

Deacon Qualifications Test

John Hopler

An evaluation designed to help determine
a man's maturity, measured by the standards in
1 Timothy 3:8-10; 12, 13.

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How To Use This Test

This is a tool to help discern whether a man is qualified to be a deacon.

For any individual who is seriously being considered for appointment, I would suggest that the test be taken by:

- 1) That person.
- 2) Pastors who know him.
- 3) The man's wife, roommate, or others who are close to him.

After this test is taken, I suggest that the results be discussed by the leadership and shared with the person whose life is being evaluated. The last page has further instructions on how to use the results.

Test Questions

Name of individual being considered: _____

If the answer to the question is Yes, put a "1" in the space provided. Write a "0" if it is No. Record a "1" if the question does not apply (e.g., a question as to children and the person has none).

1. Is he gaining the respect of his peers? _____
2. Is it true he does not change his opinion or instructions when faced with pressure? _____
3. Is it true that there are no sins that have mastered him? _____
4. Does he trust God when tested financially? _____
5. Does he believe the Bible's important doctrines that the church emphasizes? _____
6. Has he successfully served the church in some capacity? _____
7. Is it true that no one has an unresolved justifiable complaint against him? _____
8. Is it true that neither he nor his wife (if married) have been divorced?
Note: if a divorce in question was biblically based, then put a "1" down. _____
9. Does he lead the family devotions? _____
10. Is it true he does not do things that bring disrespect to himself or his family? _____
11. Is he consistent in what he says to people? (He does not say one thing to one person and something else to another.) _____
12. Does he make sure to do nothing that is causing a weaker Christian to stumble? _____
13. Is he generous with his money? _____
14. Is it true he does not have any doubts regarding the Bible, its doctrines, or authority? _____
15. Has he earned the respect of those he has served through his service? _____
16. Do his friends, roommates, wife, and fellow home group or ministry members believe he is qualified to be a deacon? _____
17. Is he faithful to his wife physically? (If single, does he have control of his sexual desires?) _____
18. Does he take the lead in training his children? _____

19. Does he treat sensitive matters appropriately? _____
20. Do people find him believable? _____
21. Is he self-controlled emotionally? _____
22. Is he content before God in his present financial situation? _____
23. Does he have assurance regarding his salvation? _____
24. Did he cooperate well with others in the area in which he served, including the pastor(s) and deacons? _____
25. Does he believe he is qualified to be a deacon? _____
26. Is he pure in his relationships with other women in the church? _____
27. Is his house clean and orderly? _____
28. Is he aware of spiritual realities and is appropriately sober? _____
29. Is he open and honest with others about what he is really thinking? _____
30. Does he refrain from excessive drinking or taking addictive drugs? _____
31. Does he tithe? _____
32. When he sins, does he quickly claim the forgiveness God gives through Jesus Christ? _____
33. Does he successfully complete the tasks the pastors assign him? _____
34. Does he have a clear conscience? _____
35. Does he have a high moral standard as to what he reads, watches in theaters, or on TV? _____
36. Does he maintain a budget with respect to his finances? _____

Qualifications Key

- A. Dignity
- B. Not Double-Tongued
- C. Not Addicted to Wine
- D. Not Fond of Sordid Gain
- E. Holding to the Mystery of the Faith with a Clear Conscience
- F. Tested
- G. Beyond Reproach
- H. Husband of One Wife
- I. Good Manager of Children and Household

Definitions of Deacon Qualifications

A. DIGNITY

Verse: 1 Timothy 3:8

Definition: Greek word “Semnos” means to be first reverent, then serious, grave. The NIV translation: worthy of respect.

B. NOT DOUBLE-TONGUED

Verse: 1 Timothy 3:8

Definition: Greek word “dilogos” primarily means saying the same thing twice or given to repetition, hence saying a thing to one person and giving a different view of it to another. NIV translation: sincere. Amplified Bible: not shifty and double-talkers but sincere in what they say.

C. NOT ADDICTED TO WINE

Verse: 1 Timothy 3:8

Definition: Greek word “prosecho” means to hold the mind, to turn one’s mind to, and is used here of giving oneself up to wine. King James translation and Amplified Bible: not given to much wine. NIV translation: not indulging in much wine.

D. NOT FOND OF SORDID GAIN

Verse: 1 Timothy 3:8

Definition: Greek word “aischrokerdes” (for ‘fond of’) means greedy of base gains. Gain, in the Greek, is the same word. Sordid in the Greek is a related word. King James translation: not greedy for filthy lucre. Base (King James says ‘filthy’) would mean morally low. Amplified Bible: not greedy for base gain—craving after wealth and resorting to ignoble and dishonest methods of getting it.

E. HOLDING TO THE MYSTERY OF THE FAITH WITH A CLEAR CONSCIENCE

Verse: 1 Timothy 3:9

Definition: Greek word “musterion”, a secret, known only by divine revelation. It would refer to spiritual truths, the gospel. Hold on to these truths, the faith, the gospel with a clear conscience. NIV translation: keep hold of the deep truths of the faith with a clear conscience.

F. TESTED

Verse: 1 Timothy 3:10

Definition: Greek word “dokimazo” means to test, prove, with the expectation of approving. Amplified Bible: and let them also be tried and investigated and proved first.

G. BEYOND REPROACH

Verse: 1 Timothy 3:10

Definition: Greek word “anegkletos” (or anenkletos) means that which cannot be called to account. Unreprovable, blameless. Implies the absence of an accusation against the person. NIV translation: if there is nothing against them let them serve as deacons.

H. HUSBAND OF ONE WIFE

Verse: 1 Timothy 3:12

I. GOOD MANAGER OF CHILDREN AND HOUSEHOLD

Verse: 1 Timothy 3:12

Definition: Greek word “proistemi” (for managers) means to stand before, to lead, attend to, rule. NIV translation: manage his children and his household well.

Answer Sheet

Put a "1" or "0" next to each number according to how you answered the questions on the test. Add up the four answers horizontally and write the sum under the "Total" column. Then use the Qualifications Key on the next page to match each total to the appropriate qualifications.

								Total	Row	Qualification
1.		10.		19.		28.			A	
2.		11.		20.		29.			B	
3.		12.		21.		30.			C	
4.		13.		22.		31.			D	
5.		14.		23.		32.			E	
6.		15.		24.		33.			F	
7.		16.		25.		34.			G	
8.		17.		26.		35.			H	
9.		18.		27.		36.			I	

How To Evaluate The Test Results

1. First and foremost, understand that this is only a tool to help you evaluate if an individual is qualified to be a deacon. Reliance on the Holy Spirit and much prayer is needed when considering the person's qualifications.
2. Use the following scale to determine a person's qualifications based on the number in the "Total" column on the answer sheet:
 - 0: Not qualified
 - 1-2: Probably not qualified
 - 3: Perhaps qualified
 - 4: Qualified
3. The best way for the person being considered to use the results of this test is to take the one area of qualification in which there was a low rating and to devote himself to growing in that particular area. Direction and encouragement from the pastor(s) regarding his growth in that area should be an important part of the process.

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