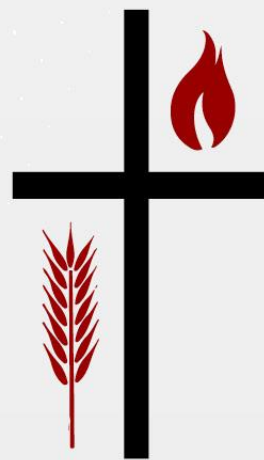




Elder-Deacon Roles and Structures

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Dean, Lincoln Christian
Institute

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LINCOLN CHRISTIAN

INSTITUTE

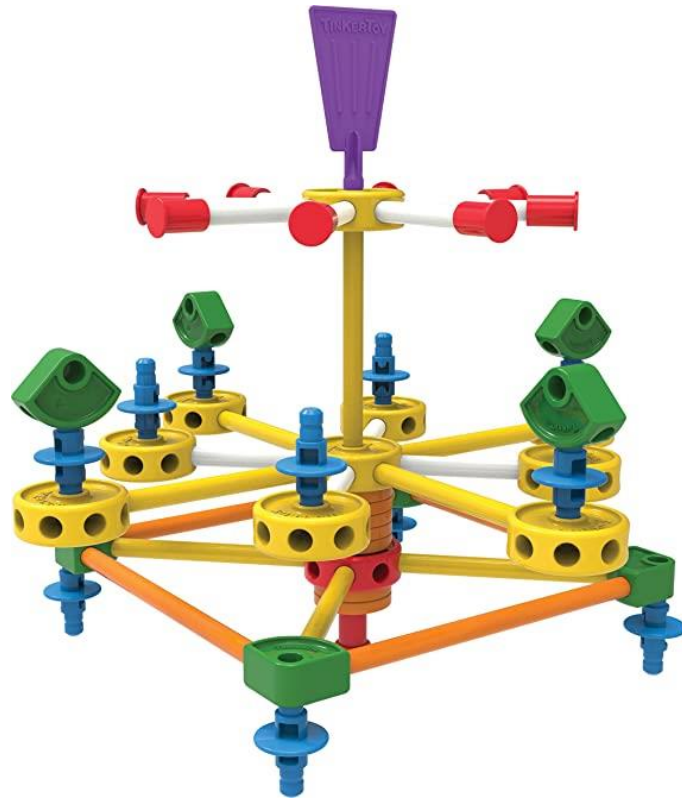
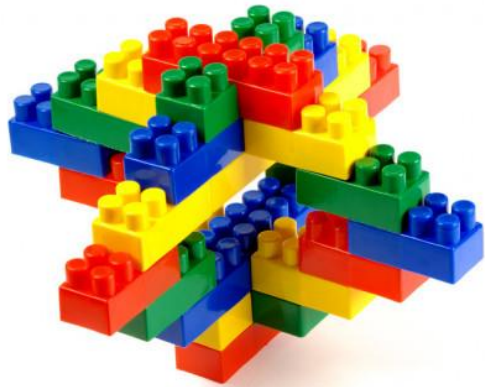


The Role & Function of Elders and Deacons



If I observed elders at your church . . . What would be the “job description”?





Each Comes with Instructions



We have an
instruction book.

The question remains...

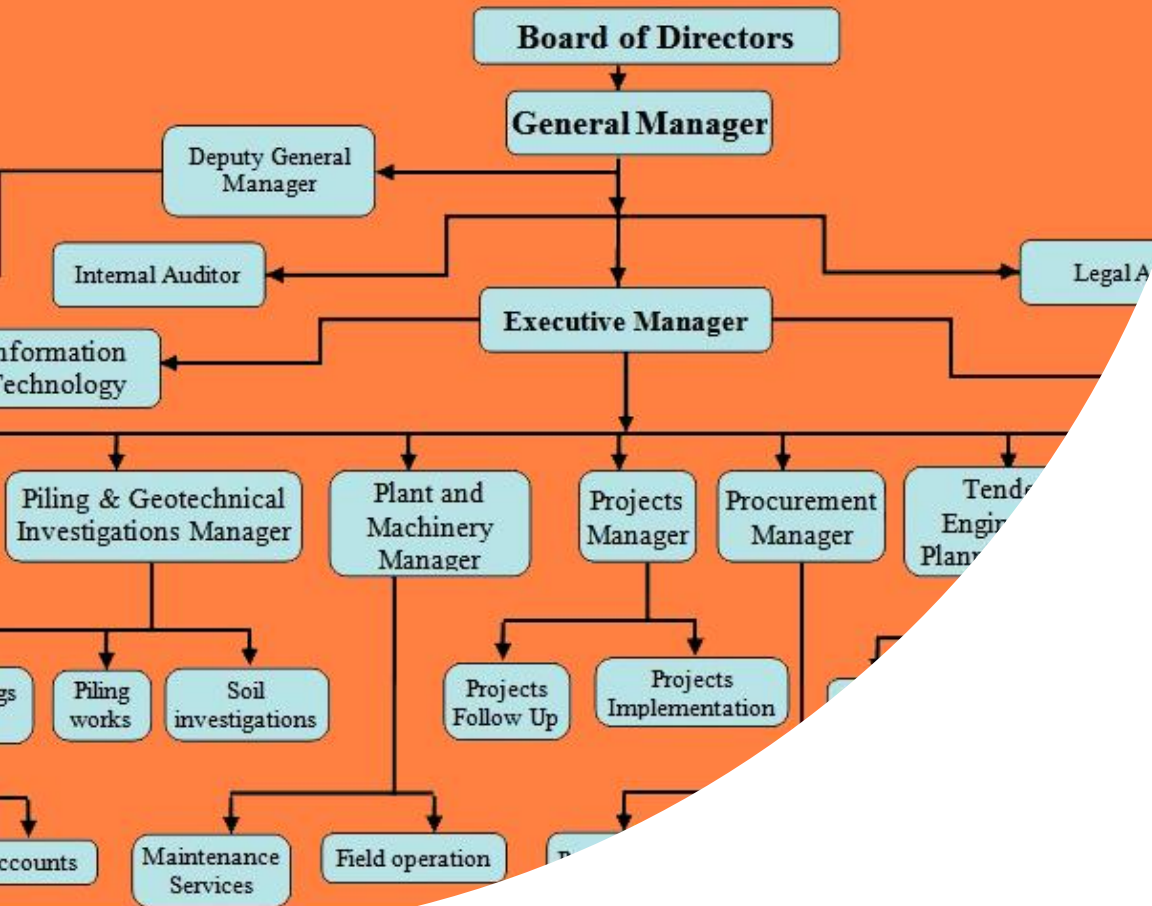
Will we follow the instructions or not?

WE THE PEOPLE of the United States, in Order to form a more perfect Union, establish Justice, insure domestic Tranquility, provide for the common defence, promote the general Welfare, and ordain and establish this Constitution.

The American Government

- Three branches of government for a balance of power
- Offices with stated terms and possible re-election
- Parliamentary procedures with Roberts Rules of Order

SUDAN PILE Organization Structure



The American Corporation

- The Gilded Age → post Civil War
- Peter Drucker, the “Father of Modern Management”
- “Trickle Down Theory”
- Vertical positional authority

Here's the problem . . .

- *Independent* Congregations
- Ill-defined Role of the Minister/Pastor/Preacher
- Confused Relationship of Elders, Deacons, and Staff
- Multiple Structures and Functions of Elders & Deacons



Elder & Deacon Qualifications

1 Timothy, 2 Timothy, Titus, 1 Peter



Universal Position Description Items

- Calling
- Character
- Competency
- Chemistry
- Context



Core Elder Description: *Lead*

Prayer



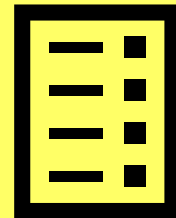
Protect



Preach/
Teach



Policy



Pastoral Care



Core Deacon Description: *Serve*

1

Care for
Immediate
Needs

2

Care for
Community
Needs

3

Serve the
Congregation
and
Community

4

Lead Tactical
Ministries



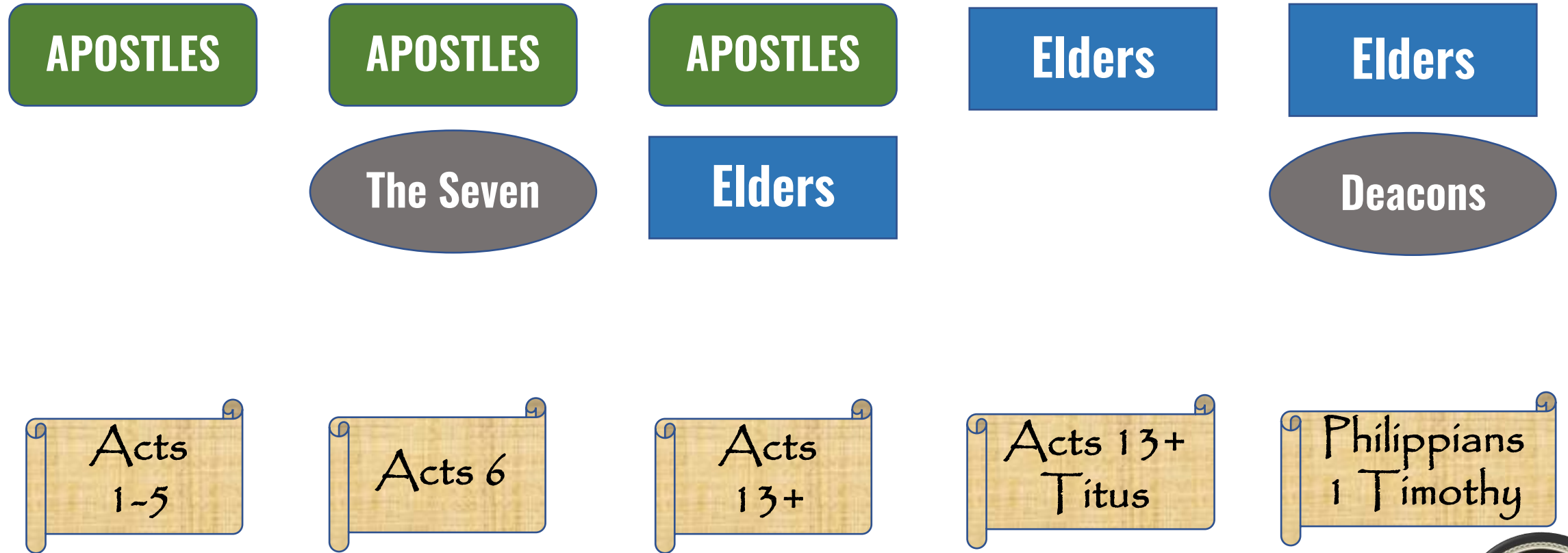


**Elders?
Deacons?**

**Where do we serve in
relation to one another?**



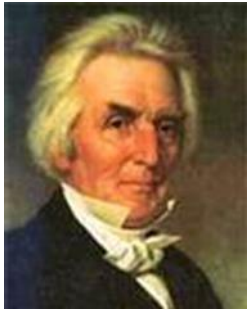
New Testament Church Structures . . .



But what about the evangelist? Ministers?



Campbell & Stone



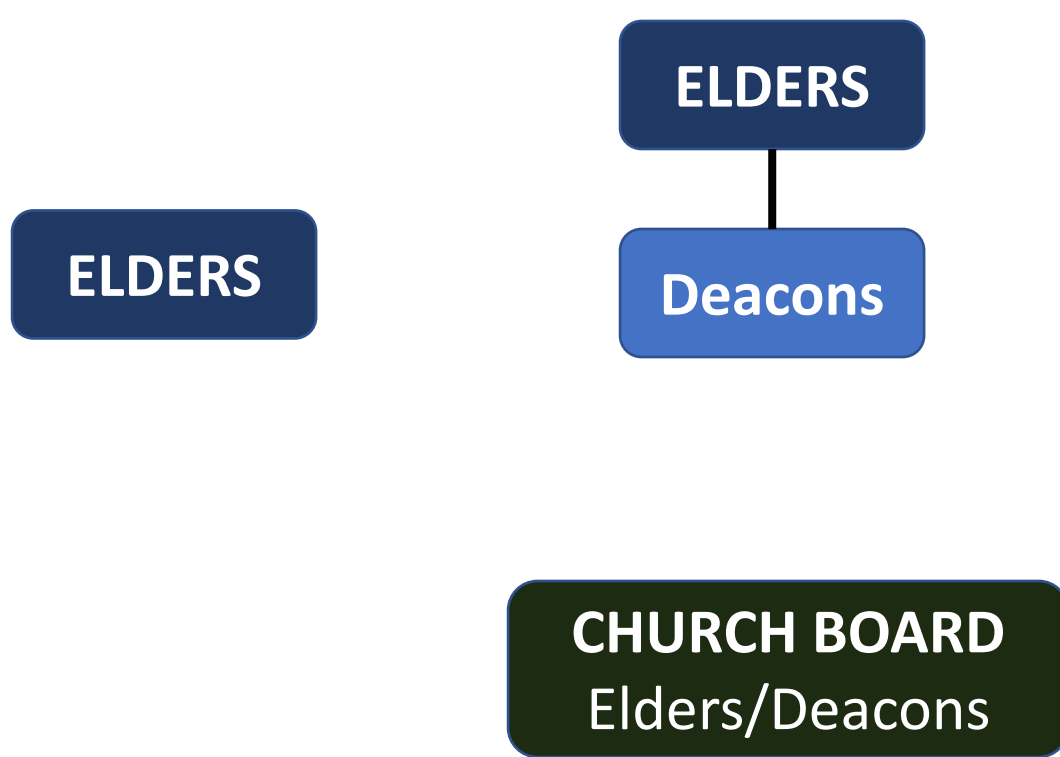
- Anti-Clericalism
- Bishops, Deacons, & Evangelists
- Church as School
 - Elders as faculty!

- Pastor
 - Ruling elder?
- Elder
- Deacon

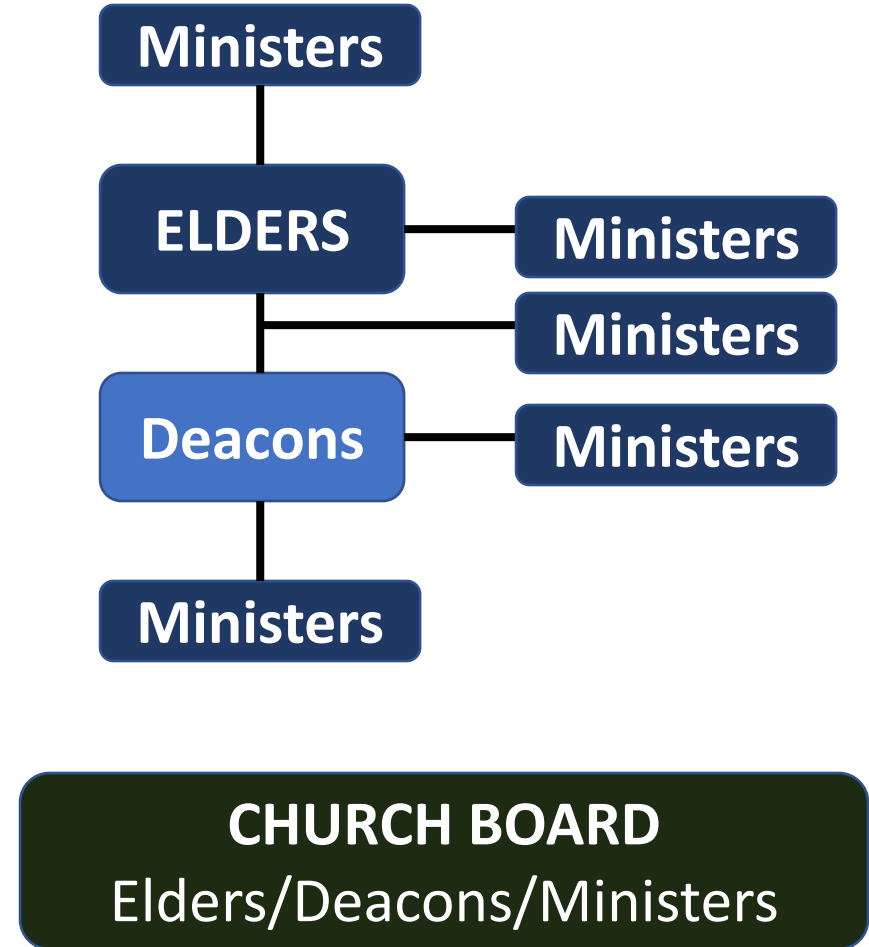


Derek Penwell, "The Changing Role of Elders in the Disciples of Christ,"
Lexington Theological Quarterly

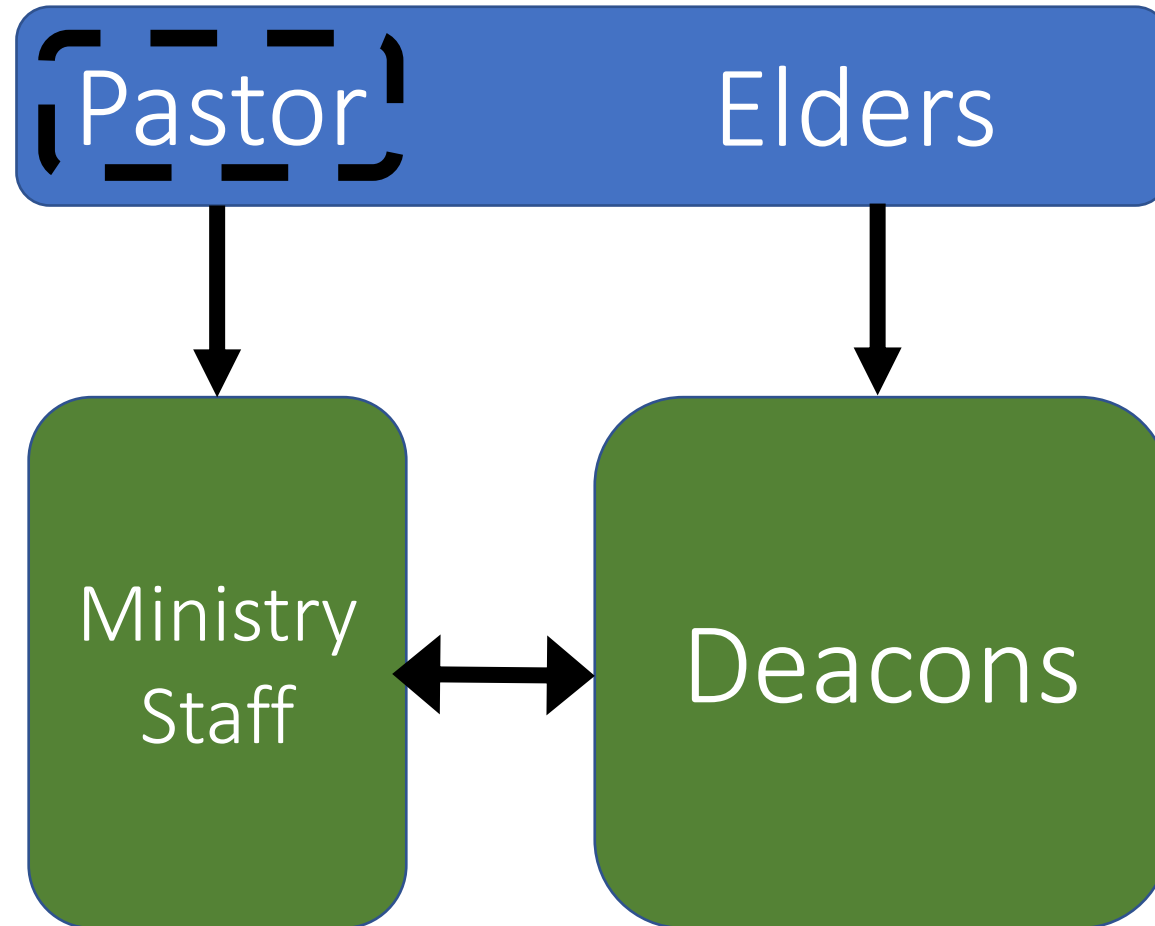
Structures?



Real Question: What about Ministers?



e2 Recommended Structure



In the Restoration Movement!

- Deacons described and influenced by denominational background, e.g. Baptists or Presbyterians, redefining their terms
 - Did we ever loose it?
- Early attention was provided by Alexander Campbell in *The Christian Baptist* . . .
- Later attention was given by Milligan in the *Millennial Harbinger* . . .
 - Personal Observation about the Restoration Movement
- Early attention to the role of deacons focused on restoring the *servant* dimension in Scripture from the ecclesiastical position it had become.



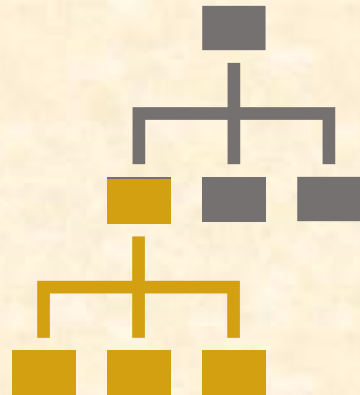
In the Restoration Movement₂

- Confusion and Diversity of Opinion
 - Servant or Servant+
 - Ordained or Not Ordained
 - Only Male or Male & Female
 - Relationship to the Elders
 - Advent of the Church Board
 - Governmental Confusion
- Bylaws codified the Confusion



In the Restoration Movement³

- Quandary of describing elders and deacons . . .
 - Management to Worker
 - Officer to Enlisted
 - Quarterback to Linemen/Coaches to Players
- Shift from Hierarchy to Team Approach . . .



*Function over
Position!*



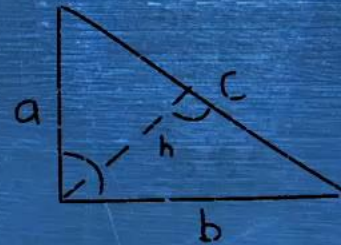
A Basic Formula



- Staff Guided,
- Elder Guarded,
- Deacon Gifted,
- Congregation Growing!

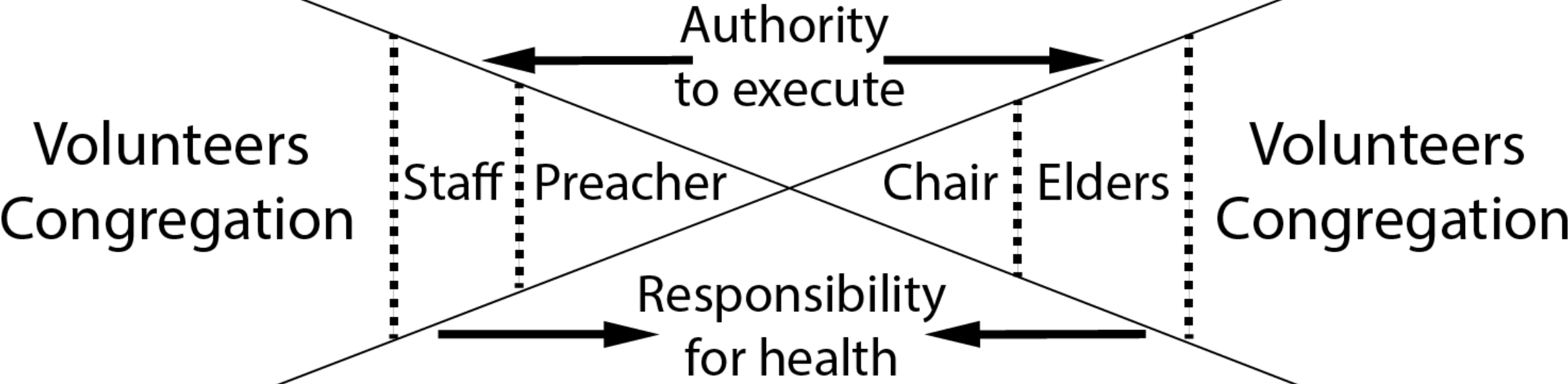
$$\left(\frac{a}{b}\right)^n = \left(\frac{b}{a}\right)^n = b^n$$

$$a^2 + b^2 = c^2$$



$$74 \quad 9 + \sqrt{5}$$

Under the "Headship" of Jesus (Ephesians 1:22, 4:15, 5:23)



Built on the humility of Jesus (Philippians 2:1-11)

ELDERS NEED TO ...

ELIMINATE ...

- A desire to be in the weeds!

DELEGATE

- Responsibility with Authority to others!
 - Acknowledge Limitations
 - Determine Priorities
 - Recruit the Right People
 - Train and Empower Them
 - Get rid of Your Ego



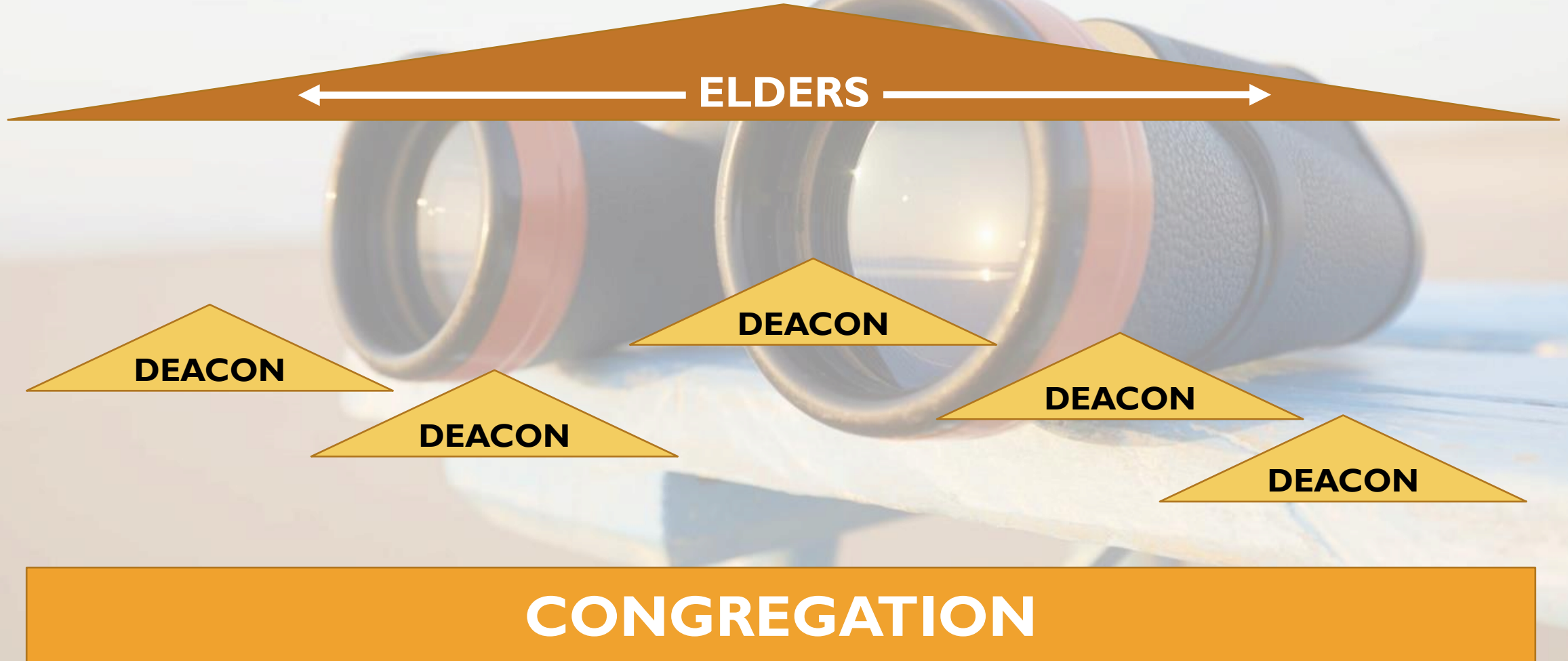
ELDERS NEED TO GET OUT OF THE WEEDS!

Episkopos → “Overseer”





A DIFFERENCE OF SCOPE!



BASIC IDEA

ELDERS LEAD

- Strategic Operations

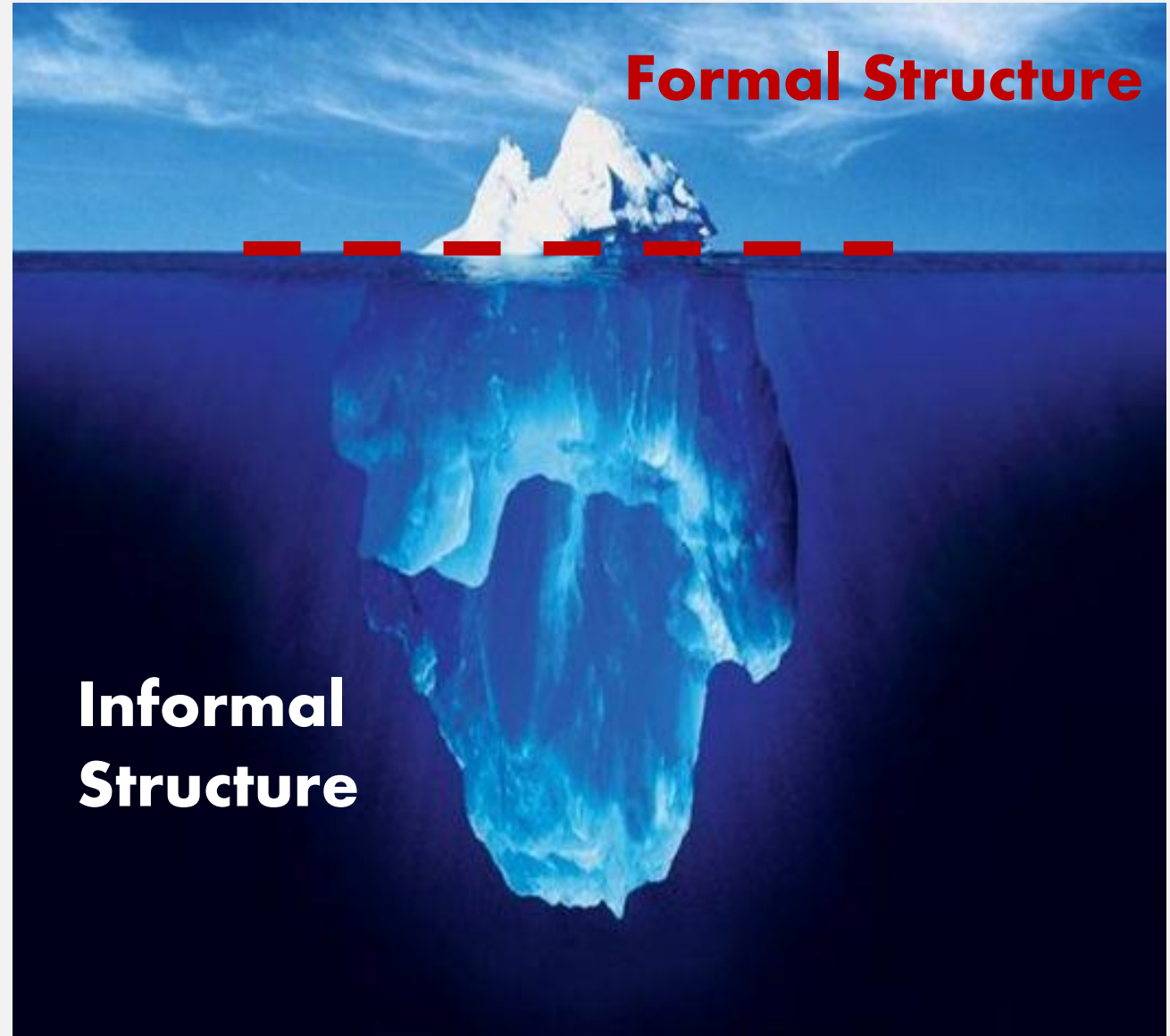
DEACONS LEAD

- Tactical Operations



CAUTION:
**ORGANIZATIONAL
REALITY**

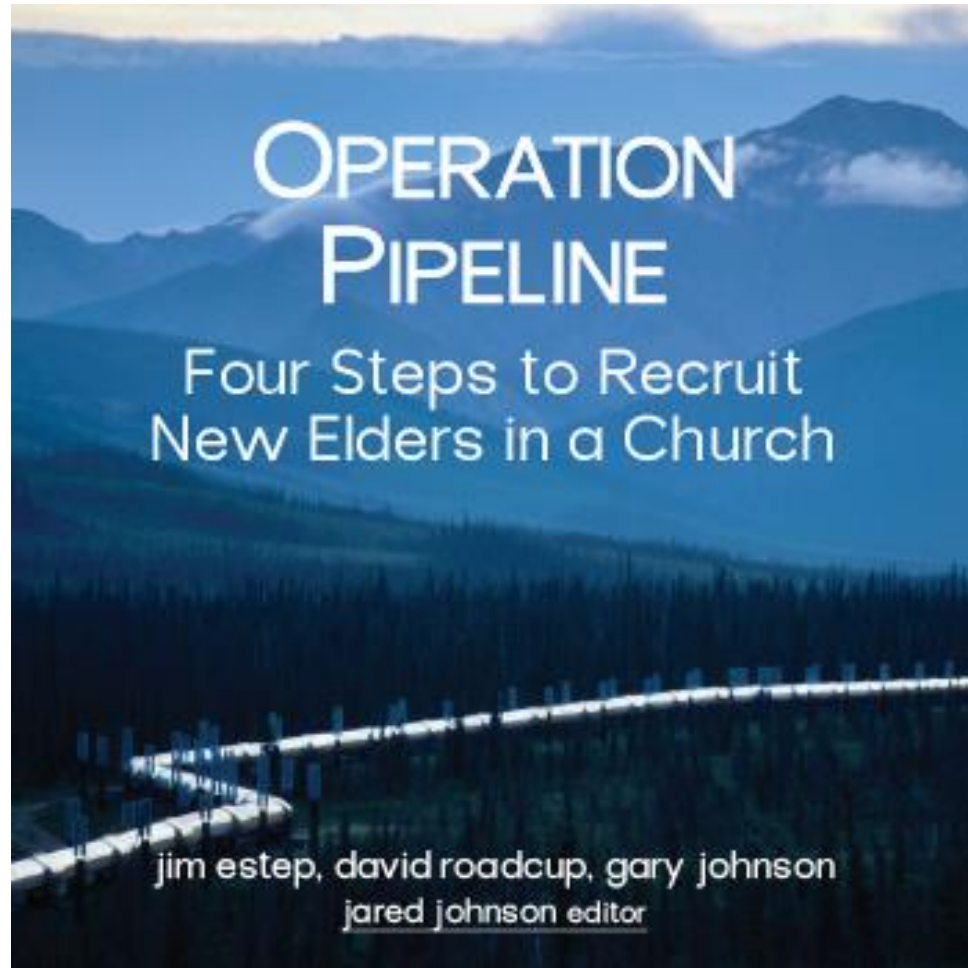
**SOFT VS. HARD AXES
OF CHANGE**





Discussion:
What would have to
change at your
congregation to
facilitate this model?





www.e2elders.org/shop

\$20

Thanks!



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