

*Timberline Church*  
*Deacon Team*  
*Manual*

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## Section 1

### Deacons Yesterday and Today

Today's Deacon continues to serve in ministry as other Deacons have served their generations before. Many who have served valiantly are known only to those whose lives have been enriched by their service.

#### I. Deacons in the New Testament

##### 1. Understanding the Word 'Deacon'

Paul used words that were familiar to those who heard him. Often, however, he breathed dynamic new meaning into his words. He raised the word diakonos (servant) to a lofty spiritual dimension. To understand the change in meaning it is necessary to understand the history of the period in which Paul lived.

Rome, like a giant octopus, encircled most of Europe and the Middle East. Roman military and economic tentacles possessed crushing power. Field commanders wielded disciplined soldiers as an expert chess player handles pawns. Any person or group demonstrating a threat to established governmental power was quickly eliminated.

Local politicians sold their integrity to Rome for a measure of power. Life was cheap. Men spoke the word 'servant' as they did the word 'leper' or 'gentile.' Often a person's social status was measured by the number of slaves (servants) he owned.

The word 'servant' (deacon) was reclaimed from its lowly connotation, and it was enriched with a new and loftier meaning. As a result of this transition, a new concept of spiritual leadership was introduced.

Jesus, for example, taught that the test of greatness for spiritual leaders is not power, authority, or influence. He said, "Whoever is the greatest should be the servant of the others. If you put yourself above others, you will be put down. But if you humble yourself, you will be honored." (Matthew 23:11-12)

The word 'deacon' comes from the Greek word diakonos. It was taken from the Greek language and made directly into our English word. Thirty times the word diakonos is translated minister or servant.

Diakonos literally means 'through dust.' Although the origin of the word is questioned, the concept of raising dust suggests a servant anxious to serve or to wait on his master.

##### 2. Choosing the 'Seven'

The churches of the New Testament were dynamic small groups which reflected the spiritual light of God's love. They were guided by the Holy Spirit, whose power was evident in many ways. Christian fellowship was a significant characteristic of these early groups. Cultural and social differences brought about the first threats of disharmony.

The church in Jerusalem was composed of persons from various backgrounds. The two major groups were the Palestinian Jews who adhered to local customs and the other Jews who followed customs of the Greco-Roman culture. Even a difference in language existed between the groups. These barriers tended to build walls of separation.

Acts 6:1 records the eruption which came when the needy widows of Greek (Hellenists) heritage complained that the widows of Palestinian background were receiving a larger portion of the resources made available by the church. This seemingly small complaint was only a symptom of a much larger difficulty. The fellowship of these Christians was being threatened.

The leaders had not faced such a problem before. The breach needed to be healed in a manner that would not impair proclamation of the gospel.

Seven men were selected to solve the specific problem that existed in the Jerusalem church. These men did their job well. The spirit of fellowship within the church was restored, and the proclamation of the gospel continued. The church was blessed. "God's message spread, and many more people in Jerusalem became followers. Even a large number of priests put their faith in the Lord." (Acts 6:7)

The seven men appointed in Acts 6 were not called deacons at any time in the New Testament. They were seven mature Christian men asked by the Jerusalem church to help solve a specific emergency. These men provide the first evidence of the apostles' sharing their heavy load with other persons in the church. It is generally assumed that the 'seven' were a model of today's deacon.

These seven men dealt with a serious problem for which the twelve disciples felt deep concern. But at the time it seemed best for the disciples to turn to the seven to handle the problem. The working of the Spirit was evidenced in the seven just as it was in the twelve disciples. As the word of God increased when the Holy Spirit opened the way for the seven, so we see the beginning of an ever enlarging group of lay leaders learning how to let the Holy Spirit operate through them. There are many opportunities in churches today where deacons by virtue of their temperament or background can serve ably.

### 3. **A Service Formalized**

As time passed, the word 'deacon' came to have specific meaning.

In the later pastoral epistles, the word 'deacon' is used as a noun to designate a more formal service. Philippians 1:1 seems to refer to special leaders or officers of the church: "Paul and Timotheus, the servants of Jesus Christ to all the saints in Christ Jesus which are at Philippi, with the bishops and deacons."

By the end of the second century, as the clergy began to develop into a more structured hierarchy, the deacon was caught up in the movement. He gradually moved from a place of lay servant to a position on the lowest rung of the clerical ladder. Gradually, deacons became a part of the professional clergy.

The deacon by the end of the fourth century had in many places become a formal part of the clergy. Like other members of the clergy, deacons were forbidden to marry. They also wore distinctive garments which indicated levels of attainment in the clergy.

As needs changed, various duties were assigned deacons. Some were involved with preaching, instructing in the catechism, and distributing food to the needy.

## II. Qualifications for the Deacon

Before an athlete is invited to serve on an Olympic team, he/she must first prove himself/herself as a disciplined competitor. In like manner, Paul believed that a person must have attained spiritual maturity before a church should consider him/her for deacon service.

Paul's experience with young churches led him to realize that deacons must be persons of strong spiritual quality. Surrounded by a pagan world, the young churches were tossed about by the evil influences that encompassed them. Paul was unyielding in his concern that deacons possess qualities of Christian character. Some scripture references that are helpful: Matt. 18:15-17; Mark 11:26-26; Luke 24:46-48; I Cor. 5:6; II Cor. 5:20-21; Eph. 4:1-3; Eph. 5:22-24; I Thess. 2:12; I Thess. 5:13; II Tim. 1:7; Titus 3:1; Philemon 1:17-18; Heb. 10:25; I Pet. 4:13-14; I Pet. 5:5-6; I John 2:3,5; I John 4:7-12,16.

An examination of some of the qualifications that the Bible sets forth is illuminating. There are over a dozen significant qualities expected, which include spiritual preparedness, self control, social graciousness, domestic order, and holy living. This is the basis for continual commitment to character. If a leader falls from these ethical standards, he or she should accept removal from leadership until an appropriate season of re-verifying of character can be fulfilled (Galatians 6:1, 2). These qualifications for church leaders are carefully outlined in I Tim. 3:1-13 and in Titus 1:5-9.

### 1. Christian Purpose

Paul wrote to Timothy: "Likewise must the deacons be grave." (I Timothy 3:8) In the contemporary English Version it states 'church officers should be serious.' Semnos (grave) is derived from a root word meaning to reverence or to worship. Paul sought to indicate that a deacon should possess Christian purpose. People coming into a deacon's presence should feel their reverence for spiritual matters.

Our present connotation of the word 'grave' does not possess the depth of meaning of the Greek word semnos that Paul used. Today's implication of listlessness and gloominess is far from Paul's idea. Because a deacon reveres spiritual matters does not mean that he/she will be lacking in optimism and humor.

2. **Spiritual Integrity**

“They must have a clear conscience and hold firmly to what God has shown us about our faith.” (I Timothy 3:9) Sound doctrinal conviction should characterize a deacon. His/her spiritual integrity is beyond reproach and his/her convictions are firm. “We must not let deceitful people trick us by their false teachings, which are like winds that toss us around from place to place.” (Ephesians 4:14)

Paul strongly admonished the elders: “Look after yourselves and everyone the Holy Spirit has placed in your care. Be like shepherds to God’s church. It is the flock that he bought with the blood of his own Son.” (Acts 20:28)

3. **Proved Spiritual Maturity**

“They must first prove themselves. Then if no one has anything against them, they can serve as officers.” (I Timothy 3:10) Paul advised that a man/woman should demonstrate spiritual qualifications before being elected to serve as a deacon. His/her daily conduct and speech should be observed for an appropriate period by fellow Christians. Only if his/her spiritual maturity has been proved should he/she be elected.

‘Proved’ carries with it the idea of testing. As products and materials are pre-tested, so should a deacon prove himself/herself as one who is spiritually worthy. His/her life is beyond accusation having been tested and found true.

4. **Christian Family Life**

“Let the deacons be husbands of one wife, ruling their children and their own houses well.” (I Timothy 3:12) The NIV (New International Version) reads, “A deacon must be the husband of but one wife and must manage his children and his household well.” In the New American Standard it reads, “Let deacons be husbands of only one wife, and good managers of their children and their own households.” This verse is probably one of the most controversial statements regarding deacon qualifications. Because of its nature, a more detailed interpretation is in order. William E. Hull has written in CHURCH ADMINISTRATION:

Despite endless argument over the meaning of this simple statement (I Timothy 3:12), it is clear that it insists on at least three things.

First, it demands that a deacon maintain a healthy view of the home. In the early church there were those who opposed marriage as evil in the sight of God (I Timothy 4:3)... The deacon is to reject such false asceticism by embracing the biblical emphasis on marriage as a calling within the will of God.

Second, this passage gives a complete break with pagan standards of marriage. Bigamy or polygamy is obviously condemned. Beyond this, any type of immoral, extramarital relationship, so prevalent in the Greco-Roman world of the first century, is repudiated. The deacon is to be a model of faithful devotion to one spouse.

Third, this verse reminds the deacon of his/her commitment to the sanctity of the marriage covenant. Behind this passage lies the teaching of Jesus on the subject of divorce (Mark 10:2-12 - Matthew 19). Anything which threatens to corrupt or to destroy the perfect unity of marriage must be resisted and defeated.

*It is the position of Timberline Church, that divorce does not necessarily preclude a person from serving as a member of the Deacon Team. However, there are often issues associated with a person's divorce, and or, remarriage that may require further examination as outlined by Biblical principals. The purpose of this examination would be to help determine if there are any past entanglements that would hinder the individual in their ministry, service, and ability to lead as a deacon.*

### Dealing with Divorce and Remarriage

If there is one thing that has become clear, cases of divorce and remarriage are complex and are not simple to deal with as some seem to think. To consider such matters, the following list of principles and questions, although admittedly incomplete, will help us.

#### I. Principles:

##### A. Marriage:

1. is a divinely ordained institution,
2. is the first and most fundamental institution,
3. is covenantal and binding,
4. is a covenant of companionship,
5. is the place of true intimacy,
6. is to conform to the model of Christ and His church.

##### B. Divorce:

1. always stems from sin,
2. is not necessarily sinful,
3. always breaks a marriage,
4. is never necessary among believers,
5. is legitimate on the grounds of sexual sin,
6. is legitimate when an unbeliever wishes to divorce a believer,
7. is forgivable when sinful.

##### C. Remarriage:

1. in general, is desirable,
2. is possible for a divorced person,
3. is possible for a sinfully-divorced person through forgiveness,
4. is possible only when all biblical obligations have been met,
5. is possible only when parties are prepared for marriage.

Marriage, Divorce, and Remarriage in the Bible, Jay Adams; (page 97-98).

### Statement Concerning Marriage and Ministry

Any individual who is married and involved in ministry here at Timberline Church must continue to honor the Biblical standards of marriage. Marriage must be given a top priority. Anyone who is in serious dispute should inform their supervising pastor. It is our prayer that each one will do everything possible to bring about reconciliation. As separation pertains to

affecting one's ministry, each situation will be evaluated in light of circumstantial and biblical criteria. Based upon this criteria, it is possible that the individual will be asked to step down from their position of ministry for a specific time period. Our goal will be to restore them to ministry after a restoration plan has been completed.

5. **Honest in Speech**

"Reckless words pierce like a sword, but the tongue of the wise brings healing."  
Proverbs 12:18

"Do not let any unwholesome talk come out of your mouths, but only what is helpful for building others up according to their needs, that it may benefit those who listen." Ephesians 4:29

6. **Temperate in Living**

"Not indulging in much wine." (I Timothy 3:8) Christians of the first century lived in a world of pagan excesses. Paul spoke forth boldly that Christians must be stewards of good influence. "When you eat or drink or do anything else, always do it to honor God." (I Corinthians 10:31)

Every deacon will be under observation by non-Christians. Their life should be free from any excesses that would injure them and their family, and make their witness ineffective.

7. **Steward of Possessions**

"Not greedy for money." (I Timothy 3:8). Material possessions are not necessarily evil. Paul did not have this in mind when he set forth this qualification. Instead, he focused attention on a person's attitude toward material possessions. Rather than being one who has an obsession for material possessions, a deacon should be motivated to do the will of God. When a person seeks to do God's will, his/her heart will be filled with compassion; and he/she will desire to share his/her possessions with others.

III. **Church Guidelines for Effective Deacon Service**

There are basic guidelines that a church should remember as it considers the work of deacons.

1. Churches should adhere to the scriptural qualifications for deacons. It is easy for local tradition to establish man-made qualifications rather than to uphold God-given spiritual qualities.

Churches can be tempted to lower their standards for deacons. Paul indicated that a person should already have attained the required spiritual qualifications prior to election. He said: "Let these also first be proved." Before a man/woman is considered for election, he/she should already have attained spiritual maturity.



Every Christian should, of course, continue to grow in Christ. Like Paul, the deacon will have concern “so that His people would learn to serve and His body would grow strong. This will continue until we are united by our faith and by our understanding of the Son of God. Then we will be mature, just as Christ is, and we will be completely like Him.” (Ephesians 4:12-13)

2. **Choose Men/Women Who Can Serve Well**

As persons are being considered as possible deacon candidates, the involvement that is expected of them should also be kept in focus. Choose qualified men/women who pray, have a heart for Timberline Church ministries, maintain unity, interpret the work of the church to others, make decisions and exercise discipline.

In addition to seeking spiritually qualified persons, a church should also recognize individual gifts. Some individuals are more at ease serving in areas of finance, property management, personnel administration, while others the various church ministries.

3. **Choose Men/Women Who Can Work Well With Others**

A person who cannot work with others should not serve as a deacon. Much of the work of today's deacon calls for a double portion of patience and understanding.

A deacon needs a sensitive spirit if he/she is to experience a deep compassion and empathy for those whom he/she serves. But he/she must not be overly sensitive.

Christian maturity should be one of his/her chief characteristics. He/she needs the ability to disagree in an agreeable tone and manner.

When a final decision is made by the pastor and fellow deacons or the congregation, he/she will give his/her full support even though he/she may have voted against the recommendation.

4. **Choose Men/Women Who Will Train For Service**

A journal gave this advice for its employees who were engaged in a rapidly emerging business of space engineering. The employees were urged to train, re-train, reeducate, or die. The advice was sound. Rapid obsolescence today requires constant learning and relearning in order to cope with new frontiers of knowledge. Old patterns of thought need rethinking in order to serve Christ in a new dimension.

Training for deacon service is being stressed by churches more fervently than ever before. Churches should consider only those individuals who will seek to become dedicated servants of Christ and their church. **To be elected a deacon is more than an honor, it is a charge to assume a major assignment of high priority.**

Training strengthens the foundation for deacon service. Training deacons to understand their responsibilities in making spiritual decisions with the pastoral team can bridge the gap that develops as deacons' move from work in properties, finances, and building project to specific ministry.

## Section II

# The Deacon and Church Objectives

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### I. Today's Deacons and Church Objectives

The deacon is a co-laborer with the pastors in implementing the church's function of ministry. He/she does not replace the pastor in performing work that the pastor alone should do. Nor is he/she merely an assistant to carry out meaningless assignments. Instead, pastors and deacons stand together as partners in a spiritual ministry.

If a deacon is to understand his/her position and its relationships, he/she needs to understand the objectives of the church he/she serves. Church objectives are statements of ultimate ends toward which a church aims its activities. They also define a church's purpose in practical terms that give direction to the church's ministry and state the church's intention to act.

There are many activities in which a church engages. But every activity may not be basic to the continuing life of the church. A church objective is an action that must be performed if a church is to achieve its full potential in ministry.

Our church has identified these objectives as the Five Peaks of Timberline:

- (1) Peak One: *Love Expresses - expressing worship to God*
- (2) Peak Two: *Love Reaches - reaching our world with God's love*
- (3) Peak Three: *Love Teaches - teaching and training believers*
- (4) Peak Four: *Love Embraces - embracing and loving one another*
- (5) Peak Five: *Love Releases - releasing believers into ministry*

The Deacon serves with the pastors in upholding the Five Peaks of Timberline and the Timberline Values:

## *Timberline Values*

Teamwork - I Corinthians 12:27

"Now you are the body of Christ, and each one of you is a part of it."

Involvement - Galatians 5:13

"Let love make you serve one another."

Ministry - I Peter 4:10

"Each one should use whatever gift he has received to serve others."

Biblical - James 1:22

"Do not merely listen to the word, and so deceive yourselves. Do what it says."

Efficient - Ecclesiastes 10:10

"If the ax is dull and its edge unsharpened, more strength is needed but skill will bring success."

Relevant - Colossians 4:5-6

"Be wise in the way you act toward outsiders; make the most of every opportunity. Let your conversation be always full of grace, seasoned with salt, so that you may know how to answer everyone."

Laughter - Proverbs 17:22

"Being cheerful keeps you healthy. It is a slow death to be gloomy all the time."

Input - Proverbs 13:17

"Reliable communication permits progress."

Nurturing - Colossians 2:19

"Under Christ's control, the whole Body is nourished and held together... and grows as God wants it to grow."

Excellence - Galatians 6:4

"Each one should test his own actions. Then he can take pride in himself, without comparing himself to somebody else."

The ministries of a church have deep spiritual overtones, and those who execute these objectives should possess Christian maturity. A deacon shares in the intimate spiritual experiences as well as in crises in the lives of individuals. Pastors and deacons together serve as spiritual allies. They become co-laborers in meeting the needs of persons in Jesus' name.

## II. Interpretation of Deacon's Work

### 1. Relation of Deacons to Pastor and Pastoral Team

The pastor, pastoral team, and deacons share oneness of purpose and warm bonds of Christian fellowship. They are encouraged to pray for one another as they labor together in Christ. A common responsibility should strengthen the ties that bind them into a spiritually dynamic and highly motivated team.

## 2. Relation of Deacons to Administrative Services

The Bible is silent regarding the specific work that deacons are to do. In some churches, deacons have had major responsibility for implementing church administrative services. They have served well in areas of committee work such as finance, properties, personnel, trustees, insurance, while others have been involved more in witnessing and a shepherding nature. **No one type of work is more spiritual than another. All work done for Christ and His church is spiritual service.**

Each church must determine how it desires to get its work done. An ever increasing number of churches are assigning responsibility for administrative services to church committees.

In addition to freeing deacons for new areas of service, there are other advantages for establishing church committees to handle administrative service work. Some of the advantages that committees provide opportunity for are:

- (1) using more individuals, thereby establishing a broader base of leadership;
- (2) individuals of special administrative skill to serve their church;
- (3) women and young adults to serve.

## Section III

# Relationship of Deacons to Timberline Church

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### I. Building and Maintaining Christian Fellowship

Encouraging Christian fellowship is at the heart of the deacon's task today. This responsibility places him/her in close harmony with the original purpose of the 'seven' men who were appointed by the church in Jerusalem. These early prototypes of today's deacon were charged with the task of healing the potential break in Christian fellowship.

Deacons should understand the relationship of discipline to Christian fellowship. When people worship together, they take on the characteristics of family members. They have a new love and appreciation for others that overlooks superficial blemishes.

Christian fellowship cannot long exist unless each person is willing to give himself/herself in redemptive love so that others may grow more like Christ. Discipline is essential to the establishment and maintenance of Christian fellowship. The work of the deacon provides an opportunity to demonstrate love and concern for the welfare of persons in need.

Loving discipline is essential to the maintenance of fellowship. Christ called for complete discipline on the part of His followers. Discipleship and discipline are closely related. The requirements of Christian discipline require obedience to Christ.

Deacons can be helpful by stressing the need for their church to develop certain guidelines that assist in maintaining fellowship.

A church constitution and bylaws, for example, are helpful in preventing a break in fellowship.

What are the values of a constitution and bylaws? How does such a document assist in maintaining fellowship?

One of its main values is the opportunity it gives the church to look at itself; to redefine its purposes, objectives, and procedures; and to evaluate the effectiveness of its organizational structure...

If the church has worked out carefully a constitution and bylaws that is in general accord with other such documents, the church can be guided wisely by it when differences of opinion arise among the members of the church... By anticipating the various types of difficulties that may arise and providing for their orderly disposition in the constitution and bylaws, conflicts involving personalities can be prevented. Where differences of opinion arise over procedure and no constitution exists, there may result a serious breach of Christian fellowship.

Stated job descriptions for the pastoral team, and suggested duties for church elected officers and committees are also helpful in preventing misunderstandings which lead to broken fellowship.

## II. Encouraging Corporate Worship

Deacons have an opportunity to encourage others to follow the scriptural admonition. The scriptures say, "Worship the Lord your God and serve only Him!" (Luke 4:8)

Franklin M. Sealer says in *THEOLOGY OF CHURCH AND MINISTRY* (Nashville: Broadman Press): "True worship furnishes the motivation and the power for living, witnessing, and serving. When worship dies, all the other functions of the church die, for the life of the Spirit is no longer in the church."

Worship is one of the basic functions of a church. One way deacons may assist is by participating personally in worship opportunities that are provided. The deacon's presence will testify to others that he/she, like the psalmist, says in his heart: "I will bless the Lord at all times: His praise shall continually be in my mouth... O magnify the Lord with me, and let us exalt His name together." (Psalm 34:1,3)

## III. Setting a Personal Example in Everyday Living

Paul's advice to Timothy can serve as counsel for deacons, for they too are to set a personal example in their daily living. Paul said, "Set an example for other followers by what you say and do, as well as by your love, faith, and purity." (I Timothy 4:12)

Regardless of a person's maturity, he/she can continue to grow spiritually by seeking to find and do the will of God.

A haughty and hostile world watches the deacon. Young Christians look to him/her for spiritual guidance. He/she always needs to be aware, for he/she is an example to someone.

His/her personal example indicates a man/woman of Christian charity and love. His/her compassion for people grows out of his/her love of God. He/she does not focus attention on himself/herself, but his/her deeds speak of a charitable nature.

Humility and kindness characterize him/her. He/she accepts people for what they are and for what they can become. His/her spirit is such that one feels the presence of God when he/she is near. People enjoy being around him/her. He/she doesn't dwell on negatives. He/she enjoys the light moments of Christian fellowship.

A deacon has a responsibility to be an example through church attendance. He/she should be one who loves the church and seeks to support the total program. He/she returns to the Lord a portion of his/her possessions. The Deacon enjoys fellowship with other Christians. He/she is stimulated by opportunities to learn. He/she goes to church to prepare his/her soul so that he/she can go out to serve the Lord.

#### **IV. Interpreting the Ministry of Timberline Church to Members and the Community**

In order to interpret properly the ministry of the church to others, the deacon must first be well informed about the life and work of the church. To be informed, he/she must have a personal knowledge gained through participation.

As a deacon talks with church members and guests, he will often be asked about the church's ministry. What provisions are made for young children? What are the church's objectives and goals? Is the church following a long-range plan? What is the Wednesday evening and weekend service schedule? These are some of the questions the deacon should be able to answer as he/she interprets the work of the church. He/she will also be asked what Timberline Church believes regarding the denomination, ministries, and small group ministry.

Deacons also need to know about the church's physical facilities. When persons ask about the nurseries, he/she should know where they are located and who the leaders are. He/she needs to be a ready resource on significant questions regarding the church's future plan for facilities.

Orientation/training sessions can be helpful to the deacon in better understanding the church. The purpose of church program organizations and church officers and committees can be clarified. The church budget, policies and procedures, church constitution and bylaws, committee responsibilities, staff job descriptions, and the history of the church are areas in which orientation can be given.

Deacons, like the pastoral team, represent their church in all contacts they make. A well-informed deacon is an able interpreter of the work of his/her church to church members and the community.

## V. Care for Church Members and the Community

### 1. Providing Care for Families

Providing care of families is an essential element in the nature of the church. Jesus gave primary attention to meeting the needs of people during His ministry on earth. His church continues His example.

Paul often spoke to the churches about their concern for individuals. He wrote: "You obey the law of Christ when you offer each other a helping hand." (Galatians 6:2) On another occasion he said: "But we were gentle among you, like a nurse taking care of her children." (I Thess. 2:7)

Deacons seek to assist in caring for persons by providing assistance in prayer, referral, and ministering in times of crisis.

In keeping with his/her ministries, the deacon can make a contribution of high priority by caring for the sick, bereaved, estranged, lonely, and troubled of the church family and the community.

Hospital visitation can renew the spiritual passion within the deacon. As he/she sees the needs of people, he/she realizes anew why they respond like the psalmist who lamented: "I am forgotten as a dead man out of mind: I am like a broken vessel." (Psalm 31:12) These personal encounters can refresh the soul of the deacon and send him/her out with renewed spiritual strength. "The Lord will say, whenever you did it for any of my people, no matter how unimportant they seemed, you did it for me." (Matthew 25:40)

## Section IV Timberline Church Structure

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### Affiliation and Beliefs

Timberline Church is affiliated with the Assemblies of God. Who we are and what we do as a church must always be securely rooted in what we believe about God. The Bible is that source which shapes our understanding of Him. We are convinced that the Bible is the inspired message to humanity and that it provides for us a clear path toward relationship with Him. Our deepest convictions:

-God created us. He loves us. His desire always has been that we enjoy deep and healthy relationship with Him.

-Jesus Christ is God's Son. He is co-equal with the Father. Jesus voluntarily entered humanity, lived a sinless life, died on a cross, and rose from the dead to pay for our sins. Forgiveness of our sins and right relationship with God, are found through Him alone.

-The Holy Spirit draws all people to Christ. He enters our lives when we receive Christ. He gives spiritual gifts to all believers for growth and service.

-The church of Jesus Christ is made up of all people everywhere who know Him as their Lord and as the forgiver of their sins. Jesus will return to earth someday to be physically present with His Church. These are the deepest roots of what we believe.

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**Timberline Church is a Pastor Led Church.**

**Senior Pastor** - Primary visionary and leader of pastors and deacons. Serves as Leader of the Deacon Team.

**Pastoral Team** - Visionaries and leaders of specific ministries.

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**Deacon Team - *Expectations and Responsibilities - Servants of the Church***

**I Timothy 3:8-13** - *Deacons, likewise, are to be men worthy of respect, sincere, not indulging in much wine, and not pursuing dishonest gain. They must keep hold of the deep truths of the faith with a clear conscience. They must first be tested, and then if there is nothing against them, let them serve as deacons. In the same way, their wives are to be women worthy of respect, not malicious talkers but temperate and trustworthy in everything. A deacon must be the husband of but one wife and must manage his children and his household well. Those who have served well gain an excellent standing and great assurance in their faith in Christ Jesus.*

1. Serve by:
  - a) being sensitive to the needs of others and responding to those needs.
  - b) being available to pray for those who come forward at the end of the services.
  - c) bringing input and counsel to the team meetings.
2. Support the vision of the Pastors by:
  - a) sharing in the responsibility for the vision of the church.
  - b) prayer and fasting.
  - c) being a graduate of Summit classes or in the process.
  - d) attending a deacon training class.
3. Lead in honoring the Pastors by:
  - a) respecting them. Heb. 13:17
  - b) support them in care, friendship and financial resources.
  - c) being committed to attend Team meetings, deacon's fellowship, retreats and ad hoc committees.
  - d) keeping confidences.
  - e) being dependable and accountable to those placed in leadership of you.



4. Lead in commitment and accountability by:
  - a) being consistent and committed in living the Christian lifestyle with daily prayer and Bible study.
  - b) being led and controlled by the Holy Spirit.
  - c) being faithful in tithing.
  - d) maintaining a solid family life.
  - e) communicating special needs or problems you have to the pastors when you need insight and counsel.
  - f) being in a mentoring relationship or willing to enter into such a relationship.
  - g) actively participating in ministry.
5. Practical applications:
  - a) signing the checks
  - b) counting and overseeing the offering for weekend, Wednesday night and special services according to your assigned schedule
  - c) Guest Services/Timberline View involvement after the services
  - d) The Deacon Team elects a Secretary and Treasurer. Both serve with the Senior Pastor as official officers of the corporation as it relates to legal documents.

**Titus 1:6-9** - *An elder must be blameless, the husband of but one wife, a man whose children believe and are not open to the charge of being wild and disobedient. Since an overseer is entrusted with God's work, he must be blameless, not overbearing, not quick tempered, not given to drunkenness, not violent, not pursuing dishonest gain. Rather he must be hospitable, one who loves what is good, who is self controlled, upright, holy and disciplined. He must hold firmly to the trustworthy message as it has been taught, so that he can encourage others by sound doctrine and refute those who oppose it.*

**Acts 6:3** - *Brothers, choose seven men from among you who are known to be full of the Spirit and wisdom. We will turn this responsibility over to them.*

***Deacons are not the representatives of the congregation before the pastors but ambassadors of Christ imparting vision from His leadership to His church.***

**Leaders** - Timberline Church is a place where leaders are one of our most valuable assets. These are members of the church who have been trained for and appointed to specific leadership roles to assist our pastoral team. Though they serve on a voluntary basis, they are accountable to the senior pastor and pastoral team.

Timberline Church Leaders... 'They manage themselves, inspire others, and forge the future. They are full of questions and wary of easy answers. They explore and dream and are tireless believers in people. They are willing to take risks and are committed to excellence - along with readiness, virtue, and vision. Leaders strive to face things as they are and prepare for things as they will be.'

**Ministers** - Everyone actively participating in the life of Timberline.

# *Pastoral Team*

## **Full-Time:**

Rick Christopherson - Communications/IT (Wife: Lisa - Children: Joseph, Sophie, Spencer, & Jesse)

Jon Cook - Church Operations (Wife: Theresa - Children: Allison & Kimberly)

Rob Cowles - Executive Pastor (Wife: Joy - Children: Brent & Zachary)

Brent Cunningham - Small Groups/Education (Wife: Kristen - Children: Keaton & Brielle)

Frank Estep - Missions/Outreach (Wife: Debbie - Children: Josh)

Darren Fred - Pastoral Care/Prayer (Wife: Melody - Children: Jessica)

Darell Hailey - Children's Ministries (Wife: Deon - Children: Jessica & Dustin)

Steve Harris - Worship/Marriage Ministries (Wife: Sherri - Children: Craig, Stephanie, & Charity)

Michael Lipe - Arts Ministries/Singles (Wife: Suzanne - Children: Doug)

John Munoz - Video/media ministries

Dary Northrop - Senior Pastor (Wife: Bonnie - Children: Ryan, Erica, & Brooke)

Jay Risner - K.I.D.S. Church Ministries (Wife: Debbie - Children: JJay & Sadie)

T.J. Southard - Timberline Old Town/Everyday Joes (Wife: April - Children: Naomi )

Jason Veliquette - Associate Youth Pastor (Wife: Abby)

Wally Weber - Church Administration/Ministries Development (Wife: Jan - Children: Cheri & Chanda)

Reza Zadeh - Student/Young Adults

## **Part-Time:**

John Engle - Visitation/Ushers

Leahrose Gowing - Senior Ministries

Jeff Lucas - Teaching Team (Wife: Kay - Children: Richard & Kelly)

Barb Myers - Women's Ministries (Husband: Stan - Children: Kelly, Michael, & Noah)

# PASTORAL TEAM MINISTRY DESCRIPTIONS

*(Administrative Assistants in parenthesis)*

## **Rick Christopherson (Jenny Stetson)**

Creative Programming/Sound  
Communications/IT  
Security/Medical Teams

## ❖ **Jon Cook (Bev Hagman)**

Business Administration  
Calendar Scheduling  
Café  
Facilities/Expansion  
Transportation  
Finances  
Human Resources  
Resource Center  
Risk Management

## ❖ **Rob Cowles (Carine Pearson)**

Executive Pastor  
Leadership Development  
Mid Week Services  
Men's Ministries  
Lighthouse

## **Brent Cunningham (Carine Pearson)**

Small Groups  
Discipleship/Education  
Summit Classes

## **John Engle**

Visitation/Ushers

## ❖ **Frank Estep (Kellie Curtis)**

Outreach  
Local  
National  
International

## ❖ **Darren Fred (Kathy Kellogg)**

Pastoral Care  
Benevolence/Manna Closet  
Funerals  
Hospital Care/Extended Family  
Infant Dedication  
New Believers/Water Baptism  
Pastoral Counseling/Support Groups  
Prayer Ministry  
Traffic Team

## **Leahrose Gowing**

Prime Timers

## ❖ **Darell Hailey (Kenda Peter)**

Children's Ministry  
Nursery/Preschool  
Childcare  
Missionettes/Royal Rangers/Club 3456

## **Jay Risner (Kenda Peter)**

Children's Ministries  
JOY Team  
Kids Blast

## ❖ **Steve Harris (Jenny Stetson)**

Marriage Ministries/Weddings  
Professional Counseling Referrals  
Worship Teams

## **Michael Lipe (Vicki Hawley)**

Arts and Big Events Ministries  
Choirs/Orchestra  
Drama  
Singles

## **Jeff Lucas (Vicki Hawley)**

Teaching Team

## **John Munoz (Vicki Hawley)**

Video/media ministries

## **Barb Myers (Kathy Kellogg)**

Women's Ministries  
MOPS

## ❖ **Dary Northrop (Janette Szakmeister)**

Senior Pastor

## **T.J. Southard**

Timberline Old Town/Everyday Joes

## **Jason Veliquette (Jen Bell)**

Student Ministries

## ❖ **Wally Weber (Bev Hagman)**

Church Administration  
Pastoral Team Supervision  
POC/Hospital Scheduling  
Monthly Ministry Calendar  
Vacation/Leave/Conference Scheduling  
Office Management  
Church Development  
Ushers/Greeters/Communion  
Deacon Nomination Facilitator  
Annual Business Meeting

## **Reza Zadeh (Jen Bell)**

Young Adults

## ❖ **Peak Pastor**

**Frank (Jay) Darren (TJ) Steve (John M, Rick, Michael) Rob (Brent, Barb) Darell (Reza, Jason) Wally (John E.)**

02/07/06