

Filling Ministry Positions

Biblical Principles of Church Leadership

From time to time we find ourselves in situations where there is a ministry whole that needs to be filled. It could be a need for Sunday school teachers, youth leaders, worship leader, small group leaders, deacons, elders etc. We look at the lack of personnel and lament; if we just had . . . it would be so much better! Here is the temptation that we must avoid, placing someone in a position before we have adequate knowledge of who they are. Here are just a few of the questions that would need to be answered before making a binding offer.

1. Have they been observed to be faithful i.e. attendance, tithing, on time, keeping promises etc.?
2. Do they have a good reputation with others in the church, with their family and with their employer?
3. Do they have the skills and temperament for the assignment?
4. Are they teachable and responsive to input, counsel or correction?
5. Are they in agreement with the vision and teaching of the church?
6. Are they building healthy relationships with members of the congregation?
7. If coming from outside the congregation, do they have current references?
8. Are they willing to complete an application and interview with the department/ministry leader?
9. Will they submit to a background check?
10. Have you sought the counsel of other team members/ elders/ pastor before filling the position?

It's obvious that to answer even just a few of these questions would take time and observation. NO ONE should be placed in a position of ministry with out knowing who he or she is. NO ONE who will be working with children or teens should be considered until they have completed the "Volunteer Application." NO ONE should be placed in a position of ministry with out first seeking the counsel of those who are in authority over you.

***Proverbs 11:14** Where no counsel is, the people fall: but in the multitude of counselors there is safety.*

A good leader needs and uses wise advisers. One person's perspective and understanding is severely limited; he or she may not have all the facts or may be blinded by bias, emotions, or wrong impressions. To be a wise leader at home, at church, or at work, seek the counsel of others and be open to their advice. Then, after considering all the facts, make your decision. (See the chart in Proverbs 29:2.) **Life App Notes - Proverbs 11:14**

***Proverbs 21:5** The plans of the diligent lead to profit as surely as haste leads to poverty.*

Hasty decisions will lead to complications, frustration and regret. Once you recognize a mistake in judgement has been made its difficult to make it right with out causing offense. "Once the horse is out its hard to shut the barn door." Dick Benjamin

***1 Tim. 5:22** Do not be hasty in the laying on of hands, and do not share in the sins of others. Keep yourself pure.*

***1 Tim. 5:22** (Living Bible) Never be in a hurry about choosing a pastor; you may overlook his sins, and it will look as if you approve of them. Be sure that you yourself stay away from all sin.*

Paul says that a church should never be hasty about choosing its leaders, especially the pastor, because we may overlook major problems or sins. It is a serious responsibility to choose church leaders. They must have strong faith and be morally upright, having the qualities described in 3:1-13 and Titus 1:5-9. Not everyone who wants to be a church leader is eligible. *Be certain of an applicant's qualifications before asking him or her to take a leadership position.* **Life App Notes - 1 Tim. 5:22**

We understand from this verse that Paul is speaking in the context of ordaining high level church leadership i.e. five fold ministers, elders, and senior pastors. We believe the biblical principle found in this verse is also applicable in others areas of ministry placement.