

Renewal Ministries of Colorado Springs

Hope and Healing Through Christ-Centered Ministry

POTENTIAL LEADERSHIP QUESTIONNAIRE

Note: This questionnaire has been prepared for use by those who embrace a Charismatic or Pentecostal theology. However, it may be easily tailored to meet your specific needs.

1st Timothy 3:1 (NIV) “Here is a trustworthy saying: If anyone sets his heart on being an overseer, he desires a noble task.”

A thorough study of the scriptures used to describe leadership in the New Testament Church will show that the terms Bishop, overseer and elder as used are interchangeable. For a brief overview read Elder word study.

We feel that there are men in this local church who have their hearts set on becoming elders. This is the way it should be. You desire a noble task.

1st Timothy 3:2-7 and Titus 1:6-9 establish the criteria for eldership. Every Christian man should desire to meet these criteria. This does not mean that every man who does meet the criteria is automatically to become an elder. Only those appointed to this task by the Holy Spirit should be placed into the office of an elder.

We will ask for pertinent data concerning you and your family. Then we will give definitions of the various words used in the scriptures mentioned above. Questions will be asked after each definition.

A. Personal Information

Date: _____

Name: _____ Birth Date: _____

Name of Spouse: _____ Birth Date: _____

Anniversary Date: _____ Have either of you been married before? _____

If married before please details i.e. when, how long, number of children etc. _____

Names and ages of children: _____

Where do your children attend school: _____

Home address: _____

City: _____ State: _____ Zip: _____

Home Phone: _____ Work Phone: _____

Fax: _____ E-mail: _____

Employer: _____ Hire Date: _____

Your Occupation: _____

Wife's Employer: _____ Hire Date: _____

Wife's Occupation: _____

High School Graduate? _____ Year: _____ School: _____

College Graduate? _____ Year: _____ School: _____

What was your major or special course of training? _____

What positions of ministry have you had in this congregation? Please indicate dates of these ministries. _____

What positions of ministry have you had in other congregations or organizations? Please indicate dates of these ministries. _____

When were you saved? _____

When was your wife saved? _____

Do you plan to leave (*city name* _____) in the near future? _____ If so, when and where?

Do you spend time daily in prayer and Bible reading? _____ If not, how often? _____

Do you spend time "waiting" on the Lord? _____

Does your wife spend time daily in prayer and Bible reading? _____ If not, how often? _____

Does your wife spend time "waiting" on the Lord? _____

What gifts of the Holy Spirit are working in your life? _____

What gifts of the Holy Spirit are working in your wife's life? _____

Have you been baptized in water, by emersion, in the name of the Father, Son and Holy Spirit?

Has your wife? _____

Do you and your wife believe that this is the correct formula for water baptism? _____

Have you received the Baptism of the Holy Spirit? _____ Your wife? _____

If you are acquainted with the vision of this church, do you agree with it? _____ Wife? _____

Do you agree with our statement of faith? _____ Does your wife? _____

Do you love the people of this congregation enough to give your life for them? _____

B. Character Qualifications

1 Tim. 3:2a Now the overseer **must** be . . . (compare verse 4, 6, 7 and Titus 1:6, 7, 8, 9)

dei, die, Greek Stg 1163; third person singular active present of Greek 1210 (deo); also deon, deh-on'; neuter active participle of the same; both used impersonal; it is (was, etc.) necessary (as binding) :- behoved, be meet, must (needs), (be) need (-ful), ought, should.

As you work through the list of qualifications, you will note the emphasis is more on character than charisma, though both are necessary. Although these qualifications should be evident in all Christians, these qualifications **MUST** be evident in an elder. No one can expect the people to have confidence and respect for the Eldership of Integrity Christian Fellowship unless these men exhibit the biblical qualifications in their lives.

Romans 12:3 (Amplified N.T.) For by the grace (unmerited favor of God) given to me I warn every one among you not to estimate and think of himself more highly than he ought – not to have an exaggerated opinion of his own importance, but to rate his ability with sober judgement, each according to the degree of faith apportioned by God to him.

We would like you to evaluate yourself and your family as accurately as possible. We are posing several questions after each of these to assist you in this evaluation. This will require your wife's assistance. Avoid the temptation to be overly critical or overly optimistic. Work together to achieve a balanced evaluation.

BLAMELESS: 1st Timothy 3:2, Titus 1:6 anepileptos, an-ep-eel'-ape-tos, Greek Stg 423; from Greek 1 (a) (as a negative particle) and a derivative of Greek 1949 (epilambanomai); not arrested, i.e. (by implication) inculpable :- blameless, unrebukeable.

It means to have nothing in one's conduct on which someone could ground a charge or accusation. Having unquestionable integrity, irreproachable, not able to find fault with, or deserving of censure. The conduct of an elder must be an example to the flock of God and free from the taint of scandal and accusation. Therefore, an elder must conduct himself so as to render any accusation so absurd and unfounded that it is never successfully proposed.

1. Does anyone currently have cause to accuse you of wrongdoing? _____
2. Since you have been saved, has anyone filed suit against you or pressed charges against you?

3. Have you been convicted in the past three years of a moving traffic violation or any other criminal offense? _____

4. Are you a good example to your wife, your children, to the people of Integrity Christian Fellowship? _____
5. Do you think that anyone in this church would stumble or be offended if you were made an elder? _____ Who? _____
Why? _____
6. Have you ever gone into bankruptcy? _____ When? _____
7. Do you make promises that you do not keep? _____
8. Do you exaggerate? _____

OF GOOD REPORT: 1st Timothy 3:7 kalos, kal-os', Greek Stg 2570; of uncertain affinity; properly beautiful, but chiefly (figurative) good (literal or moral), i.e. valuable or virtuous (for appearance or use, and thus distinguished from Greek 18 (agathos), which is properly intrinsic) :- × better, fair, good (-ly), honest, meet, well, worthy.

marturia, mar-too-ree'-ah, Greek Stg 3141; from Greek 3144 (martus); evidence given (judicially or generic) :- record, report, testimony, witness.

Having an excellent testimony and reputation with those outside of the church (i.e., the non-Christian community). This includes the areas of business, community relations, and civil law. An elder must be a respected person 'on the job' as well as in the church.

1. How is your testimony in the community; excellent, good, fair, or poor? _____
2. Does any non-believer have a legitimate grievance against you? _____
3. Do your neighbors like you? _____
4. Do you know your neighbors by their first and last name? _____
5. Do you have the respect of your fellow employees? _____
6. Do you have delinquent bills? _____
7. Are you in trouble with a credit bureau? _____
8. Would you provide us a letter from your employer if we asked? _____
9. Would you be willing to provide us with a financial statement? _____

OF GOOD BEHAVIOR: 1st Timothy 3:2 kosmos, kos'-mee-os, Greek Stg 2887; from Greek 2889 (kosmos) (in its primary sense); orderly, i.e. decorous :- of good behaviour, modest.

Having a modest, orderly (disciplined) respectable lifestyle. Honorable, dignified, decorous, good deportment, not forward, boastful, arrogant, presumptuous. Well behaved. "Orderly, decent, grave and correct in the whole appearance, carriage and conduct." *Adam Clark*

1. Are you held in high esteem by those who know you well? _____
2. Do you have an appropriate amount of dignity about yourself? _____

3. Do you always dress modestly and appropriately for the occasion? _____
4. Do you always avoid the appearance of evil? (See 1 Thes 5:22) _____

VIGILANT: 1st Timothy 3:2 nephaleos, nay-fal'-eh-os, Greek Stg 3524; or nephaios, nay-fal'-ee-os; from Greek 3525 (nepho); sober, i.e. (figurative) circumspect :- sober.

Wide awake, watchful; not careless, indifferent, lethargic. Look at the example of the Watchman (Ezekiel 3:17-21, 1 Peter 5:8). The Greek term literally means sober, abstinent in respect to wine. The term here is used to mean wary, cautious, circumspect, and clear-minded as opposed to the effects of alcohol on a man (sleepiness, numbness, fuzzy thinking, etc.).

1. Do you warn others and share with them the principles of God's Word when you see that they are in sin or in need of counsel? _____
2. Do you have to be asked repeatedly to speak to a situation or to follow through once you have confronted an issue? _____
3. Do you avoid excess in the area of food and drink? _____
4. Do you feel that you are sluggish or slow thinking? _____

TEMPERATE: Titus 1:8 egrates, eng-krat-ace', Greek Stg 1468; from Greek 1722 (en) and Greek 2904 (kratos); strong in a thing (masterful), i.e. (figurative and reflex.) self-controlled (in appetite, etc.) :- temperate.

Denotes keeping oneself in hand, disciplined, self-restrained, self-controlled over appetites and affections. Free from extremes and excesses, moderate. An elder must be able to control (rule) himself in all respects.

1. Do you have any vices or bad habits (gluttony, smoking, drinking, etc.)? _____
2. Do you fast often, occasionally, seldom, never? _____
3. Do you and your wife discipline yourselves to be in pre-service prayer? _____
4. Are you consistently on time for church, work, and other appointments? _____

JUST: Titus 1:8 dikaios, dik'-ah-yos, Greek Stg 1342; from Greek 1349 (dike); equitable (in character or act); by implication innocent, holy (absolute or relative) :- just, meet, right (-eous).

That is, righteous, equitable, upright. Not only being in right standing before God but also doing what is right and just in one's dealings with other people.

1. Are you living a consistently righteous life? _____
2. Are you willing to be defrauded rather than sue your brother? _____
3. When making a purchase do you point out every little thing that is wrong, close the sale and then brag about what a good deal you made? _____

HOLY: Titus 1:8 hosios, hos'-ee-os, Greek Stg 3741; of uncertain affinity; properly right (by intrinsic or divine character; thus distinguished from Greek 1342 (dikaios), which refers rather to human statutes and relations; from Greek 2413 (hieros), which denotes formal consecration; and from Greek 40 (hagios), which relates to purity from defilement), i.e. hallowed (pious, sacred, sure) :- holy, mercy, shalt be.

Being devout, pious, pleasing to God and set apart for His service, as opposed to being worldly (carnal) and not totally dedicated to God.

1. Are you striving for perfection? _____
2. Do you look upon other people with adultery in your heart? _____
3. Do you speak rudely or coarsely about other people or about their appearance? _____
4. Do you use words such as “damn” or “hell” as curse words? _____
5. Do you use euphemisms such as “gosh”, “gee”, “darn”, etc.? _____
6. Are you trying to be separate from the world as Christ was? _____

LOVER OF GOOD: Titus 1:8 philagathos, fil-ag'-ath-os, Greek Stg 5358; from Greek 5384 (philos) and Greek 18 (agathos); fond to good, i.e. a promoter of virtue :- love of good men.

Although the King James version has “lover of good men”, the Greek word here is much broader than that. It means being fond of good men, activities, things, thoughts, etc.; not of evil or questionable things. An elder’s desires should be towards the good things of God and not set on evil or questionable things.

1. Do you and your wife attend “R” or “X” rated movies? _____
2. Do you watch ungodly TV shows? _____
3. Does your wife watch “soap operas” on TV? _____
4. List the names of the TV programs that you or your wife regularly watch: _____

5. Do you read any ungodly books, magazines, etc.? _____
6. What kind of music do you listen to? _____

7. What is your favorite radio station? _____
8. Do you have company with and have casual friendship with the ungodly? _____

HOSPITABLE: 1st Timothy 3:2, Titus 1:8 philoxenos, fil-ox'-en-os, Greek Stg 5382; from Greek 5384 (philos) and Greek 3581 (xenos); fond of guests, i.e. hospitable :- given to (lover of, use) hospitality.

Fond of guests, enjoys the company of others especially believers.” It does not mean just taking people into your home, but being fond of and kind to them while they are there. An elder must enjoy having guests into his home and being a help to strangers with out reward.

1. Do you and your wife genuinely enjoy having people into your home? _____
2. Have you been having people into your home often, seldom, never? _____
3. If you are financially able, do you ever take people out for a meal? _____
4. When was the last time you had someone from this church into your home for a meal? _____

5. When was the last time you had someone overnight? _____
6. Are you a person who just “can’t stand” children? _____
7. Would you and your wife be willing to have a small group meeting in your home? _____

PATIENT: 1st Timothy 3:3 epieikes, ep-ee-i-kace', Greek Stg 1933; from Greek 1909 (epi) and Greek 1503 (eiko); appropriate, i.e. (by implication) mild :- gentle, moderation, patient. That is, kind, considerate, forbearing.

1. Do you deal gently and moderately with people? _____
2. Can you forbear (tolerate) other people with love? _____

NOT A BRAWLER: 1st Timothy 3:3 amachos, am'-akh-os, Greek Stg 269; from Greek 1 (a) (as a negative particle) and Greek 3163 (mache); peaceable :- not a brawler.

Someone who is not quarrelsome and contentious but is peaceable. Does not strive, not argumentative, not a bully or a fighter. An elder must be kind, conciliatory, a man of peace.

1. Are you ever inclined to be contentious or quarrelsome? _____
2. Do you enjoy a good argument? _____
3. Do you always find it necessary to voice your opinion? _____

NOT SOON ANGRY: Titus 1:7 orgilos, org-ee'-los, Greek Stg 3711; from Greek 3709 (orge); irascible :- soon angry.

Not prone to anger or quick-tempered. An elder cannot be irascible (quick-tempered, cranky, or irritable).

1. Does your temper ever get the best of you? _____
2. Do you lose your temper and conduct yourself under the impetus of emotion? _____
3. Do you speak harshly to your wife? _____
4. Does your temper cause you to use vile words? _____
5. If you smash your finger, what do you say? _____

6. If someone smashes into your car, what do you do? _____
7. Do you speak harshly to your children? _____
8. Are you short or unkind with a bank teller or grocery checker if they make a mistake? _____
9. Are you unkind to servers? _____
10. Do you occasionally have a “mood”? _____

NOT A STRIKER: 1st Timothy 3:3, Titus 1:7 plektes, plake'-tace, Greek Stg 4131; from Greek 4141 (plessio); a smiter, i.e. pugnacious (quarrelsome) :- striker. Not violent, combative, or belligerent.

1. Do you have any tendency to violence? _____
2. Have you ever struck your wife? _____
3. Do you ever strike anyone, except properly spanking your children? _____
4. Do you strike out verbally against others? _____

NOT GREEDY OF FILTHY LUCRE: 1st Timothy 3:3, Titus 1:7 aischrokerdes, aheekhrok-er-dace', Greek Stg 146; from Greek 150 (aischros) and kerdos (gain); sordid :- given to (greedy of) filthy lucre. Acquiring money by dishonest means or acquiring dishonest money by any means.

1. Are all your business dealings honest? _____
2. Do you file honest, complete annual income tax returns? _____
3. Are your personal finances above reproach? _____
4. Do you owe money to anyone in this church? _____ If so, how much? _____
5. Do you gamble, play poker, bet on horses, etc.? _____
6. Would you be quick to leave Colorado Springs for a better job? _____

NOT COVETOUS: 1st Timothy 3:3 aphilarguros, af-il-ar'-goo-ros, Greek Stg 866; from Greek 1 (a) (as a negative particle) and Greek 5366 (philarguros); unavaricious :- without covetousness, not greedy of filthy lucre.

That is, not a lover (fond of) money, not avaricious, or simply ‘not greedy’. An elder must be free from the love of money and the things it can obtain (i.e., earthly possessions).

1. Do you feel that you have victory over the love of money? _____
2. Does your job keep you out of church services, or out of town? _____
3. If this is so, is it possible to get a job in town, perhaps for less money? _____
4. Do you have too many luxury items, things you don't need? _____
5. Do you tithe (10%), to this congregation, on your gross earning? _____

6. Do you give above your tithes? _____ If yes, to who? _____
7. Do you feel that you are a good steward of your money? _____

NOT SELF-WILLED: Titus 1:7 authades, ow-thad'-ace, Greek Stg 829; from Greek 846 (autos) and the base of Greek 2237 (hedone); self-pleasing, i.e. arrogant :- self-willed.

An elder cannot be dominated by self-interest, be self-pleasing, stubborn, or arrogant. He must be submitted to proper authority, seeking to please God and others, and not 'set' in his ways.

1. Are you submitted to the senior pastor? _____ Is your wife? _____
2. Are you submitted to our five-fold ministers and elders? _____ Is your wife? _____
3. Do you remain open to correction? _____ Is your wife? _____
4. Are you 'bull-headed' and won't change until proven wrong? _____
5. Are there any areas in which you or your wife disagree with the way the elders are overseeing this church? _____

NOT GIVEN TO WINE: 1st Timothy 3:3, Titus 1:7 paroinos, par'-oy-nos, Greek Stg 3943; from Greek 3844 (para) and Greek 3631 (oinos); staying near wine, i.e. tipping (a toper) :- given to wine.

Literally, not tarrying at wine or staying near wine. Not a drunkard, intoxicated, prone to intemperance.

1. Do you believe that God approves of a Christian drinking alcohol? _____
2. Should a Christian take a social drink at the office party? _____
3. Do you or your wife drink any alcohol at all, even one drink? _____

NOT DOUBLE-TONGUED: 1st Timothy 3:8 dilogos, dil'-og-os, Greek Stg 1351; from Greek 1364 (dis) and Greek 3056 (logos); equivocal, i.e. telling a different story :- double-tongued.

Not twofold, acting two parts, saying one thing to the face and meaning another thing behind the back. Linked to double-dealing, double-faced, double-minded. Unstable, unsettled in the mind and word, unwilling to stand by your word. While this verse refers to deacons, the principle is also important for elders.

1. Have you been accused of being two-faced? _____
2. Do your speech and or behavior change depending on the people you are with? _____

MUST BE SOBER: 1st Timothy 3:2, Titus 1:8 sophron, so'-frone, Greek Stg 4998; from the base of Greek 4982 (sozo) and that of Greek 5424 (phren); safe (sound) in mind, i.e. self-controlled (moderate as to opinion or passion) :- discreet, sober, temperate.

That is, sober-minded, prudent, sensible, discreet, having a sound mind. Not given to fanciful thinking of emotional irrationality. Using sound judgement.

1. Do people consider you a “steady” reliable person? _____
2. Do you feel you would become a dependable “pillar” in this local church if you were ordained as an elder? _____
3. Are you known to be a giddy, fickle, vacillating or frivolous? _____
4. Do you give careful thought to your words/ actions before you get involved in a situation?
_____ Your wife? _____

B. Domestic Qualifications

HUSBAND OF ONE WIFE: 1st Timothy 3:2, Titus 1:6 This does not mean that an elder must be married, but that he be married to one wife. No a bigamist, or polygamist, but rather a one-woman man. How you treat you wife is also of great concern. Your ministry as an elder will never exceed the quality of your marriage. You will never be a better elder than you are a husband to your wife and a father to your children.

1. If you or your wife had a previous marriage, express the scriptural reason for the divorce?

2. Read 1st Corinthians 7:3-5. Are you fulfilling each other sexually? _____
3. Are you having any marital problems? _____
4. Have you or your wife ever been sexually unfaithful to each other? _____
5. Is your wife agreeable to the additional workload your eldership would bring about? _____
6. Do you love your wife with all of your heart? _____
7. Does she love you with all of her heart? _____
8. Do you and your wife communicate well? _____
9. Do you share your heart-felt feelings in an honest, edifying manner on a frequent basis? _____
10. Do you feel that your wife respects you? _____
11. Do you or your wife feel neglected or unappreciated by the other? _____
12. Do you or your wife frequently hold back your true feelings because your feel that he/ she is not interested in hearing you? _____
13. Do ether of you carelessly share the intimate details of your sexual life with others? _____
14. Are ether of you too casual around other women/ men? _____
15. Do ether of you ever flirt with other women/ men? _____
16. Does your wife meet your need for admiration and acceptance? _____
17. Does your husband meet your need for emotional intimacy and security? _____
18. Do you make a conscious effort to cherish your wife and built her self-esteem? _____

19. How much time do you spend alone with her each week? _____
20. Which statement best describes your relationship with your wife? Please circle one.
- (A) We have a vital, exciting, interest in each other. The relationship, although not perfect, is gratifying and growing steadily.
- (B) The relationship is in 'neutral'. We have settled into a routine of peaceful co-existence. We do not have any problems, but we do not have any joy either.
- (C) We have frequent negative experiences. Problems between each other seem to outweigh the blessings of being with each other.
21. Are you currently undergoing counseling by a psychologist, psychiatrist, or similar counselor outside the church concerning your marriage? _____
22. Are either you or your wife frequently in a depressed state of mind? _____
23. Would you be very pleased to live with your wife the rest of your lives? _____

RULING HOUSEHOLD WELL: 1st Timothy 3:4 pro, stemi, Greek Stg 4291; pro-is'-tay-mee/from Greek 4253 (pro) and Greek 2476 (histemi); to stand before, i.e. (in rank) to preside, or (by implication) to practise :- maintain, be over, rule.

An elder must preside over, give aid/ superintend and manage his own household (family members, finances, possessions, etc.) in an excellent manner. The ruling aspect includes the concept of concerned (caring) management. Not just watching the overall direction, but helping to conduct the affairs of the family. The word 'well' in the Greek means beautiful, excellent (as opposed to just pretty or fair). It is a strong term.

Paul made an analogy between leadership or management of a home and that in a church (Eph. 2:19; 1 Tim. 3:15). Many of the same skills and qualifications are needed for both. Success in a family may well indicate success in a church; likewise, failure in a home raises a red flag about one's ability to lead in a congregation. . . The smaller, intimate circle of the home serves as the proving ground for an elder's ability to guide the church. *The Bible Knowledge Commentary*

1. Are you unmistakably the head of your home? _____
2. Does your wife willing submit to your headship? _____
3. Who sees to the maintenance of your house and car? _____
4. Who makes the final decisions in weighty matters? _____
5. Does your wife interrupt you while you are speaking to give the 'correct version'? _____
6. Who talks the most, you or your wife? _____
7. When you are asked an important question, does your wife 'jump in' and answer the question for you? _____
8. Who established the schedule for the family, that is, church, family night, recreation, etc.? _____

9. Who puts the children to bed and prays with them? _____

10. Do you do a lot of the house-work for your wife? _____

THE CHARACTER QUALITIES OF THE WIFE: 1st Timothy 3:11 (NKJV) Likewise *their* wives *must be* reverent, not slanderers, temperate, faithful in all things.

While this verse deals specifically with the character traits of a deacon's wife it is also important for elders wives. As an elders wife you are in a key position of influence to your husband. It has been said, the man may be the head of the home, but the wife is the neck that turns the head.

1st Timothy 3:11 (Amplified) [The] women likewise must be worthy of respect and serious, not gossipers, but temperate and self-controlled, [thoroughly] trustworthy in all things.

From time to time, your husband will be involved in sensitive issues, church finances, disputes, discipline, etc., which will demand the utmost desecration. Knowing that you posses these and other Godly character traits are important because he will discuss many of these issues with you.

A. Worthy of respect - *semnos, sem-nos'*, Greek Stg 4586; from Greek 4576 (*sebomai*); venerable, i.e. honorable :- grave, honest.

B. Not a gossiper, malicious talker – *diabolos, dee-ab'-ol-os*, Greek Stg 1228; from Greek

1225 (*diaballo*); a traducer; specially Satan [compare Hebrew 7854 (*sat*an*)] :- false accuser, devil, slanderer. to give a false report, to injure another by speaking falsehood, to defame, vilify, scandalize. "To tell the truth in such a way as to give the lying (false) impression." *Charles Finney*

C. Temperate – *nephaleos, nay-fal'-eh-os*, Greek Stg 3524; or *nephalios, nay-fal'-ee-os*; from Greek 3525 (*nepho*); sober, i.e. (figurative) circumspect :- sober.

D. Trustworthy in everything – *pistos, pis-tos'*, Greek Stg 4103; from Greek 3982 (*peitho*); object trustworthy; subject trustful :- believe (-ing, -r), faithful (-ly), sure, true.

1. Do the people that know you the best (close friends, family members, co-workers, your children, members of this congregation) respect you? _____

2. Are you known as a women whose speech is gracious, polite, respectful, etc.? _____

3. Do you have any vices or bad habits (gluttony, smoking, drinking, etc.)? _____

4. Can you be trusted to keep your husbands confidence regarding ministry related issues? _____

5. Do you or your husband slander others that you have disagreed with or are not on good terms with? _____

6. Do you or your husband listen to someone slander others? _____

7. When you or your husband speak of others, that you do not agree with, do you bring into question or injure the character of the person that you have talked about? _____

CHILDREN IN SUBJECTION WITH ALL GRAVITY: 1st Timothy 3:4-5 hupotage, hoop-ot-ag-ay', Greek Stg 5292; from Greek 5293 (hupotasso); subordination :- subjection.

semnotes, sem-not'-ace, Greek Stg 4587; from Greek 4586 (semnos); venerableness, i.e. probity :- gravity, honesty.

That is, holding or keeping his children under control (in obedience, submission). It seems the term 'all gravity' could apply either to the elder or to his children or both. 'All gravity' means true dignity, respect, and reverence.

One of the most reliable (though not infallible) means of determining the quality of one's potential leadership is by examining the behavior of his children. Do they respect their father enough to submit to his leadership? **With proper respect** (lit., "with all gravity") may refer, however, not to the children's submission, but to the manner in which the father exercises his authority, that is, without due fuss or clamor. *The Bible Knowledge Commentary*

1. Have both you and your wife consistently disciplined your children? _____
2. Do you and your wife firmly believe in spanking disobedient children? _____
3. Which of you does the spanking when necessary? _____
4. Would an impartial observer conclude that your children are able to manipulate you or 'get away' with wrong conduct? _____
5. Do you spend quality time with your children, talking, playing, reading, working, etc.? _____
6. Do your children sass either you or your wife? _____
7. Do your children quarrel with you or your wife? _____
8. Is your home generally peaceful or quarrelsome? _____

FAITHFUL CHILDREN: Titus 1:6 pistos, pis-tos', Greek Stg 4103; from Greek 3982 (peitho); object trustworthy; subject trustful :- believe (-ing, -r), faithful (-ly), sure, true.

That is, 'believing children' or children who believe in Jesus Christ as their savior (i.e., Christians). Elder's children are to be Christians.

1. Are all of your children who are of school age saved? _____
2. Do your children attend church regularly? _____
3. Do they genuinely serve the Lord? _____
4. Are they reverent, particularly during the manifestation of Spiritual Gifts? _____
5. Do your children sit with you during church services? _____
6. Are your children willing to witness for the Lord? _____
7. Have your children been baptized in water? _____
8. Have your children received the baptism of the Holy Spirit? _____
9. Do your children pray in tongues? _____

CHILDREN NOT ACCUSED OF RIOT: Titus 1:6 kategoria, kat-ay-gor-ee'-ah, Greek Stg 2724; from Greek 2725 (kategoros); a complaint ("category"), i.e. criminal charge :- accusation (× -ed).

truphe, troo-fay', Greek Stg 5172; from thrupto (to break up or [figurative] enfeeble, especially the mind and body by indulgence); effeminacy, i.e. luxury or debauchery :- delicately, riot. Children not open to the charge of being wild or loose in morals and conduct. Just as elders must lead the type of life that gives no grounds for accusation against their conduct, so must their children. There must be no reason for accusing their conduct.

1. Would anyone familiar with your children consider them to be wild? _____
2. Have any of your children ever been arrested? _____
3. Have any of your children been a disciplinary problem at school? _____
4. Do your children lead a morally pure life? _____
5. Do you children have any sinful habits which they have not truly and in fact repented of?

6. Do your children listen to worldly music? _____
7. Do your children curse or use any profane language? _____
8. Do they go to 'R' or 'X' rated movies? _____
9. Do your children attend dance halls or discos? _____
10. Do your children use any kinds of drugs or alcohol? _____
11. Which TV shows do your children watch? _____
12. Do your daughters wear too much make-up? _____
13. Do your children wear modest clothing? _____

CHILDREN NOT UNRULY: Titus 1:6, 1st Timothy 3:4-5 anupotaktos, an-oo-pot'-ak-tos, Greek Stg 506; from Greek 1 (a) (as a negative particle) and a presumed derivative of Greek 5293 (hupotasso); unsubdued, i.e. insubordinate (in fact or temper) :- disobedient, that is not put under, unruly.

Unruly means undisciplined, disobedient, independent, unsubdued or rebellious. An elder's children must be believers who are not open to the charge of being wild and disobedient. They should be obedient and respectful to proper authority whether it be the churches or civil law.

1. Are all your children polite and respectful to you, your wife and other adults? _____
2. Would an impartial observer consider your children to be well behaved? _____
3. Do your children get along well with other children? _____
4. Do your children demonstrate "first time" obedience to you and your wife? _____

C. Ministry Qualifications

HOLDING FAST THE FAITHFUL WORD AS HE HAS BEEN TAUGHT: Titus 1:9 antechomai, an-tekh'-om-ahee, Greek Stg 472; from Greek 473 (anti) and the middle of Greek 2192 (echo); to hold oneself opposite to, i.e. (by implication) adhere to; by extension to care for :- hold fast, hold to, support.

An elder must have a firm grip (strong hold) on the Word of God as it was taught to him. He must know the scriptures and the proper teaching (sound doctrine) as he was taught. See also 2nd Timothy 2:2.

Not only must an overseer (elder) meet moral and spiritual standards in his personal life, but he must also be a reliable man of the Word. (15) He must **hold firmly to the trustworthy message as it has been taught**. This last clause, "as it has been taught," actually comes first in the Greek, for emphasis. According to Paul, an elder is a conservator of the truth, one who must understand it, hold it fast; (16) **encourage others** by teaching it; and (17) **refute those who oppose it**. To be qualified as an elder a man must be a capable handler of the truth. *The Bible Knowledge Commentary*

1. How do you rate your knowledge of the Bible? Good _____ Fair _____ Excellent _____
2. Is there any area of our doctrine that you cannot conscientiously teach? _____
3. Is there any of our five-fold ministers whose preaching that you cannot receive? _____
4. Do you enjoy debating the Word of God? _____

APT TO TEACH: 1st Timothy 3:2 didaktikos, did-ak-tik-os', Greek Stg 1317; from Greek 1318 (didaktos); instructive ("didactic") :- apt to teach.

Able to teach speaks of a leader's ability to handle the Scriptures. He must be able both to understand and to communicate the truth to others, as well as to refute those who mishandle it (cf. Titus 1:9). Not all must necessarily do this publicly, of course; some may conduct this aspect of their ministries more informally in private settings. Yet all leaders must possess an aptitude for handling the Word with skill. *The Bible Knowledge Commentary*

1. Can you effectively instruct a small group in the truths of the Bible? _____
2. Do you desire to teach Bible truths to others? _____
3. Do you have any speech impediments? _____
4. Do you find it difficult to form sentences? _____
5. Are you sometimes 'tongue-tied'? _____
6. Do you mumble your words? _____
7. Do people have a difficult time understanding you? _____
8. If you became an elder, would you be willing to teach? _____
9. How do you think others rate your teaching ability? _____

10. Do you know how to formulate an orderly Bible lesson? _____
11. Do you feel you have the potential for teaching but need additional training before you could fulfill this qualification? _____
12. Does your wife enjoy listening to your teaching? _____

ABLE TO EXHORT AND CONVINCe: Titus 1:9 parakaleo, par-ak-al-eh'-o, Greek Stg 3870; from Greek 3844 (para) and Greek 2564 (kaleo); to call near, i.e. invite, invoke (by imploration, hortation or consolation) :- beseech, call for, (be of good) comfort, desire, (give) exhort (-ation), entreat, pray.

elegcho, el-eng'-kho, Greek Stg 1651; of uncertain affinity; to confute, admonish :- convict, convince, tell a fault, rebuke, reprove.

An elder must be capable of admonishing, encouraging and exhorting by sound doctrine; be able to convict, reprove and convince those who oppose and speak against the true teaching.

1. Do people receive your exhortations well? _____
2. Do you offend people with your manner of exhortation? _____
3. Are you bold enough to speak out in defense of the truth? _____
4. Can you effectively defend our doctrinal positions? _____

NOT A NOVICE: 1st Timothy 3:6 neophutos, neh-of'-oo-tos, Greek Stg 3504; from Greek 3501 (neos) and a derivative of Greek 5453 (phuo); newly planted, i.e. (figurative) a young convert ("neophyte") :- novice.

1. How long have you been actively serving the Lord? _____
2. How long have you been attending this church? _____
3. How long have you been Spirit-filled? _____
4. Will you be angry, complain, or leave this church if you are not made an elder? _____

Please do not consider a position of leadership in this church unless you are prepared to be honest, pure, and loving in your lifestyle. Leadership is a privilege, and with privilege comes responsibility. God holds teachers of His truth doubly responsible because we who lead are in a position where we can either draw people toward Christ or drive them away from Him.

This is illustrated in the life of the famous author Mark Twain. Church leaders were largely to blame for his becoming hostile to the Bible and the Christian faith. As he grew up, he knew elders and deacons who owned slaves and abused them. He heard men using foul language and saw them practice dishonesty during the week after speaking piously in church on Sunday. He listened to ministers' use the Bible to justify slavery. Although he saw genuine love for the Lord Jesus in some people, including his mother and his wife, he was so disturbed by the bad teaching and poor example of church leaders that he became bitter toward the things of God.

Indeed, it is a privilege to be in leadership. However, it is also an awesome responsibility. Let us make sure we are leaders that attract people to the Savior rather than turn them away.