

# Deacon Selection and Appointment Process

Murrieta Church of Christ

9 July 2018

**Objective:** To define an orderly, systematic and effective process to Nominate, Vet, Select, and Appoint deacons to serve as leaders for the various ministries, operations, and functions of the Murrieta Church of Christ. This process shall be utilized when it is determined, by the Elders, that additional deacons are needed to serve the congregation.

**Process owner:** The current Elders shall oversee this process and may revise it as needed. The Elders, in their sole discretion, will determine whether or not the Nomination Process will be used. When the Nomination Process is not used, the members will not be allowed to nominate a candidate for the position of Deacon. The Elders will develop a list of candidates from which the Elders will interview the candidates. Upon completion of the Elders' interviews, the final list of candidate(s) selected by the Elders will be presented to the Membership for consideration in accordance with the Consideration Process. Except as stated within this paragraph regarding the Nomination Process, all other stipulations of the Deacon Selection and Appointment Process will apply.

**Process participants:** The Members, in good standing, of the MCoC shall be the core Participants in Nominating, Vetting, Selecting, and Appointing deacons.

*A “Member” of the Murrieta church of Christ is any person who: (a) has willingly confessed that Jesus Christ is the son of God (Rom. 10:9); (b) has been baptized (immersed in water) in the name of the Father, Son and the Holy Spirit (Matt. 28:19); (c) lives a life that is worthy of being called an Ambassador for Christ (2 Cor. 5:20), and who willingly accepts the leadership and authority of the appointed Elders of MCoC. (Acts 20: 28-31). It is expected that a Member, worship, contribute, study, and fellowship regularly with the MCoC church body (John 4:24).*

**Nomination process period:** The process for nominating Male Members for the office of Deacon shall begin on a date specified by the Elders and shall end on a

specified date, not to exceed a period of 30 days. The Elders shall continually publish these dates in the weekly church Bulletin and on the MCoC website at least 30 days prior to the designated start date and continue to publish, weekly, until the specified period ends.

**Who may Nominate:** Any Member of this congregation may nominate any Male Member for the office of Deacon.

1. Any Male Member may place their own name in nomination for the office of Deacon by communicating such to any Member of the Board of Elder, orally or in writing, his willingness to serve as a deacon
2. Any Member may nominate any Male Member provided: the potential nominee has, first, agreed to have his name placed in nomination. The nominating Member may then communicate (orally or in writing) the name of the nominee to any Member of the Elders. In this case, both the name of the nominee and the name of the one nominating him shall be given to the elder.

**Nominee qualifications:** It is incumbent on all nominees to examine themselves, to determine if they are **willing** to serve and are **qualified** for the office of Deacon in accordance with I Timothy 3: 8-12 and Acts 6: 3 (NAS). Note: A Nominee shall be subject to the judgment of the Elders and, if selected, the consideration of the Membership—for a measure of confidence in the nominee's qualifications and competence to serve as a deacon.

*Qualifications: I Timothy 3: 8. Likewise deacons must be reverent, not double-tongued, not given to much wine, not greedy for money, 9. holding the mystery of the faith with a pure conscience. 10. But let these also first be proved; then let them serve as deacons, being found blameless. 11. Likewise their wives must be reverent, not slanderers, temperate, faithful in all things. 12. Let deacons be the husbands of one wife, ruling their children and their own houses well. 13. For those who have served well as deacons obtain for themselves a good standing and great boldness in the faith which is in Christ Jesus. (NKJ)*

*Acts 6: 3 "Therefore, brethren, seek out from among you seven men of good reputation, full of the Holy Spirit and wisdom, whom we may appoint over this business; 4. "but we will give ourselves continually to prayer and to the ministry of the word."*

**Selection Process:** Following the Nomination Period, The Elders shall interview each Deacon nominee to verify that each nominee (and wife) meets the

qualifications stated above. The results of this process shall be a final Selection of candidates. The number of candidates shall be determined, in part, by the immediate and long-term need for deacons and for their qualifications. This process period will be expedited to present the Final List of candidates to the Members of the congregation “as soon as possible.” The final list of candidates for the office of deacon shall be determined by the Elders.

**Consideration Process:** After the Elders have determined the final list of deacon candidates, these candidates shall be publicly recommended to the Membership for their considerations. The Memberships’ consideration process will last no longer than two weeks. The following consideration is to be made by the Membership: Is there any personal knowledge that would give Scriptural reason why a candidate should not serve as a deacon based on qualifications in I Timothy 3: 8-12 and Acts 6: 3?

**Member’s Objection:** If a Member has reason to believe that a candidate is not qualified, that objection shall be made in writing, signed and delivered to the Elders. The Elders shall consider the objection(s), discuss the details with the objecting Member, first, and then with the candidate. The Elders shall make a final determination and either decline the objection or remove the candidate from further consideration.

**Appointment of deacons:** Once the two-week period for memberships’ consideration has passed and no objections are raised, the Elders will set a date for the Appointment of deacon(s). The appointment process shall be conducted during a Sunday AM service period and after all objections, if any, have been addressed and resolved.

1. Selected Deacons and their wives and children shall appear before the congregation for Appointment.
2. The Elders will introduce each selected deacon and wife, giving a short family biography and the intended area in which the deacon will be appointed to serve.
3. Prayer and laying-on-of-hands will culminate the Appointment of deacons.

**Deacon Appointment Term:** The term of a deacon’s Appointment is indefinite.

**Deacon Duty Assignments:** The “initial area” of service may change as the need for deacons change and, as a means for spiritual growth and strengthening a deacon’s ability to serve.

**Deacon Sabbatical:** A deacon may request a sabbatical for a period not to exceed 1 year, after a tenure of 3 years. A letter to the Elders dated at least 30 days prior to the sabbatical start date will be considered and, if approved, the deacon will retain his Appointment as a deacon but will be relieved of all related duties, for the sabbatical period. Notice of such Sabbatical shall be provided to the congregation. Not more than three deacons may be on Sabbatical simultaneously.

**Deacon Resignation:** A deacon may resign his Appointment at any time, without cause; however, the resignation shall be by a signed, dated letter to the Elders, stating the effective date of resignation. Notice of such resignation shall be provided to the congregation.

**Deacon Termination:** Only the Elders may terminate a deacon’s Appointment, for cause, by a signed letter to the affected deacon, stating the “cause” and the effective date. “Cause” may include but not limited to: “Conduct unbecoming”, “Failure to perform assigned duties”, “Failure to maintain Scriptural qualifications.” Notice of such Termination shall be provided to the congregation. No deacon may be terminated without the Elders hearing from the deacon and confirming, by at least two witnesses, the grounds for the “Cause.”

Rich Dawson, Elder

Roy Davis, Elder

Doug Keup, Elder

Bert Parker, Elder

Steve Terry, Elder