to develop a pipeline of men and women who are trained in the gospel, equipped to serve as pacesetting leaders, who have a heart for Christ and His church, and who are impacting the city, workplaces, and culture where God has planted them.

As Redeemer grows, one vital aspect of leadership development is the raising up men to serve as elders and deacons. Consequently, in January we will be taking nominations for elders and deacons. Along with this letter I have inserted a couple of documents that are intended to help you understand this process: (1) a *Guide* for nominating elders and deacons, (2) *5 Questions* you should prayerfully ask in considering serving as an elder or deacon, and (3) a *Nomination Form*.

### ***The Process of Raising up Elders and Deacons***

Here is the process by which a man goes from being nominated to being ordained as an elder or deacon. You will see a good set of “checks and balances” in this process.

#### ***Step One: Nomination***

The man must first be *nominated* by a member of Redeemer Redmond. In other words, a member of our church must see in them elder or deacon gifts and graces. After a man has agreed to be nominated as an elder or deacon they enter into a process of training led by the elder board (session). *If you are a member of Redeemer would you prayerfully considering nominating a man who you feel has the gifts and graces to be an elder or deacon (see form below).*

#### ***Step Two: Gospel Leadership Class***

Our training begins with a 20 week Leadership Formation class that meets on Sunday mornings. This class is open to all men and women in the church, but is required for elder and deacon nominees. This class will meet on Sunday mornings.

- In this course we study (1) Redeemer’s missional calling and Gospel identity; (2) Gospel-Motivated Leadership, and (3) Reformed theology and government;
- This class begins the first Sunday in February and runs through May, 2016.

***Step Three: One-on-one mentoring***

During the summer our elders and deacon nominees are assigned an elder or deacon mentor who will walk with them through personal character assessment/qualifications. This is a more personal one-on-one time to discern issues of character, calling, and to ensure if one fits with the theological commitments of Redeemer.

***Step Four: Examination***

During September the elder and deacon nominees will go through a rigorous personal and theological examination. During a portion of the examination the elder-candidate's wife joins us to ensure there is a shared sense of calling to serve on the deacon or elder team and that there is no marriage or character issues that we need to be aware of.

***Step Five: Election***

In early October the elder board will bring the candidates to the congregation who have been examined and who the elders are confident are ready to serve as elders or deacons. At a called meeting, the congregation votes to elect them. A majority of votes are necessary for a man to be elected as an elder or deacon.

***Step Six: Ordination***

On the last Sunday of October, we come to the day of celebration: ordination. On this is Sunday, the men who have been elected to serve as elder or deacon are ordained. They take solemn vows to shepherd the congregation and walk in holiness of light. And the officers of the church lay hands on them and "set them apart" for service to the church. *This year will ordain deacons and elders on Sunday, October 28<sup>th</sup>.*

**Conclusion**

It is an honor to serve as your pastor. I am firmly committed to developing leaders who love the Gospel of Jesus, who love people, and who are gifted to lead.

Paul counsel to Timothy should serve as a guide to our selection of elders and deacons. He says "If anyone aspires to the office of overseer, he desires a noble task." (I Timothy 3:1). He goes on then to list the necessary qualifications for elders (3:1-7) and deacons (3:8-13). It would be great if you would take some time to read through these qualifications and prayerfully ask who the Holy Spirit is raising up as an elder or deacon in our congregation. And if the Holy Spirit is stirring *your heart* to serving in this way, you desire a noble task.

May God's Holy Spirit lead our congregation in the raising up of men for the care, shepherding and leading of the church of God.

Grace,

Rev. Jason Dorsey

# A Guide to nominating Elders and Deacons at Redeemer Redmond

What follows is a guide to nominate elders and deacons at Redeemer. The nomination of elders and deacons is an important role that Redeemer members play in the building up of the church. Please read through this *Guide* and prayerfully consider who the Holy Spirit might be moving you to nominate:

- Why does the church have spiritual leaders?
- Why does the church have elders and deacons?
- What you should look for in elders and deacons?

## Why does the church have spiritual leaders?

### *For the building and advance of the church*

Titus 1:5 teaches us that part of God's plan for the organic structure, building, and advancement of the Church is biblically trained, mature, and set apart leaders.

"The reason I left you in Crete was that you might straighten out what was left unfinished and appoint elders in every town, as I directed you. <sup>6</sup>An elder must be blameless, the husband of but one wife, a man whose children believe and are not open to the charge of being wild and disobedient. <sup>7</sup>Since an overseer is entrusted with God's work, he must be blameless--not overbearing, not quick-tempered, not given to drunkenness, not violent, not pursuing dishonest gain. <sup>8</sup>Rather he must be hospitable, one who loves what is good, who is self-controlled, upright, holy and disciplined. <sup>9</sup>He must hold firmly to the trustworthy message as it has been taught, so that he can encourage others by sound doctrine and refute those who oppose it."

### *To equip God's people for works of service*

Ephesians 4:7-16 teaches us that God's plan for bringing the church to maturity, the "fullness of Christ", is to have individuals who have been set apart "to prepare God's people for works of service." This shows us that the "role" of pastors, elders and deacons, and all other leaders in the church is to "equip" God's people for ministry (not to do all the ministry themselves!).

"<sup>11</sup>It was he who gave some to be apostles, some to be prophets, some to be evangelists, and some to be pastors and teachers, <sup>12</sup>to prepare God's people for works of service, so that the body of Christ may be built up <sup>13</sup>until we all reach unity in the faith and in the knowledge of the Son of God and become mature, attaining to the whole measure of the fullness of Christ. <sup>14</sup>Then we will no longer be infants, tossed back and forth by the waves, and blown here and there by every wind of teaching and by the cunning and craftiness of men in their deceitful scheming. <sup>15</sup>Instead, speaking the truth in love, we will in all things grow up into him who is the Head, that is, Christ. <sup>16</sup>From him the whole body, joined and held together by every supporting ligament, grows and builds itself up in love, as each part does its work."

### *For spiritual accountability*

Hebrews 13:17 teaches us that accountability to spiritual leaders is necessary because of the reality of sin: every believer must "obey your leaders and submit to them, for they are keeping watch over your souls". This command assumes that Christians have a covenant with certain spiritual leaders. They are responsible for you and you to them. Some people may say, "I am accountable only to God." Ultimately, only God has authority over you. But the doctrine of sin should sober us about making ourselves the sole judges over our own hearts, "the heart is deceitful above all things and beyond cure. Who can understand it?" (Jeremiah 17:9).

## What are the roles of elders and deacons?

### ***Ruling Elders***

Elders are men who, by God's grace, direct the affairs of the church (leading and caring for the congregation). Their general duties are the (1) shepherding, nurturing and the discipline of the congregation, (2) prayer, (3) providing leadership and ministry oversight, and (4) and teaching. Their specific duties are (1) member interviews and admission; (2) training and examining new officers; (3) pastoral oversight through community groups system; and they are (4) the final "court of appeal" on doctrinal and discipline issues and cases. (Read these passages regarding the Office of Elder: I Timothy 3:1-7 and Titus 1:5-7)

### ***Deacons***

Deacons are men who, by God's grace, care for the needs of the church and community. Their general duties are (1) caring for our congregation, (2) empowering our people to serve, (3) doing works of mercy and justice, (4) meeting "felt" needs through deeds (Acts 6:1-6), (5) encouraging biblical stewardship. Their specific duties are (1) disbursing financial/material aid, (2) crisis intervention (sickness and death, other losses), and (3) support of mercy programs and ministries. (Read these passages regarding the Office of Deacon: I Timothy 3:8-13 and Acts 6:1-8)

## What are the Qualifications necessary for elders and deacons?

The qualifications for these offices are in I Timothy 3 (NASB):

### ***The Office of Elder (Overseer)***

<sup>1</sup> It is a trustworthy statement: if any man aspires to the office of overseer, it is a fine work he desires to do.

<sup>2</sup> An overseer, then, must be above reproach, the husband of one wife, temperate, prudent, respectable, hospitable, able to teach, <sup>3</sup> not addicted to wine or pugnacious, but gentle, peaceable, free from the love of money. <sup>4</sup> He must be one who manages his own household well, keeping his children under control with all dignity <sup>5</sup> (but if a man does not know how to manage his own household, how will he take care of the church of God?), <sup>6</sup> and not a new convert, so that he will not become conceited and fall into the condemnation incurred by the devil. <sup>7</sup> And he must have a good reputation with those outside the church, so that he will not fall into reproach and the snare of the devil.

### ***The Office of Deacon***

<sup>8</sup> Deacons likewise must be men of dignity, not double-tongued, or addicted to much wine or fond of sordid gain, <sup>9</sup> but holding to the mystery of the faith with a clear conscience. <sup>10</sup> These men must also first be tested; then let them serve as deacons if they are beyond reproach. <sup>11</sup> Women must likewise be dignified, not malicious gossips, but temperate, faithful in all things. <sup>12</sup> Deacons must be husbands of only one wife, and good managers of their children and their own households. <sup>13</sup> For those who have served well as deacons obtain for themselves a high standing and great confidence in the faith that is in Christ Jesus. <sup>14</sup> I am writing these things to you, hoping to come to you before long; <sup>15</sup> but in case I am delayed, I write so that you will know how one ought to conduct himself in the household of God, which is the church of the living God, the pillar and support of the truth.

***Here is a summary/conflation list of necessary qualities. Look for the following characteristics in all church leaders. Don't consider someone for the office of elder or deacon unless you know he qualifies.***

#### ***A. Advanced maturity of Christian Character.***

- (1) Self-management disciplines: (Getting work done on time, not being controlled by outside circumstances, keeping commitments, consistent, honest)
- (2) Interpersonal disciplines (sensitive to others, winsome and at ease in confronting, good listener, teachable, patient and warm, not controlling).

- (3) Gospel confidence (a gracious and affirming spirit, not irritable; a repenting-in-joy spirit, not defensive; a grateful spirit, even in trouble, not self-pitying).
- (4) Spiritual disciplines (consistent prayer/Bible study; knowledgeable in the Bible; handling temptation well – free from patterns of besetting sin; no un-reconciled relationship in the Body; good accountability relationships in the Body; consistent outreach to those without Christ; able to disciple a new believer)

*B. Ministry and Leadership gifts and skills*

- (1) Evangelism: They are involved in friendship evangelism. They share their faith with others regularly.
- (2) Discipleship: They encourage spiritual growth in others. They are involved in discipling people.
- (3) Group Leadership: They demonstrate an ability to lead. This is often seen in their ability to lead groups of people.
- (4) Counseling wisdom (not necessarily training): They are able to “command respect”. People go to them for spiritual counsel.
- (5) Teaching: They are able to communicate clearly their faith in Jesus Christ. (For Elder candidates this means that they display an aptitude to teach. I enjoy learning from them. They are committed to teaching the gospel, the whole counsel of God as it is laid out in the Scriptures).

*Committed to Redeemer Redmond’s commitments*

It is important that Elders and Deacons share Redeemer’s mission and theological values. So ask yourself these questions. Does he show:

- (1) Commitment to the Gospel: Does he have a commitment to the Gospel as not only the A, B, C’s of the Christian life, but as the A-Z of the Christian life. In other words, do they get how the Gospel of God’s grace in Jesus Christ is the power by which our lives are transformed through all of life. We never get beyond the Gospel or grow out of our need for its message.
- (2) Commitment to Community: Does he participate in a community group? Is he committed to growing as a disciple in the context of Christian community? Does he show his heart for shepherding (if an elder candidate) or heart for serving others (if a deacon candidate) in the context of community?
- (3) Commitment to theological balance: Does he understand reformed theology and get the gospel? Is he gospel-centered in their approach to theology? Does he hold to the truth in love? Another way of putting this is does he have strong theological bones that do not protrude but are covered by the flesh of a vibrant Christian ethical life and a heart that beats with love for the gospel of Jesus?
- (4) Commitment to the nurture/evangelism balance: Does he have a heart for both the shepherding, care and nurture of the church *and* for outreach, evangelism, and service to the community. Is he both inward (spiritual nurture of the congregation) and outward faced (have a heart for mercy and evangelism)?

**Redeemer Redmond Church**  
*Elder and Deacon Nomination Form*

**Redeemer Redmond is taking nominations from Redeemer members for the offices of elder and deacon. You must be a member in good standing to nominate a candidate for elder or deacon at Redeemer Redmond.**

**TO NOMINATE A DEACON CANDIDATE, DO THE FOLLOWING:**

- 1. VERIFY** with your candidate that he has been a Christian *for at least three years* and a member of Redeemer *for at least one year*.
- 2. ASK** your candidate if he is willing to serve as in the office of Elder or Deacon, depending on which office you are nominating him for.
- 3. IF THE ANSWERS TO #1 & #2 ARE YES**, you may submit their names on the form below.
- 4. THE NOMINATOR MUST SIGN & DATE THIS FORM** (\*nominations must be submitted in writing\*).
- 5. PLEASE RETURN FORM TO PASTOR DORSEY(**
  
- 6. DEADLINE: Sunday, January 28<sup>th</sup>, 2017**

Name	Nominated for Elder/Deacon
_____	_____
_____	_____
_____	_____

**Member Name (print):** \_\_\_\_\_

**Member Signature\* :** \_\_\_\_\_

**Date:** \_\_\_\_/\_\_\_\_/\_\_\_\_

\* I have asked all the above candidates and they have agreed to the nomination.

## Five questions you should ask as you consider serving as an elder and deacon:

1. Am I being called to serve Christ and His Church as an elder or deacon? (If you are married) Does my wife affirm my calling?
  - Am I being called by God? Do I have a sense of an *internal call* to this office of elder/deacon?
  - Am I being called by the congregation? Do I have a sense of a call to our concrete church community, Redeemer Redmond? Have people in the church affirmed my gifts and spiritual maturity to serve as an elder/deacon?
2. Am I able to give the time and attention to serving in the office of elder/deacon? Serving in the church takes a lot of time and energy. It requires healthy boundaries: you will need to say both “yes” and “no”.
  - Am I able to care for my first responsibility of the family, my relationship to my wife (if I am married) and to my children (if you have children)? Can I say “yes” to my family and still have time and energy to give to the Church family?
  - Am I also able to say “yes” to the church family; to give time and energy to the Church? Do I have healthy boundaries, and know when I need to say “no” to the Church and focus on my family, work or other responsibilities?
3. Do I know the cost of leadership in the church? Winston Churchill said to the English people at the onset of WWII, “I have nothing to offer you but blood, toil, sweat and tears.” This is true of serving in the church. We serve together as a band of brothers, and as soldiers on the front lines. The following are some of the costs of leadership:
  - The cost of being rooted and committed to a people and place. You will be asked to lead the community as a chief repenter. You will have to stay in relationships even when it hurts.
  - The cost of conflict. Often church leadership puts us smack dab in the middle of conflict, whether personal or doctrinal conflict. Are you willing to bear this burden of leadership? Are you willing to discipline or say goodbye to dear friends and partners in ministry. That may be the hardest part of ministry.
4. Do I share Redeemer’s missional and theological emphases? Am I willing to fight for the truth of the gospel, and to keep the gospel of Jesus at the center of all we do? Is the Gospel my theological agenda? Do I represent the interests of the gospel, not some group in the church/theological hobbyhorse?
  - Do you have a commitment to the Gospel as both the ABC’s and the A-Z of the Christian life?
  - Do you have a commitment to the Community Group model as the front lines of discipleship and pastoral care?
  - Do you have a commitment to theological balance (reformed & gospel centered) and nurture/evangelism balance (inward-outward faced)?
5. Am I broken *and* bold?
  - Do I have a deep sense of my sin and sinfulness? Am I living a lifestyle of confessing your sin and & repenting of it? Can you say with Paul that you are the “chief of sinners?” Are you learning to say this?
  - Do you have a deep, functional sense, of God’s love for you through Jesus? Are you confident of your status as a son of God and secure in your identity in Jesus?