

RECRUITING DEACON

MISSION/PURPOSE

To ensure the recruitment of godly men to serve North Shore Church as deacons.

ELIGIBILITY

Active male church members that meet the biblical requirements for deacon as found in Acts 6:1-6 and 1Timothy 3:8-13.

FUNCTION

The Recruiting Deacon is responsible for gathering nominations for new deacons from the Church, appropriately prioritizing nominees, offering the list to the Chairman, conducting the vetting process of selected nominees, and finally presenting the recommended list to the Chairman and Senior Pastor for final approval and presentation to the Church for vote.

PROCEDURES/PROCESS

1. Consult with the Chairman and Membership Deacon concerning the need for new Deacons.
    a. Normally, the number of deacons required is determined by the workable number in a sub-flock for each deacon. That number is usually between 16 and 20 people.
    b. Additionally, the future expansion of the church membership should be considered.
    c. Normal attrition of the deacon body (typically 4-5 per year) should be considered.
    d. A recruiting number of less than four usually doesn't justify the effort in training.
    e. The Deacon Selection Process should consider the timing of the Church's annual meeting, which will occur before November 15 of each year. The Church will approve deacon candidates per Article VI of the Bylaws.
2. Once the Senior Pastor has approved the selection process, members of the Church can nominate qualified men for Deacon.
    a. The Recruiting Deacon will collect the nominations and sort nominees by the

number of recommendations each individual received.

b. That sorted list will be given to the Chairman for him to consult with the Senior Pastor to finalize the list by priority.

c. The number of men to be brought on board will also be determined.

3. The Recruiting Deacon will individually approach each Deacon candidate in person to inquire about his interest in becoming a Deacon in the Church.

4. Once the approved number of men has expressed their interest, the Recruiting Deacon will arrange for:

a. A background investigation of each candidate with the Church Secretary.

b. A board of Deacons, normally 2 to 3, including the Chairman, to interview the candidates.

c. An interview time and place for each candidate after the investigation is complete.

5. The Deacon Candidate interviews -

a. The Recruiting Deacon will act as the moderator.

b. He will assure the candidate understands the obligations and role of deacons in the Church. He will offer source material from the Bible, Church bylaws, an Elder policy letter, and the Deacon Operating Manual prior to the interview. These sources should be sent to each candidate via email so they can be prepared for the meeting with their comments and questions. The board will ensure the candidate's understanding and commitment to the Deacon's duties and obligations.

c. The Recruiting Deacon will ask each candidate to provide a brief biography that includes his Christian walk for use by the interview board.

c. The board members will ask questions of the candidate to ensure understanding and better know the candidate.

d. The Recruiting Deacon will call for a unanimous vote from the board for each candidate.

e. The finalized list of board-approved candidates will be delivered to the Chairman for his consultation with the Senior Pastor for final approval.

6. Candidate names will not be disclosed to the Deacons or Church until approved by the Senior Pastor. The Deacons will be informed of the candidates approved before a public announcement is made.

7. After candidate approval, the Training Deacon will be advised so he can commence training in a timely manner.