

ELDER QUALIFICATION TEST

An evaluation designed to help determine a man's maturity, measured by the standards set forth in **Titus 1:6-9** and **1 Timothy 3:2-7**.

Person being evaluated:

Person who is doing evaluation:

HOW TO USE THIS TEST

This is a tool to help discern whether (or how closely) a man is qualified to be an elder.

For any man who is seriously being considered for appointment as an Elder, the test should be taken by:

- 1) The man himself.
- 2) All the Elders who know him.
- 3) His wife (or roommate).
- 4) Other leaders who are close to him.

For those aspiring to leadership but not close to being appointed, the test should be taken by:

- 1) The man himself.
- 2) The Elder who knows him best.
- 3) His wife (or roommate).

After this test is taken, the results should be discussed by the leadership and shared with the man whose life is being scrutinized. After taking the test, you will read on page 16 further instructions on how to use the results.

PRESCRIPTION AND DESCRIPTION

Church leadership, as with many other biblical doctrines, are exposed in the Word by both *prescription* as well as *description*. With Eldership, the Word shows us actual, specific requirements that are *prescribed* for Eldership (all but one are character issues); additionally, however, the Word also variously *describes* the role and task of an Elder through other biblical texts, stories, and correspondence, primarily in the New Testament Epistles.

To get an accurate picture of the role and character of an Elder, we will look at both of these elements to assess the aspiring Elder.

PRESCRIPTIVE QUALIFICATIONS

A. Above Reproach (NASB, NIV) Verse: 1 Timothy 3:2

Definition: Greek word "anepileptos" means "not to lay hold of." That which cannot be laid hold of. Not open to censure, irreproachable, irreprehensible. Phillips translation: of blameless reputation. Amplified Bible: give no grounds for accusation but must be above reproach.

Blameless (NIV) Verse: Titus 1:6,7

Definition: Greek word "anegkleilous" means "not open to censure, irreproachable, unrebukable, irreprehensible." Phillips translation: unquestioned integrity, of unimpeachable virtue. Amplified Bible: men who are of unquestionable integrity and are irreproachable.

1. Are there people who would question or oppose his aspiration to be an Elder, or would question his lifestyle as a Christian?

Yes, Definitely For the Most Part Sometimes/Depends No Unsure

2. Do those closest to him (wife, friends) believe he is qualified, character-wise, to be an Elder?

Yes, Definitely For the Most Part Sometimes/Depends No Unsure

3. Does he believe he is qualified, character-wise, to be an Elder?

Yes, Definitely For the Most Part Sometimes/Depends No Unsure

4. Is he open and vulnerable with others concerning his personal life?

Yes, Definitely For the Most Part Sometimes/Depends No Unsure

Give real examples of who he is accountable to and vulnerable with:

Additional Comments:

B. Husband of One Wife (NASB, NIV) Verse: 1 Timothy 3:2; Titus 1:6

1. Is it true that neither he nor his wife (if he is married) have been divorced?

Yes, Definitely For the Most Part Sometimes/Depends No Unsure

Note: Use "Additional Comments" below if there was a biblically based divorce or a divorce that happened before he was a believer.

2. Is he faithful to his wife physically? (If single, does he have control of his sexual desires?)

Yes, Definitely For the Most Part Sometimes/Depends No Unsure

3. Is he pure in his relationships with other women in the church?

Yes, Definitely For the Most Part Sometimes/Depends No Unsure

4. Does he have a high moral standard as to what he reads, or watches (videos, TV shows and movies, or the Internet)?

Yes, Definitely For the Most Part Sometimes/Depends No Unsure

5. Has he had a history of past pornography use or other adultery or indiscretion? If so, write out in detail information you are aware of in the "Additional Comments."

Yes, Definitely For the Most Part Sometimes/Depends No Unsure

Additional Comments:

C. Temperate (NASB, NIV) Verse: 1 Timothy 3:2

Definition: Greek word "nephaios" means "sober, clear-thinking, mentally alert, able to make sound judgments." Thayer translation: a state untouched by any slumberous or beclouding influence. Phillips translation: a man of self-control. Amplified Bible: circumspect and temperate and self-controlled.

1. Does he regularly deny himself liberties, for the sake of benefiting others? (Romans 14; 1 Corinthians 8 & 10)

Yes, Definitely For the Most Part Sometimes/Depends No Unsure

2. Does he make flippant comments, remarks, and decisions based out of emotion, frustration, or defeat?

Yes, Definitely For the Most Part Sometimes/Depends No Unsure

3. Is he often erratic with his thoughts, decisions, and personal interaction? Is he inconsistent with his judgments?

Yes, Definitely For the Most Part Sometimes/Depends No Unsure

4. Does he respond well when confronted with discouraging circumstances?

Yes, Definitely For the Most Part Sometimes/Depends No Unsure

5. Is he free from significant and uncontrolled financial debts (excluding a house, car, or school loan)?

Yes, Definitely For the Most Part Sometimes/Depends No Unsure

Additional Comments:

D. Prudent or Sensible (NASB) Verse: 1 Timothy 3:2; Titus 1:8

Definition: Greek word "sophron" means "discreet, reasonable, sensible, serious, sound mind, self-controlled." Implies sound judgment and a disciplined state of mind not characterized by impulsiveness or given to extremes. New International Version: self-controlled. Phillips translation: a man of discretion. Amplified Bible: sensible and well behaved, sober-minded (discreet).

1. Does he generally display good common sense, particularly in relational, financial, and other priority areas?

Yes, Definitely For the Most Part Sometimes/Depends No Unsure

2. Does he show discretion when speaking of others? Does he avoid gossiping or speaking negatively about others?

Yes, Definitely For the Most Part Sometimes/Depends No Unsure

3. Is he reasonable when approached on any matters? Is he easy to confront and peaceful when challenged?

Yes, Definitely For the Most Part Sometimes/Depends No Unsure

4. Does he avoid extremes? Does he avoid impulsive decisions?

Yes, Definitely For the Most Part Sometimes/Depends No Unsure

5. Does he consistently go to the Word of God when making important decisions?

Yes, Definitely For the Most Part Sometimes/Depends No Unsure

6. Does he regularly seek out corporate prayer with others when making decisions?

Yes, Definitely For the Most Part Sometimes/Depends No Unsure

Additional Comments:

E. Respectable (NASB, NIV) Verse: 1 Timothy 3:2

Definition: Greek word "kosmios" means, "modest, honorable, decent, orderly, proper, trim, adorned, decorated, organized, attractive, beautiful." Webster's Dictionary: worthy of respect, decent or correct in character or behavior, proper. Wuest translation: one whose life is in accord with the position he holds and which is an adornment to it. Phillips translation: a man of disciplined life. Amplified Bible: dignified and orderly (disciplined) life.

1. Are his words consistently worthy of respect and godliness, seasoned with salt? Are those around him consistently blessed by his words towards them?

Yes, Definitely For the Most Part Sometimes/Depends No Unsure

2. Do those closest to him respect him as he exudes consistency in all areas of his life?

Yes, Definitely For the Most Part Sometimes/Depends No Unsure

3. Does he have a clear direction for his life?

Yes, Definitely For the Most Part Sometimes/Depends No Unsure

4. Does he keep the priority of God, marriage, children, ministry?

Yes, Definitely For the Most Part Sometimes/Depends No Unsure

Additional Comments:

F. Hospitable (NASB, NIV) Verse: 1 Timothy 3:2; Titus 1:8

Definition: Greek word "philoxenos" means "lover of strangers, hospitable." Webster's Dictionary: given to generous and cordial reception or guests, offering a pleasant or sustaining environment, readily receptive. Amplified Bible: hospitable, showing love for and being a friend to believers, especially strangers or foreigners.

1. Does he often use his home to minister to people?

Yes, Definitely For the Most Part Sometimes/Depends No Unsure

2. At church meetings, does he go out of his way to meet visitors or people he doesn't know?

Yes, Definitely For the Most Part Sometimes/Depends No Unsure

3. Does he generally have a cheerful countenance? Do you consistently know "what you will get" when he walks into a room, and is "what you get" consistently positive and life-giving?

Yes, Definitely For the Most Part Sometimes/Depends No Unsure

4. Does he regularly invite people to church?

Yes, Definitely For the Most Part Sometimes/Depends No Unsure

Additional Comments:

G. Able to Teach (NASB, NIV) Verse: 1 Timothy 3:2

Definition: Greek word "didaktikos" means "apt to teach." Phillips translation: have the gift of teaching. Amplified Bible: be a capable and qualified teacher.

Note: This is the only "ability" that is required of an Elder. It is also the only distinctly different quality from those required for Deaconship. Both Elders and Deacons are expected to adhere to the same basic character requirements, but an Elder *must* be able to teach aptly. Additionally, both Elders and Deacons should be able to share their faith with others confidently, but Elders need to be able to do it publicly with accuracy, quality, with the gift of teaching.

1. Is he able to share the Word of God in a public group and have a good effect?

Yes, Definitely For the Most Part Sometimes/Depends No Unsure

2. Could he be trusted to teach on occasion on a Sunday morning or other large corporate meeting, such as a mid-week service or larger ministry meeting?

Yes, Definitely For the Most Part Sometimes/Depends No Unsure

Describe how he has been tested in this area:

3. Is there clear growth in the lives of the people with whom he shares the Word?

Yes, Definitely For the Most Part Sometimes/Depends No Unsure

4. Has he led people to Christ?

Yes, Definitely For the Most Part Sometimes/Depends No Unsure

5. Have there been people who have joined the church because of his sharing the Word of God with them?

Yes, Definitely For the Most Part Sometimes/Depends No Unsure

Additional Comments:

H. Not Addicted to Wine (NASB) Verse: 1 Timothy 3:3; Titus 1:7

Definition: Greek word "paroinos" means "a man who sits too long at his wine, given to wine, drunken." New International Version: not given to drunkenness. Phillips translation: not intemperate, not overly fond of wine. Amplified Bible: not given to wine, not given to drink.

1. Has he had a history of drinking too much or abusing drugs, both illegal and legal/prescription? If so, please explain below.

Yes, Definitely For the Most Part Sometimes/Depends No Unsure

2. Have you or someone that knows him ever witnessed him or suspected him as drinking too much or inappropriately? If so, explain below.

Yes, Definitely For the Most Part Sometimes/Depends No Unsure

3. When is the last time he or she drank too much or abused any type of drugs, whether legal, illegal, recreational, or prescription?

4. Does this person ever drink alcohol? If so, how much, for what occasions, and how often, to the degree that you know?

5. Has this person ever used, or does he currently every use, any tobacco related products, such as cigarettes, cigars, pipe tobacco, hookah, chewing tobacco, e-cigarettes, the patch, nicotine gum, etc.? If yes, please explain your understanding.

6. Has this person, or does this person, have any medical prescriptions that may potentially be addiction forming or alter their mood, behavior, or mental awareness? Including, but not limited to, pain relievers, anti-depressants, sleeping pills, etc.

Additional Comments:

I. Not Pugnacious (NASB) Verse: 1 Timothy 3:3

Definition: Greek word "plektes" means "excessively inclined to quarrel or fight, a bully, striker, quarreler." New International Version: not violent. Phillips translation: not violent. Amplified Bible: not combative.

1. Is he able to maintain a concern for a person though personally offended by that person?

Yes, Definitely For the Most Part Sometimes/Depends No Unsure

2. Is he diligent not to receive accusations against other people except on the basis of two or three witnesses?

Yes, Definitely For the Most Part Sometimes/Depends No Unsure

3. Does he consistently abandon potential quarrels?

Yes, Definitely For the Most Part Sometimes/Depends No Unsure

4. Does he handle criticism well?

Yes, Definitely For the Most Part Sometimes/Depends No Unsure

Additional Comments:

J. Not Violent...But Gentle (NASB, NIV) Verse: 1 Timothy 3.3, Titus 1.7

Definition: Greek word "epieidis" means "gracious, encouraging, considerate, kind, yielding, seemly, equitable." Amplified Bible: gentle and considerate.

1. Is he flexible to change his positions on minor issues?

Yes, Definitely For the Most Part Sometimes/Depends No Unsure

2. Does he listen well and pay attention to what people are saying, giving them undivided attention?

Yes, Definitely For the Most Part Sometimes/Depends No Unsure

3. Do others feel genuinely cared for when they are in deep need? Do they feel he is genuinely interested in them and their needs?

Yes, Definitely For the Most Part Sometimes/Depends No Unsure

4. Is he kind and respectful and gentle with his speech, particularly when he disagrees with someone?

Yes, Definitely For the Most Part Sometimes/Depends No Unsure

5. Does he consistently secure the discipline of others without a show of authority?

Yes, Definitely For the Most Part Sometimes/Depends No Unsure

6. Are his words and opinions expressed gently and tactfully? Does he show restraint when tempted to speak brashly or harshly?

Yes, Definitely For the Most Part Sometimes/Depends No Unsure

7. Does he lead more by example than by force? More by humble service rather than by self-assertion?

Yes, Definitely For the Most Part Sometimes/Depends No Unsure

Additional Comments:

K. Uncontentious (NASB) Verse: 1 Timothy 3:3

Definition: Greek word "amagos" means "peaceable, not quarrelsome, not apt to contend, not given to angry debate, abstaining from fighting or strife, not struggling or fighting or giving a violent effort to obtain something, not disputing." New International Version: not quarrelsome. Phillips translation: not a controversialist. Amplified Bible: not quarrelsome, but forbearing and peaceable.

1. Does he avoid foolish controversies or arguments about nonessential matters?

Yes, Definitely For the Most Part Sometimes/Depends No Unsure

2. Does he promote peace, harmony, and unity rather than division when doctrinal issues are discussed?

Yes, Definitely For the Most Part Sometimes/Depends No Unsure

3. Does he see the good points in the views of other Christians with whom he generally disagrees?

Yes, Definitely For the Most Part Sometimes/Depends No Unsure

4. Is he a man under authority (in the church, in business, and in society)?

Yes, Definitely For the Most Part Sometimes/Depends No Unsure

5. Is he easily led by others, even those who are perceived as "lesser" than he is?

Yes, Definitely For the Most Part Sometimes/Depends No Unsure

Additional Comments:

L. Free From the Love of Money (NASB) Verse: 1 Timothy 3:3

Definition: Greek word "aphilarguros" means "not greedy, without love of money." Phillips translation: not greedy for money. Amplified Bible: not a lover of money — insatiable for wealth and ready to obtain it by questionable means.

Not Fond of Sordid Gain (NASB) Verse: Titus 1:7

Definition: Greek word "aiskrokerdei" means "greedy, of base gain." New International Version: not pursuing dishonest gain. Phillips translation: not greedy for financial gain. Amplified Bible: not grasping and greedy for filthy lucre (financial gain).

1. Does he trust God when tested financially?

Yes, Definitely For the Most Part Sometimes/Depends No Unsure

2. Is he generous with his money?

Yes, Definitely For the Most Part Sometimes/Depends No Unsure

3. Does he value ministering to people more than having a job on staff with the church?

Yes, Definitely For the Most Part Sometimes/Depends No Unsure

4. Does he give generously to the church?

Yes, Definitely For the Most Part Sometimes/Depends No Unsure

5. Have you or others ever witnessed or suspected unwise spending habits?

Yes, Definitely For the Most Part Sometimes/Depends No Unsure

6. Is he open to having his spending habits and budget examined by the Elders?

Yes, Definitely For the Most Part Sometimes/Depends No Unsure

Additional Comments:

M. Manages His Household Well (NASB) Verse: 1 Timothy 3:4

Definition: Greek word "kalos proistamenon" means "to direct, be at the head, rule well, be concerned about, care for, give aid." Also "to stand before; hence to lead, attend to, indicating care and diligence." Wuest translation: preside over his own household. Phillips translation: must have proper authority in his own household. Amplified Bible: rule his own household well.

1. Does he lead spiritually in his family?

Yes, Definitely For the Most Part Sometimes/Depends No Unsure N/A

2. Does he take the lead in training his children in character?

Yes, Definitely For the Most Part Sometimes/Depends No Unsure N/A

3. Does he steward his property and possessions well?

Yes, Definitely For the Most Part Sometimes/Depends No Unsure

4. Does he maintain a budget of his finances?

Yes, Definitely For the Most Part Sometimes/Depends No Unsure

Additional Comments:

N. Keeping His Children Under Control With All Dignity (NASB)

Verse: 1 Timothy 3:4

Definition: Greek word for control is "hupotage," meaning "subjection." Also, "primarily a military term, to rank under." Greek word for dignity is "semnotes," meaning "seriousness." New International Version: see that his children obey him with proper respect. Phillips translation: able to control and command the respect of his children. Amplified Bible: keeping his children under control, with true dignity, commanding their respect in every way and keeping them respectful.

1. Does he have a good, healthy relationship with his children?

Yes, Definitely For the Most Part Sometimes/Depends No Unsure N/A

2. Do his children respect him and his words?

Yes, Definitely For the Most Part Sometimes/Depends No Unsure N/A

3. Do his children respect other adults?

Yes, Definitely For the Most Part Sometimes/Depends No Unsure N/A

Having Children . . . Not Accused of Rebellion or Dissipation (NASB)

Verse: Titus 1:6

Definition: Greek word for dissipation, "asotia," means "debauchery, wild, wastefulness." The word for rebellion, "anupotaktuos," means, "not made subject, disobedient, undisciplined." New International Version: not open to the charge of being wild and disobedient. Phillips translation: not likely to be accused of loose living or lawbreaking. Amplified Bible: not open to the accusation of being loose in morals and conduct or unruly and disorderly.

4. Are his children consistently well behaved in public?

Yes, Definitely For the Most Part Sometimes/Depends No Unsure N/A

5. Do his children steer clear of sinful habits and behaviors, such as lying, drinking, partying, sexual sin, etc.?

Yes, Definitely For the Most Part Sometimes/Depends No Unsure N/A

Having Children Who Believe (NASB) Verse: Titus 1:6

Definition: Greek word for believe, "pistos," means "faithful, reliable, dependable, trustworthy, inspiring trust, confidence or faith." Phillips translation: with children brought up as Christians. Amplified Bible: whose children are (well-trained and are) believers.

6. Do his children have evidence of salvation and a love for Jesus?

Yes, Definitely For the Most Part Sometimes/Depends No Unsure N/A

7. Do his children regularly attend service and actively participate in worship?

Yes, Definitely For the Most Part Sometimes/Depends No Unsure N/A

Additional Comments:

O. Not A New Convert (NASB) Verse: 1 Timothy 3:6

Definition: Greek word for new, "neophutos," means, "newly planted." Not a recently saved or a younger believer, one who has had little opportunity to test his own faith or demonstrate faithfulness. Phillips translation: he must not be a beginner in the faith. Amplified Bible: he must not be a new convert.

1. Has he been a believer for a significant period of time?

Yes, Definitely For the Most Part Sometimes/Depends No Unsure

2. Has he faced trying circumstances and succeeded?

Yes, Definitely For the Most Part Sometimes/Depends No Unsure

3. Has he learned how to claim God's promises over a period of time and see them fulfilled?

Yes, Definitely For the Most Part Sometimes/Depends No Unsure

4. Has he shown proven character in serving in a church ministry?

Yes, Definitely For the Most Part Sometimes/Depends No Unsure

5. Do others that he is close to and works closest with in life consider him a "mature believer"?

Yes, Definitely For the Most Part Sometimes/Depends No Unsure

Additional Comments:

P. Good Reputation With Those Outside The Church (NASB) Verse: 1 Timothy 3:7

Definition: The Greek words for good reputation, "kalos marturia," means, "beautiful or good testimony." Phillips translation: he should have a good reputation with the outside world. Amplified Bible: he must have a good reputation and be well thought of by those outside (the church).

1. Do fellow employees or workers who are unbelievers appreciate and value him?

Yes, Definitely For the Most Part Sometimes/Depends No Unsure

2. Is he honest, demonstrating integrity in business and personal dealings?

Yes, Definitely For the Most Part Sometimes/Depends No Unsure

3. Is his social life a good testimony before non-Christians?

Yes, Definitely For the Most Part Sometimes/Depends No Unsure

4. Do his neighbors respect him?

Yes, Definitely For the Most Part Sometimes/Depends No Unsure

Additional Comments:

Q. Not Self-Willed (NASB) Verse: Titus 1:7

Definition: Greek word "authades" means "self-willed, stubborn, arrogant, self-pleasing, self-centered, own authority, headstrong." New International Version: not overbearing. Phillips translation: not aggressive. Amplified Bible: not self-willed or arrogant or presumptuous.

1. Is he stubborn (discern between operating out of deep conviction versus being stubborn)?

Yes, Definitely For the Most Part Sometimes/Depends No Unsure

2. Does he seem to think that he is smarter or more skilled than others around him?

Yes, Definitely For the Most Part Sometimes/Depends No Unsure

3. Is he a "team player" as to the goals and plans laid out by the leaders of the church? Does he avoid being an island where he makes decisions and choices on his own?

Yes, Definitely For the Most Part Sometimes/Depends No Unsure

4. Does he generally wait on the Holy Spirit's leading before making decisions? Does he avoid making quick, knee-jerk decisions?

Yes, Definitely For the Most Part Sometimes/Depends No Unsure

5. Does he often ask for advice and godly counsel, especially with church leadership, when making decisions?

Yes, Definitely For the Most Part Sometimes/Depends No Unsure

Additional Comments:

R. Not Quick Tempered (NASB) Verse: Titus 1:7

Definition: Greek word "orgilos" means, "inclined to anger, passionate, cross, irritable, sharp-tongued, short fuse." Phillips translation: hot-tempered.

1. Does he hold his temper well?

Yes, Definitely For the Most Part Sometimes/Depends No Unsure

2. Is he quick to forgive others who have wronged him?

Yes, Definitely For the Most Part Sometimes/Depends No Unsure

3. Does he generally rejoice in trials?

Yes, Definitely For the Most Part Sometimes/Depends No Unsure

4. Does he get irritable when things don't go his way?

Yes, Definitely For the Most Part Sometimes/Depends No Unsure

5. Do you feel like you have to tip-toe around him in order to not "rock the boat?"

Yes, Definitely For the Most Part Sometimes/Depends No Unsure

6. Does he generally refrain from correcting his children in anger?

Yes, Definitely For the Most Part Sometimes/Depends No Unsure N/A

7. Is he impatient when others don't do what he expects, or does he deal with them more harshly?

Yes, Definitely For the Most Part Sometimes/Depends No Unsure

Additional Comments:

S. Loving What Is Good (NASB) Verse: Titus 1:8

Definition: Greek word "philagathos" literally means, "to love (phileo) good (agathos), loving that which is good, a lover of good." Amplified Bible: a lover of goodness — of good people and good things.

1. Are his closest associates godly people?

Yes, Definitely For the Most Part Sometimes/Depends No Unsure

2. Does he quickly claim the grace of Christ when he sins or fails?

Yes, Definitely For the Most Part Sometimes/Depends No Unsure

3. Does he believe the best about others?

Yes, Definitely For the Most Part Sometimes/Depends No Unsure

4. Does he have a hopeful and optimistic view of life, based on the Scriptures?

Yes, Definitely For the Most Part Sometimes/Depends No Unsure

5. Does he abhor what is evil, such as crass humor, sinful behaviors, gossip, etc.?

Yes, Definitely For the Most Part Sometimes/Depends No Unsure

Additional Comments:

T. Just (NASB) Verse: Titus 1:8

Definition: Greek word "dikaios" means "just, righteous in human relationships, upright, able to make proper judgments and act accordingly, correct, innocent." New International Version: upright. Phillips translation: fair-minded. Amplified Bible: upright and fair-minded.

1. Is he fair and honest in his relationships with other people?

Yes, Definitely For the Most Part Sometimes/Depends No Unsure

2. Does he listen to both sides of a discussion before coming to a conclusion?

Yes, Definitely For the Most Part Sometimes/Depends No Unsure

3. Do others seek him out as a fair counselor?

Yes, Definitely For the Most Part Sometimes/Depends No Unsure

4. Could he confidently and righteously lead in putting out of the church someone who deserved to be removed from fellowship?

Yes, Definitely For the Most Part Sometimes/Depends No Unsure

Additional Comments:

U. Devout (NASB) Verse: Titus 1:8

Definition: Greek word "hosios" means "holy, pleasing to God, observable practical holiness, being undefiled, innocent, righteous, pious." New International Version: holy. Amplified Bible: a devout man and religiously right.

1. Does he desire to please God more than men?

Yes, Definitely For the Most Part Sometimes/Depends No Unsure

2. Does he have a strong prayer life?

Yes, Definitely For the Most Part Sometimes/Depends No Unsure

3. Is he committed to obeying God and His Word regardless of pressures or trials he goes through?

Yes, Definitely For the Most Part Sometimes/Depends No Unsure

4. Does he regularly schedule extra time with the Lord?

Yes, Definitely For the Most Part Sometimes/Depends No Unsure

Additional Comments:

V. Self-Controlled (NASB) Verse: Titus 1:8

Definition: Greek word "egkrates" means "disciplined, in full control of oneself, strong, master of, to have power over oneself." New International Version: disciplined. Amplified Bible: temperate and keeping himself in hand.

1. Does he usually accomplish tasks on time?

Yes, Definitely For the Most Part Sometimes/Depends No Unsure

2. Does he get to meetings on time?

Yes, Definitely For the Most Part Sometimes/Depends No Unsure

3. Is his appearance neat and orderly?

Yes, Definitely For the Most Part Sometimes/Depends No Unsure

4. Does he control his eating?

Yes, Definitely For the Most Part Sometimes/Depends No Unsure

5. Is he obsessive over anything in an unhealthy, idolatrous way? Such as image, food, money, health, pleasure, etc.? If so, explain below.

Yes, Definitely For the Most Part Sometimes/Depends No Unsure

Additional Comments:

W. Holding Fast the Faithful Word (NASB) Verse: Titus 1:9

Definition: Greek word for holding fast is "antekomenon," which means, "clinging to, devoted to, paying attention to, holding firmly to." New International Version: hold firmly to the trustworthy message. Phillips translation: a man who takes his stand on the true faith. Amplified Bible: he must hold fast to the sure and trustworthy Word of God.

Able to exhort (NASB) Verse: Titus 1:9

Definition: Greek word "parakaleo" means "encourage, appeal, request, comfort, console, to call to or for." New International Version: can encourage. Phillips translation: stimulate faith. Amplified Bible: to give stimulating instruction and encouragement.

1. Is he able to mobilize a small group or ministry team to serve Christ?

Yes, Definitely For the Most Part Sometimes/Depends No Unsure

Sound doctrine (NASB, NIV) Verse: Titus 1:9

Definition: Greek word for sound is "hugianino," meaning, "to be sound, healthy." Phillips translation: sound teaching. Amplified Bible: in sound (wholesome) doctrine.

2. Does he have a good grasp of a wide variety of biblical doctrines?

Yes, Definitely For the Most Part Sometimes/Depends No Unsure

3. Is he united with the other church leaders on all areas of major doctrine?

Yes, Definitely For the Most Part Sometimes/Depends No Unsure

Able . . . to refute those who contradict (NASB) Verse: Titus 1:9

Definition: Greek word for refute, "elegkein," means "convince, convict, expose, point out, reprove, correct, set forth." Phillips translation: confute opposition. Amplified Bible: to refute and convict those who contradict and oppose it — showing the wayward their error.

4. Is he able to boldly refute someone who is teaching wrong doctrine?

Yes, Definitely For the Most Part Sometimes/Depends No Unsure

Additional Comments:

DESCRIPTIVE QUALIFICATIONS

A. Ministry of the Word of God and Prayer

Acts 6:1–7 ^(ESV)

¹ Now in these days when the disciples were increasing in number, a complaint by the Hellenists arose against the Hebrews because their widows were being neglected in the daily distribution. ² And the twelve summoned the full number of the disciples and said, "It is not right that we should give up preaching the word of God to serve tables. ³ Therefore, brothers, pick out from among you seven men of good repute, full of the Spirit and of wisdom, whom we will appoint to this duty. ⁴ But we will devote ourselves to prayer and to the ministry of the word." ⁵ And what they said pleased the whole gathering, and they chose Stephen, a man full of faith and of the Holy Spirit, and Philip, and Prochorus, and Nicanor, and Timon, and Parmenas, and Nicolaus, a proselyte of Antioch. ⁶ These they set before the apostles, and they prayed and laid their hands on them. ⁷ And the word of God continued to increase, and the number of the disciples multiplied greatly in Jerusalem, and a great many of the priests became obedient to the faith.

1. Does he spend a significant part of his time and ministry in the Word of God on his own and for his own growth?

Yes, Definitely For the Most Part Sometimes/Depends No Unsure

2. Is he regularly in the Word of God with others that he leads?

Yes, Definitely For the Most Part Sometimes/Depends No Unsure

3. Is he regularly in prayer in his own time?

Yes, Definitely For the Most Part Sometimes/Depends No Unsure

4. Is he regularly in prayer with others that he leads?

Yes, Definitely For the Most Part Sometimes/Depends No Unsure

Additional Comments:

B. Delegation

Acts 6:1–7 (ESV)

¹ Now in these days when the disciples were increasing in number, a complaint by the Hellenists arose against the Hebrews because their widows were being neglected in the daily distribution. ² And the twelve summoned the full number of the disciples and said, "It is not right that we should give up preaching the word of God to serve tables. ³ Therefore, brothers, pick out from among you seven men of good repute, full of the Spirit and of wisdom, whom we will appoint to this duty. ⁴ But we will devote ourselves to prayer and to the ministry of the word." ⁵ And what they said pleased the whole gathering, and they chose Stephen, a man full of faith and of the Holy Spirit, and Philip, and Prochorus, and Nicanor, and Timon, and Parmenas, and Nicolaus, a proselyte of Antioch. ⁶ These they set before the apostles, and they prayed and laid their hands on them. ⁷ And the word of God continued to increase, and the number of the disciples multiplied greatly in Jerusalem, and a great many of the priests became obedient to the faith.

Exodus 18:17–23 (ESV)

¹⁷ Moses' father-in-law said to him, "What you are doing is not good. ¹⁸ You and the people with you will certainly wear yourselves out, for the thing is too heavy for you. You are not able to do it alone... ²¹ ...look for able men from all the people, men who fear God, who are trustworthy and hate a bribe, and place such men over the people as chiefs of thousands, of hundreds, of fifties, and of tens. ²² And let them judge the people at all times. Every great matter they shall bring to you, but any small matter they shall decide themselves. So it will be easier for you, and they will bear the burden with you. ²³ If you do this, God will direct you, you will be able to endure, and all this people also will go to their place in peace."

1. Does he get caught up in other tasks and peripherals that keep him from staying focused on his main task or goal?

Yes, Definitely For the Most Part Sometimes/Depends No Unsure

2. Is he able to hand off ministerial duties and trust the ministers that the work is given to? Does he avoid micro-management and second-guessing others' work?

Yes, Definitely For the Most Part Sometimes/Depends No Unsure

Additional Comments:

C. Leadership Development/Discipleship

2 Timothy 2:2 ^(ESV)

² and what you have heard from me in the presence of many witnesses entrust to faithful men who will be able to teach others also.

Ephesians 4:11–14 ^(ESV)

¹¹ And he gave the apostles, the prophets, the evangelists, the shepherds and teachers, ¹² to equip the saints for the work of ministry, for building up the body of Christ, ¹³ until we all attain to the unity of the faith and of the knowledge of the Son of God, to mature manhood, to the measure of the stature of the fullness of Christ, ¹⁴ so that we may no longer be children, tossed to and fro by the waves and carried about by every wind of doctrine, by human cunning, by craftiness in deceitful schemes.

1. Is he a reproducing leader? Is he a discipler?

Yes, Definitely For the Most Part Sometimes/Depends No Unsure

Give examples of how he duplicates and reproduces himself in others:

2. Does he invite others along for the journey? Is he continually “working himself out of a job”?

Yes, Definitely For the Most Part Sometimes/Depends No Unsure

Give examples of how he does this: _____

3. Do those he is closest to feel like they are getting adequate support and equipping from him?

Yes, Definitely For the Most Part Sometimes/Depends No Unsure

Additional Comments:

D. Knowing the Sheep

John 10:11-15 (ESV)

¹¹ I am the good shepherd. The good shepherd lays down his life for the sheep. ¹² He who is a hired hand and not a shepherd, who does not own the sheep, sees the wolf coming and leaves the sheep and flees, and the wolf snatches them and scatters them. ¹³ He flees because he is a hired hand and cares nothing for the sheep. ¹⁴ I am the good shepherd. I know my own and my own know me, ¹⁵ just as the Father knows me and I know the Father; and I lay down my life for the sheep.

John 21:16 (ESV)

¹⁶ He said to him a second time, "Simon, son of John, do you love me?" He said to him, "Yes, Lord; you know that I love you." He said to him, "Tend my sheep."

1. As a potential "under-shepherd," does he model Christ by knowing the congregation well?

Yes, Definitely For the Most Part Sometimes/Depends No Unsure

2. Is he intimately involved in their lives, caring for them, praying for them, and counseling them?

Yes, Definitely For the Most Part Sometimes/Depends No Unsure

3. Is he available, when the specific need arises, to tend to their specific needs in a caring and loving way?

Yes, Definitely For the Most Part Sometimes/Depends No Unsure

Additional Comments:

E. Feeding the Sheep

John 21:15-19 (NIV)

¹⁵ When they had finished eating, Jesus said to Simon Peter, "Simon son of John, do you love me more than these?" "Yes, Lord," he said, "you know that I love you." Jesus said, "Feed my lambs."

¹⁶ Again Jesus said, "Simon son of John, do you love me?" He answered, "Yes, Lord, you know that I love you." Jesus said, "Take care of my sheep." ¹⁷ The third time he said to him, "Simon son of John, do you love me?" Peter was hurt because Jesus asked him the third time, "Do you love me?" He said, "Lord, you know all things; you know that I love you." Jesus said, "Feed my sheep." ¹⁸ Very truly I tell you, when you were younger you dressed yourself and went where you wanted; but when you are old you will stretch out your hands, and someone else will dress you and lead you where you do not want to go." ¹⁹ Jesus said this to indicate the kind of death by which Peter would glorify God. Then he said to him, "Follow me!"

1. Does he shepherd those he is most responsible for well? Does he pour into them, care for them, pray with them, and encourage them?

Yes, Definitely For the Most Part Sometimes/Depends No Unsure

Give examples of how he does this: _____

2. Does he point people back to the Gospel, rather than just simply practical "to-do" lists?

Yes, Definitely For the Most Part Sometimes/Depends No Unsure

Give examples of how he does this: _____

Additional Comments:

F. Protecting the Sheep

Acts 20:28–30 ^(ESV)

²⁸ Pay careful attention to yourselves and to all the flock, in which the Holy Spirit has made you overseers, to care for the church of God, which he obtained with his own blood. ²⁹ I know that after my departure fierce wolves will come in among you, not sparing the flock; ³⁰ and from among your own selves will arise men speaking twisted things, to draw away the disciples after them.

1. Does he know how to recognize wolves, and is able to defend against false teaching, deceptive motives, and give proper warning?

Yes, Definitely For the Most Part Sometimes/Depends No Unsure

Give examples of how he does this: _____

2. Does he risk his own comfort and interest for the sake of doing what is right, such as speaking the truth in love, not looking the other way, etc?

Yes, Definitely For the Most Part Sometimes/Depends No Unsure

Give examples of how he does this: _____

Additional Comments:

G. Student

2 Timothy 2:15 ^(ESV)

¹⁵ Do your best to present yourself to God as one approved, a worker who has no need to be ashamed, rightly handling the word of truth.

1. He characterized as someone who is always growing as a student, wanting to learn more?

Yes, Definitely For the Most Part Sometimes/Depends No Unsure

2. Would he be characterized as a reader?

Yes, Definitely For the Most Part Sometimes/Depends No Unsure

3. Is he diligent in his study? Does he take studying and reading seriously, but also with joy and as a desire?

Yes, Definitely For the Most Part Sometimes/Depends No Unsure

Give examples of how he does these: _____

Additional Comments:

H. Missiologist/Evangelist

2 Timothy 4:5 ^(ESV)

⁵ As for you, always be sober-minded, endure suffering, do the work of an evangelist, fulfill your ministry.

1. Does he seek to share his faith with non-believers?

Yes, Definitely For the Most Part Sometimes/Depends No Unsure

2. Is he able to share the Gospel to non-believers in a way that is engaging, informed, and clear?

Yes, Definitely For the Most Part Sometimes/Depends No Unsure

3. Does he actively seek new ways to share his faith and let Christ be known through his life to an unbelieving world?

Yes, Definitely For the Most Part Sometimes/Depends No Unsure

Give examples of how he does these: _____

Additional Comments:

I. Strategy and Vision

1 Corinthians 1:20-31 ^(ESV)

²⁰ Where is the one who is wise? Where is the scribe? Where is the debater of this age? Has not God made foolish the wisdom of the world? ²¹ For since, in the wisdom of God, the world did not know God through wisdom, it pleased God through the folly of what we preach to save those who believe. ²² For Jews demand signs and Greeks seek wisdom, ²³ but we preach Christ crucified, a stumbling block to Jews and folly to Gentiles, ²⁴ but to those who are called, both Jews and Greeks, Christ the power of God and the wisdom of God. ²⁵ For the foolishness of God is wiser than men, and the weakness of God is stronger than men.

²⁶ For consider your calling, brothers: not many of you were wise according to worldly standards, not many were powerful, not many were of noble birth. ²⁷ But God chose what is foolish in the world to shame the wise; God chose what is weak in the world to shame the strong; ²⁸ God chose what is low and despised in the world, even things that are not, to bring to nothing things that are, ²⁹ so that no human being might boast in the presence of God. ³⁰ And because of him you are in Christ Jesus, who became to us wisdom from God, righteousness and sanctification and redemption, ³¹ so that, as it is written, "Let the one who boasts, boast in the Lord."

1. Does he make a lot of decisions or plans based on his own, or through conventional wisdom or strategies, or simply just "what works"? Is he more pragmatic and practical, rather than philosophical and theological?

Yes, Definitely For the Most Part Sometimes/Depends No Unsure

Give examples of how he does this: _____

2. When interacting with others or assessing others' work, does he focus mostly on the performance and meeting of expectations? Is he focused mostly on results?

Yes, Definitely For the Most Part Sometimes/Depends No Unsure

3. Does he usually aim for the best idea, or does he insist on going to the Word, prayer, and counsel when the solution isn't clear?

Yes, Definitely For the Most Part Sometimes/Depends No Unsure

4. Does he believe in and agree with the vision and strategy of the church?

Yes, Definitely For the Most Part Sometimes/Depends No Unsure

Additional Comments:

J. Personal Health

Acts 20:28–30 ^(ESV)

²⁸ Pay careful attention to yourselves and to all the flock, in which the Holy Spirit has made you overseers, to care for the church of God, which he obtained with his own blood. ²⁹ I know that after my departure fierce wolves will come in among you, not sparing the flock; ³⁰ and from among your own selves will arise men speaking twisted things, to draw away the disciples after them.

2 Timothy 4:7 ^(ESV)

⁷ I have fought the good fight, I have finished the race, I have kept the faith.

Acts 20:24 ^(ESV)

²⁴ But I do not account my life of any value nor as precious to myself, if only I may finish my course and the ministry that I received from the Lord Jesus, to testify to the gospel of the grace of God.

1. Does he have healthy habits, rhythms, and a plan for long term health and sustainability?

Yes, Definitely For the Most Part Sometimes/Depends No Unsure

2. Does he have healthy outlets that help him enjoy God and the gifts of God?

Yes, Definitely For the Most Part Sometimes/Depends No Unsure

3. Does he have men he is able to Fight Club with, be honest with, confess sin to, and get regular encouragement from?

Yes, Definitely For the Most Part Sometimes/Depends No Unsure

Give examples of how he does this: _____

Additional Comments:
