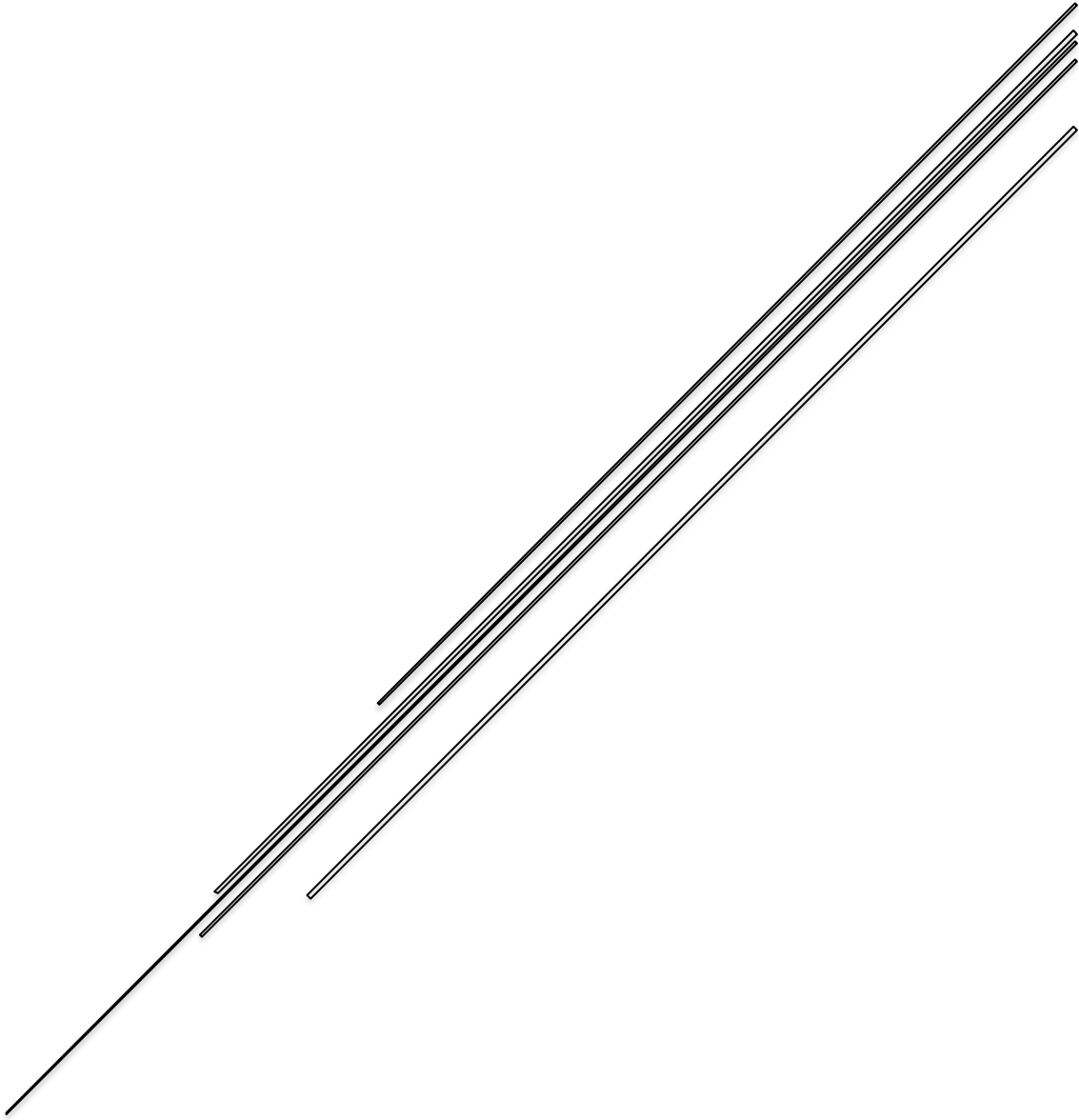


LEADER DEVELOPMENT
Training Deacons for Ministry



Monument Leadership Institute
Leader Development Study Guide

Greetings Fellow Students of God's Word!

I am excited for each of you as you begin this class which has a different format than you have done in the past. This is mainly a *Self-Study* format. As Paul told his son Timothy... "*Study [be diligent] to shew thyself approved unto God, a workman that needeth not to be ashamed, rightly dividing the word of truth,*" 2 Timothy 2:15 KJV. The challenge of this class will be the time and effort you put into your personal study time with this study guide. These habits noted are vital for effective study.

Remove Yourself! If possible, find a place where you can be *free from distractions*, for this is important for meditative study. And don't be distracted by your phones!

Think Deeply! Read, meditate, and reread. *Observation* of the biblical text is key in this study. Thought and reflection are a very important part of biblical understanding and interpretation.

Pray! Ask the Lord to *reveal* His word to you. Ask the Holy Spirit to *reveal* the practicality or usefulness of the text. How it can change your life and those whom you lead.

Meditate! *Ponder* over the text, and think it over. *Be slow* to answer the questions, but quick to rethink and process over again what the biblical text is trying to convey or teach you.

Be Patient! The aim of this study is not simply answering the questions, but putting patient effort into doing a thorough job. Richer answers require deeper thinking.

Ask Questions! Seek to answer the questions of a detective, which are the *who, what, when, where and why* of the biblical situation.

Define & Summarize! Look for the *main points* of the verses you are studying. *Summarize* the themes and simplify them as if you were teaching a younger learner.

Go Back! Before you meet as a class, *review your work* so that you may be assured that you have completed this study in which you can be confident and pleased.

Remember! You will only get out of this class what you put into it. *Little effort*, little understanding; *great effort*, great understanding!

As you learn to practice the above, in time it will become more natural for you to do these practices without even thinking through each one. These practices have helped me in many ways to be a better student and teacher of God's Holy Word. Please enjoy!

Pastor Mark Fisher, PhD

"This Book of the Law shall not depart from your mouth, but you shall meditate in it day and night, that you may observe to do according to all that is written in it. For then you will make your way prosperous, and then you will have good success. Have I not commanded you? Be strong and of good courage; do not be afraid, nor be dismayed, for the Lord your God is with you wherever you go."

Joshua 1:8-9

Class Information & Instructions

Class Focus. This study is to aid you in your discipleship of those under you in the faith; to be servant-leaders as commanded by Jesus Christ, and witnessed in the Paul/Timothy relationship.

*“And Jesus came and spoke to them, saying, ‘All authority has been given to Me in heaven and on earth. Go therefore and **make disciples** of all the nations, **baptizing** them in the name of the Father and of the Son and of the Holy Spirit, **teaching** them to observe all things that I have commanded you; and lo, I am with you always, even to the end of the age.’ Amen.”* Matt. 28:18-20

This class is to empower the student to live out the MLI aim of... **“Discipling biblical servant-minded leaders devoted to the Holy Scriptures.”** Who will have the: 1. Ability to WALK the faith practically. 2. Ability to DEFEND the faith confidently. 3. Ability to STRENGTHEN those of the faith positively.

Class Design. First, it will begin with self-study. Take this study guide home and read, meditate, and answer the questions to the best of your ability. Take your time. The entire booklet should be completed before you meet with your fellow students for class discussion. Second, you will meet with your class for the planned group discussions. *This class will have short lectures which will give you more time for group discussions.* Third, you will complete your final paper at home.

Questions. Please note your questions and give them to your class coordinator before you meet as a group. Dr. Mark will try to get the questions answered in time for your group discussions. Pray, study, and patiently enjoy the learning process. Have fun, and may you be blessed!

Class Completion Requirements

Completion: Please initial and date each assignment and sign below when fully completed. All recorded work should be written in English for assessment purposes.

I have completed all the workbook _____ Dates: _____

I have listened to all of the lectures _____ Dates: _____

I have attended _____ hours of the required _____ class time hours

I have participated in the group discussions _____ Date: _____

I have completed and submitted my 500-word final paper _____ Date: _____

Student Name

Date

Student Signature

Leader Signature

Date

Why Deacon Training? *The reason the focus is on deacons is that they are the ones we should be seeking to mentor as fellow-servants and possible future leaders. The Greek word for deacon in itself means servant, so our aim should be to disciple and train deacons/servants.*

Definition: *“DEACON; [Gk. Diákonos...]. In general the words denote the service of slaves, underlings, and helpers... In addition, however, the word “deacon” has acquired a specialized meaning, being used both in the NT and in Christian history for one of the regular church officers.”*
(ISBE, Vol. 1:Rev.ed., pg. 880, Eerdmans).

Leader Development

Training Deacons/Servants for Ministry

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 Timothy 3:8-13 NIV

Truths to Consider

Deacons are to have **worthy** character traits like elders.

Deacons are to respectfully **hold** to the truths of Scripture.

Deacons are to be **tested** as proof of their value as a servant.

Deacons' wives are to have a **respected** testimony.

Deacons must have but **one** wife (one woman man).

Deacons must **manage** their children and house well.

Deacons who **serve** well will be spiritually blessed.

List individuals you could begin to disciple and why them specifically: (Read Titus 2:1-8)

Intro: The Old Testament first reveals the need of fellow servants to fulfill God's work. As the following scriptures will demonstrate the truth, "Many hands make light work."

1. The Need for Fellow Servants

A. Moses & Early Israel from Exodus 18:17-26

1. 13-18, What are the problems Moses is facing?
 - a. *For Himself?*
 - b. *For the people?*

2. 19-20, Why did Moses need to...
 - a. *Mediate through prayer to God*
 - b. *Educate through instruction to the people*
 - c. *Delegate through selection of capable men*

3. 21, Why are there requirements for these men?
 - a. *Who fears God*
 - b. *Who are trustworthy*
 - c. *Who hates dishonest gain*

*** Why are these character qualities VERY important? Are these sins around today?**

4. 21-23, Why the need for order among the judges?
 - a. *Importance of issues – efficiency – accountability*
 - b. *Who retained the final authority on matters?*

5. 24-26, What were the results?

B. The Apostles & the Early Church from Acts 6:1-7

1. 1-2, What are the problems the apostles are facing?

- a. *For themselves?*
- b. *For the people?*

2. 3-4, Again, what is the solution?

- a. *Full of the Spirit means what?*
- b. *Full of wisdom means what?*
- c. *Why did the disciples need the seven men to help?*

3. 5-7, What were the results?

- a. *For the widows?*
- b. *For the leaders?*
- c. *For the church?*

* From above, what are the likenesses between Israel and the early church?

* What keeps me from sharing responsibilities with other faithful servants?

2. The Training of Apprentices from the OT

A. Moses & Joshua from Numbers & Joshua

1. Num. 11:28, Moses attendant (aide, servant, minister)

a. Is there shame in being a servant?

b. Was Joshua concerned for Moses' affairs?

c. Joshua served under Moses for 40 years.

2. Num. 27:15-23, Transfer of power to the proven.

3. Num. 32:12, Why do these two men stand out?

a. Along with Caleb he was faithful above all others.

b. He honored Moses more than Miriam or Aaron.

4. Josh. 1:1, How is Joshua described?

5. Josh. 24:29, How is he later recognized?

6. Josh. 24:31, How did this happen?

* What areas can I grow to be more like Joshua? Be Specific.

B. Elijah & Elisha from 1&2 Kings

1. 1 Kings 19:16 & 19, The calling & appointing of Elisha.
2. 1 Kings 19:20, How did Elisha respond to his calling?
3. 1 Kings 19:21, How did Elisha display his humility?

4. 2 Kings 2:1-14, The transfer of the prophetic calling & power.
 - a. How did Elisha display his faithfulness to Elisha?
 - b. How do we know Elisha loved Elijah more than power?
 - c. Elisha viewed Elijah not only as a prophet, but also as a...?
 - d. How does Elisha's request display love & respect?
 - e. How did Elisha emulate & honor Elijah?

Consider: A servant learns by seeing and hearing.

*"...the Son can do nothing of Himself, but what **He sees** the Father do; for whatever **He does**, the Son also does in like manner."*

John 5:19-20

*"and that I do nothing of Myself; but as My Father **taught Me, I speak** these things."*

John 8:28

* Explain the importance of these truths from John:

Because Joshua and Elisha had great teachers and mentors, they learned to be faithful followers of their leaders and the Word of God. They were two very faithful servant leaders who served well and finished well. Explain why a faithful leader is first a faithful follower...

Intro: The best New Testament example of the mentor/student, or father/son relationship is that of Paul and Timothy. As you read and answer questions keep in mind that Christ's love bound their hearts together, and Christ's truth kept them purposefully focused.

3. The Training of Apprentices from the NT

A. The Apostle Paul & Timothy from Acts

1. 16:1-5, Our introduction to the disciple Timothy
 - a. Timothy is introduced to us and identified as a?
 - b. What had Timothy established among the brothers?
 - c. Timothy proved devoted by becoming?
 - d. Timothy left behind his securities. What were they?

2. 17:14-15, How did Timothy encourage Paul?
3. 18:5, How do you think Timothy helped Paul?
4. 19:22, Is there shame in being called a "servant?"

Consider testimony about Timothy...

*"I hope in the Lord Jesus to send Timothy to you soon, that I also may be cheered when I receive news about you. I have no **one else like him**, who takes a genuine interest in your welfare.*

*For everyone looks out for his own interests, not those of Jesus Christ. But you know that Timothy has proved himself, because as **a son with his father** he has served with me in the work of the gospel. I hope, therefore, to send him as soon as I see how things go with me.*

Phil. 2:19-23

- * What things stand out to you about Paul's testimony of Timothy?

B. The Apostle Paul & Timothy from 1 Timothy

1. 1:1-5, The Apostle Paul's son in the faith.
- a. How could Paul call Timothy a "true son" in the faith?
 - b. Ultimately, who is giving authoritative direction to the Ephesian church, Paul or Timothy?
 - c. Why is this very important to recognize?

2. 1:18-19, Paul's senior military orders to Timothy.
- a. How was Timothy to receive the commands?
 - b. Why the need to "keep the faith?"
 - c. Why is it essential to have a good/clear conscience?

3. 4:11-16, Paul's personal coaching to Timothy.
- a. How can this inspire us also?
 - b. Why are the following challenges important?

- Don't be ashamed of your age -
- Set an example -
- Devote yourself to the work -
- Don't neglect your calling -
- Be passionate -
- Pay attention -
- Don't quit -

*Why is it important to encourage the younger in the faith under you?
How can we coach the younger men under our discipleship?*

4. Ch. 5-6, Last considerations of Paul's instructions.

a. 5:1-2, *Why the need to honor another's reputation in life?*

b. 5:21-22, *Why the importance of these charges?*

Before God, Christ Jesus & the elect angels...

Faithfully & equally uphold these commands...

Don't play favorites with anyone...

Don't appoint people to quickly...

Don't get involved, keep yourself pure...

c. 6:11-20, *The father's last commands to his son.*

Flee -

Follow -

Fight -

Keep -

Command -

Guard -

Why is it essential that we first live this biblical lifestyle?

Is it difficult for the student to rise above his mentor?

How can we help each other carry on these commands?

* Have you learned to be a Timothy or a Deacon? How did that happen?

* Have you only been the one in charge? How did that happen?

* Consider this statement, "The best pastors/leaders are the best deacons/servants."

Write out your thoughts, be specific...

C. The Apostle Paul & Timothy from 2 Timothy

1. 1:1-18, Important opening remarks from Father to son.

a. 1-5, *What can we learn from their father & son relationship in this warm greeting?*

b. 6, *The father's reminders to his son*

Why did Paul need to remind Timothy?

What did Paul remind Timothy of?

Why did Paul only mention himself in "laying on of hands?" (1 Tim. 1:18, 4:14)

c. 7-9, *Paul once again charged Timothy as his superior.*

Was it possible for Timothy to be ashamed of Christ?

The prisoner appeals to his son to join him in suffering. Why?

Why is the reminder of God's power & eternal purposes important?

d. 13-14, *Paul, Christ and the Spirit all needed for Timothy to fulfill his gifted calling*

What was Paul's role? Is that your role also?

What was Christ's part?

What was the Spirit's role?

e. 15-18, *Why did Paul need to explain these things about others to his son in the faith?*

* What can you learn from the servant Paul that will help us disciple others?

2. 2:1-23, Paul's continued coaching & teaching to his son.

a. 1-2, *A good teacher/leader must first be a good?* _____

b. 3-7, *Why does Paul ask Timothy again to join him?*

Why does Paul use a military term again?

What is the point regarding an athlete?

What is the point regarding a farmer?

c. 8-10, *Why would this personal testimony of Paul be encouraging to Timothy?*

d. 14-16, 22-23, *Note the sound fatherly advice to his son. Note the importance.*

Keep reminding God's people... Warn them before God...

Present yourself to God... Avoid godless chatter...

Flee youthful lusts... Pursue righteousness, faith, love, peace...

Shun foolish & stupid arguments...

Ch. 3, The father's challenges & warnings to his son

a. 1-5, *Why is it important who we spend our time with?*

b. 10-12, *How did Timothy actually know all of these things about Paul?*

c.14, *Paul says to continue in his faith, but also to remember who taught him. Why?*

Ch. 4, The father's last words to his dear son in the faith.

a. 1-2, *Why such a serious fear-inspiring military charge or command?*

b. 5, *Why the importance of each command...*

"be sober... endure hardship... do the work... fulfill your ministry."

c. 6-22, Paul knows his earthly life is soon ending and twice asks Timothy to come to him.
Why was Timothy's presence very important to Paul at this time?
What stands out to you in these very last words of our apostle?

*In what ways did the son need his father?
In what ways did the father need the son?
Did Paul hide his feelings from Timothy? Why not?*

*Did Timothy entrust himself to Paul? Why could he do that?
Did Paul treat Timothy as a slave or a son? Why is this important?
How can we build father and son relationships with those we serve?*

Should deacons model the elder's/pastor's teaching?
In what sense were Timothy and Titus deacons under Paul?

Could the deacon (servant) role lead to a future eldership role?
Should a deacon be willing to be evaluated by the church leaders?

* Identify 3 ideas that are important to you in the Paul and Timothy relationship.

4. The Messiah's Servant Ministry

A. John 13:1-17, The Greatest Servant Leader

1-2, Jesus knew His Father's purposes...

3-5, Jesus carried out His Father's purposes...

6-10, Jesus was faithful despite misunderstandings...

11-16, Jesus explained His purposes

* What can we learn from our Servant LORD?

...looking unto Jesus, the author and finisher of our faith, who for the joy that was set before Him endured the cross, despising the shame, and has sat down at the right hand of the throne of God. Hebrews 12:2

B. Philippians 2:1-30, The Servant Leader Challenge

1-4, The servant mindset

5-8, The servant model

(9-11, The servant's motivation)

12-16, The servant ministry

17-30, The servant missionaries

Paul - Timothy - Epaphroditus

* What MORE can we learn from our Servant LORD from this text?

For such a High Priest was fitting for us, who is holy, harmless, undefiled, separate from sinners, and has become higher than the heavens. Hebrews 7:26

C. Thoughts to Consider and Discuss

1. A poor servant **waits** to be served; a true servant **serves** by waiting.
2. A poor servant is **self-centered**; a true servant is **self-aware**.
3. A poor servant **demands** from others; a true servant **depends** on Christ.
4. A poor servant builds **his own** house; a true servant lets **Christ** build His.
5. A poor servant **pushes** the sheep; a true servant **precedes** the sheep.
6. A poor servant **demands** obedience; a true servant **demonstrates** it.
7. A poor servant **relies** on his words; a true servant **reveals** by his actions.
8. A poor servant **harms** relationships; a true servant seeks to **heal** them.
9. A poor servant **reverences** his viewpoint; a true servant **respects** others.
10. A poor servant makes **excuses**; a true servant makes **corrections**.
11. A poor servant **creates** problems; a true servant seeks to **correct** them.
12. A poor servant fears for **himself**, a true servant fears for **his people**.

Never Forget... The True Biblically Leader disciples with humility & love

Jesus called them together and said, “You know that those who are regarded as rulers of the Gentiles lord it over them, and their high officials exercise authority over them. Not so with you. Instead, whoever wants to become great among you must be your servant, and **whoever wants to be first must be slave of all**. For even the Son of Man did not come **to be served, but to serve**, and to **give his life** as a ransom for many.” *Mark 10:42-45*

Young men, in the same way be submissive to those who are older. All of you, clothe yourselves with humility toward one another, because, “God **opposes the proud** but **gives grace to the humble**.” *1 Peter 5:5*

You, my brothers, were called to be free. But do not use your freedom to indulge the sinful nature; rather, **serve one another** in love. *Gal. 5:13*

D. Getting started

1. Pray and look for faithful ones to begin the discipleship relationship (2 Tim. 2:2)
2. Take time with them and take them along with your various ministries (Acts 16:3)
3. Study with them and teach them the MLI courses you have completed (2 Tim. 2:2)
4. Pray with them, share life and ministry experiences with them
5. Let them live life with you, be open and humble, don't mask your flaws (1 Cor. 2:3-4)
6. Give them ministry responsibilities that will help you and the church
7. Love them, not lord them. Lead them, not lord them. Invest in them!

* Any final thoughts?

Thank you for taking the time to study and answer all the questions in this study guide. I pray that you were blessed and that this study will help you as you seek to train disciples to be faithful followers of our Lord Jesus Christ! Great is your reward for doing so!

Your fellow-servant, Pastor Mark