



## OURC Leadership Training

*August 16, 2014*

*8:00–11:00am*

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## PURPOSE OF THE TRAINING

- To raise up elder and deacon leadership from within the men of OURC.
- To equip potential future leadership for service as elders and deacons at OURC .
- To refresh current leadership in their service.
- To introduce interested members and regular worshippers to a Reformed theology and practicality of church government.

## EXPECTATIONS

- Be in prayer for yourself and our church as we seek to be and become servants within the Body of Christ.
- Read the assigned readings prior to Aug. 16.
- Bring your Bible, a copy of the Three Forms of Unity, and the Church Order.
- Come prepared to discuss.

## SCHEDULE

8:00–8:10	Gathering & Coffee
8:10–8:20	Corporate Prayer
8:20–8:50	Session 1: Our Need for Officers
8:50–9:00	Break
9:00–9:30	Session 2: The Biblical Basics of Officers
9:30–9:40	Break
9:40–10:10	Session 3: Some Practicalities of Serving: Fear & Time
10:10–10:20	Break
10:20–10:50	Session 4: Practical “Case Studies”
10:50–11:00	Corporate Prayer



## Session 1

### Our Need for Officers

Rev. Danny Hyde, Pastor

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Readings [to be completed prior to the training]:

- Exodus 18:13–27
- Ephesians 4:1–16
- Belgic Confession, articles 30–31

### **Introduction**

What does Jesus' vivid image of Israel being like "sheep without a shepherd" (Matt. 9:36) cause you to think of? How does this relate to your soul and the government of your church?

### **The Need for the Members (vv. 13–16)**

The great needs of the Israelites are illustrated in two ways:

1. Illustrated in their standing (vv. 13–14)
2. Illustrated in their inquiring (v. 15)

Application:

1. Encouragement
2. Comfort

### **The Need for the Minister (vv. 17–18)**

But this means that like Moses, the minister is caught between a rock and a hard place. Put yourself in the shoes of Moses (the pastor): "Do I serve my people's needs in this situation or do I serve my own (or family's) needs?"

Like Moses, the minister typically serves others and needs to be told from someone else "What you are doing is not good. You and the people with you will certainly wear yourselves out, for the thing is too heavy for you. You are not able to do it alone" (vv. 17–18).

While Moses was to seek assistance so that he might rest and be relieved of the entire burden, this was for the purpose of the greatest need of all the people: guidance from the Word (vv. 16, 19–20).

### **The Need for New Men (vv. 21–23)**

The minister is near burn-out and the people are wearing themselves out waiting for him alone to speak. Jethro's advice: "look for able men from all the people" (v. 21).

1. We need new men who fear God.
2. We need new men who are trustworthy.
3. We need new men who hate a bribe.

How does Jethro's advice of seeking new men lead to new blessings in the congregation? (vv. 22–23)

### **Conclusion**

There are many needs in our congregation:

1. Each and every one of us in this congregation has physical, emotional, and spiritual needs.
2. Believe it or not your minister has the same needs!
3. Therefore we have a congregational need of new men to step forward to be used by God to shepherd and serve these needs.

Each and every one of us needs to prayerfully consider the following questions:

1. Will I step out in faith to answer God's call to assist my minister and my fellow members?
2. Will I begin preparing myself to serve as an elder—to govern, lead, and shepherd?
3. Will I begin preparing myself to serve as a deacon—to serve, love, and care for the sheep in need?
4. How can I mature in faith and love to evidence the fear of God, trustworthiness, and abhorrence of sin?
5. Will I begin voraciously reading my Bible, studying the Confessions of this church, and become acquainted with our Church Order?
6. Will I become involved in people's lives so that I know their needs and struggles?



## Session 2

### The Biblical Basics of Officers

Rev. Danny Hyde, Pastor

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Readings [to be completed prior to the training]:

- Acts 6:1–7
- 1 Timothy 3:1–13
- Church Order, articles 14–15
- Carl Trueman, “A Few Good Men, Not a Few Good Yes Men.” *Reformation 21 Blog* (January 13, 2014). Found at <http://www.reformation21.org/blog/2014/01/a-few-good-men-not-a-few-good.php>

Optional Audio [at [www.sermonaudio.com/oceansideurc](http://www.sermonaudio.com/oceansideurc)]

Pastor Danny, “The Biblical Basics of the Elder.”

Pastor Danny, “The Biblical Basics of the Deacon.”

Michael Spotts, “A Look at the Work of a Deacon.”

### **The *Idea* of “Offices” in the Church**

From the Latin, *officium* (“work”)—an official, appointed task with special duties and dignity

1. *Office in the Old Testament*
2. *Office in the New Testament*

### **The Nature of the Office of Elder**

### **The Qualifications for the Office of Elder**

1 Timothy 3:1–7

**Internal Desire** (1 Tim. 3:1; 1 Peter 5:2)

**External Demonstration:**

1. *The elder must be above reproach in his family life* (vv. 2, 4, 5)
  - “The husband of one wife”—not a bigamist or polygamist; a male (cf. 1 Tim. 2:11–15; Titus 1; 1 Cor. 14:34–35; Church Order, art. 12).
  - “Manage his home well”—his children must be “submissive,” or, “under control” since the home is a microcosm of the household of God.

2. *The elder must be gifted with the ability to rule and oversee* (vv. 4, 5 cf. Rom. 12:8; 1 Cor. 12:28)
  - Since the elder is an office of rule, we need to look for those men who are gifted to rule (Rom. 12:8) and to administer affairs in the church (1 Cor. 12:28).
  
3. *The elder must be above reproach in his character* (vv. 2, 3, 6)
  - Contrast the **godly** character with the **ungodly** character in these verses:
  
  - Not be a recent convert (Greek, *neophuton*; “newly planted”), or else he may be puffed up with conceit and together with the Devil fall into condemnation.
  
4. *The elder must be above reproach among the world* (v. 7)
  - As one who rules God’s house, which is in the world although not of the world, he must be regarded highly by outsiders.
  
  - The witness of the Church to the world is always on the mind of the elder, lest he fall into disgrace, into a snare of the devil.
  
5. *The elder must be a man of wisdom* (Ex. 18; Acts 15; 1 Cor. 6)
  - Ex. 18—The elders were to be men of wisdom in judging disputes among the people of God (Ex. 18:21, 22).
  
  - Acts 15—At the Jerusalem Council the elders joined the apostles
  
  - 1 Corinthians 6—There was an over-abundance of gifts centered in the Word (prophecy, tongues, words of wisdom and knowledge) thus a vacuum of order and leadership in applying the Word to real problems. The ordinary gifts like government of the church were not given their proper place. Hence Paul’s rhetorical rebuke: “Can it be that there is no one among you wise enough to settle a dispute between the brothers...” (1 Cor. 6:5).
  
  - Although elders are not gifted as the Church’s teachers, but to rule, they are to do so *according to the Word*.

## **The Duties of the Office of Elder**

Church Order, article 14

## The Elders' Purpose

"...that purity of doctrine and holiness of life may be practiced."

## The Elders' General Duties

1. *Prayer*

2. *Rule*

## The Elders' Specific Duties

1. *Oversee all office-bearers: "see to it that their fellow-elders, the minister(s) and the deacons faithfully discharge their offices."*
  - The elders hold the *office* of elder, have the *task* of overseer, and are to have the *character* of a shepherd.
  - Some questions the elders need to ask in overseeing the minister are these: Is the pastor faithfully preaching the Word? How can I free him from administrative tasks so he can pray, study, and visit? Is the flock growing in knowledge and piety?
  - Some questions the elders need to ask in overseeing the deacons are these: Are the deacons aware of benevolent needs in the congregation? Are they serving the pastor, also, by assisting him in daily administrative tasks? Are they visiting those in need regularly, praying and encouraging them with Scripture?
2. *Maintain the purity of the Word and Sacraments*
  - By knowing the Word (1 Tim. 3:2)
  - By defending the church from enemies outside the church ("Savage wolves will come in among you," Acts 20:29) and from enemies inside the church ("From among yourselves men will rise up," Acts 20:30).
3. *Assist in catechizing the youth*
4. *Promote God-centered schooling*
  - While education is primarily the sphere of parents, the church is also involved as it seeks to see its members applying the Word of God in all areas of life.

- In our diverse congregation we need to encourage parents to be involved in their children's education by applying the Reformed Faith, whether their children attend a Christian school, are home schooled, attend a public charter school, or the public school.
5. *Visit those in need*
    - E.g., the sick, hospitalized, or mourning
  6. *Family visitation*
  7. *Exercise discipline*
    - Discipline is a ministry of reconciliation (cf. Matt. 18:12–14; Luke 15; 2 Cor. 5) and restoration (cf. John 21:15–17; Acts 9; Phil. 15–17)
    - Praying for those under discipline to be restored
    - Prepared with the mindset that discipline is long, painful, and difficult work
    - Learning tact and boldness in the interpersonal relationships that are involved with discipline
    - Sin should never come as a surprise to us, no matter whose sin it is or what sin it is
  8. *Actively promote the work of evangelism and missions*
    - In your personal life
    - In the congregation (e.g., inviting missionaries to preach and present their work)
  9. *Ensure that everything is done decently and in good order*

## **The Nature of the Office of Deacon**



## The Qualifications for the Office of Deacon

1 Timothy 3:8–13

1. *The deacon must have self-mastery* (v. 8)
  - He must be master over his behavior, being dignified (ESV), reverent (NKJV), or, worthy of respect (NIV).
  - He must be master over his speech, not being double-tongued (ESV), but sincere (NIV).
  - He must be master over alcohol, not being addicted to much wine (ESV).
  - He must be master over the lure of money: not greedy for dishonest gain (ESV), not pursuing dishonest gain (NIV), and not fond of sordid gain (NASB).
2. *The deacon must have orthodox convictions* (v. 9)
  - “The mystery of the faith” means the revealed truths of the person and work of Christ, that is, the basic gospel message (cf. 1 Tim. 3:16).
  - The deacon must not only know the truth but needs to hold it “...with a clear conscience” (cf. 1 Tim. 1:6) unlike false teachers who have rejected their conscience and shipwrecked their faith (1:19; 4:2).
3. *The deacon must have a tested character* (v. 10)
  - He must be one whose beliefs and life are obvious to the congregation.
4. *The deacon must have an irreproachable home life* (vv. 11–12)
  - His own household must be in order so that no one should be able to look at his family and say, “How can he care for us if he is not caring for his own?”
  - Like the elder he must be the husband of one wife.
  - His wife and children reflect upon him as well. Thus the character of his wife must be taken into account. His wife reflects on him, either positively or negatively. She must be dignified (ESV), reverent (NKJV), and/or worthy of respect (NIV). She must not be a slanderer (ESV), malicious talker (NIV), and/or malicious gossip (NASB). She must be sober-minded (ESV) and temperate (NKJV, NASB, NIV) as well as faithful in all things (ESV), or, trustworthy in everything (NIV). The deacon, then, must manage his children and home well.



## Session 3

### Some Practicalities of Serving: Fear & Time

Rev. Danny Hyde, Pastor

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Readings [to be completed prior to the training]:

- Psalm 90
- Church Order, articles 14–15
- Nicholas T. Batzig, “The Importance of Time Management.” Feeding on Christ Blog (February 12, 2013) Found at <http://feedingonchrist.com/time-management/>

### **Fear**

What are your biggest fears in being considered, nominated, and even serving as an officer of the church?

What is the remedy for earthly types of fear?

What kinds of men has God chosen to serve him by serving his people in the course of his purposes with his people?

- Abram
- Moses
- David
- Paul

### **Time**

“You can’t expect laymen to raise their families, work all day, and shepherd a local church.” says, “How do working men shepherd the church yet maintain family life and employment? They do it by self-sacrifice, self-discipline, faith, perseverance, hard work, and the power of the Holy Spirit.” (Alexander Strauch, *Biblical Eldership*, 28)

Who created and still conserves time? How does this affect our view of time, our duties, and our ability to manage them all?



Session 4  
Practical “Case Studies”  
Rev. Danny Hyde, Pastor

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Readings [to be completed prior to the training]:

- Acts 6:1–7
- 1 Timothy 3:1–13
- Church Order, articles 14–15
- Jason Helopoulos, “What Makes for a Good Elder?” The Gospel Coalition Blog (July 10, 2014). Found at <http://thegospelcoalition.org/blogs/kevindeyoung/2014/07/10/what-makes-for-a-good-elder/>

### **Discipleship of the Heart**

The following is from the Leadership Training Course of University Reformed Church, East Lansing, MI

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#### **I. The Ministry of Asking Good Questions**

1. What’s going on in this person’s life? What painful or stressful circumstances is he/she facing? What temptations? What blessings? How does Christ sympathize with this person’s life right now and what hope does he offer?
2. How is this person responding to their circumstances? In faith or unbelief? Pride or humility? People-pleasing or God-fearing? Service or selfishness?
3. What is functionally ruling this person’s heart at this time in their life? What is he/she believing? Fearing? Living for?
4. What does God say about this person’s circumstances, responses, motivations? What does he offer this person right now? Promise? Command?
5. What would “faith (repentance toward God) working through love (towards others)” look like right now? What does he/she need to confess? What attitudes and behaviors does he/she need to “put off”? “Put on”?

#### **II. The Ministry of Speaking the Truth in Love**

1. REMEMBER to listen for, be moved by their story. Don’t be quick to problem solve and try to fix their situation. Touch their experience of life with understanding and compassion.
2. REMEMBER your identity: you are not essentially different from the person you are discipling. You are both suffering sinners in need of God’s grace every hour. Share your own struggles and failures and how God has met you, forgiven you, and helped you grow.

3. REMEMBER that the goal of discipling is not mere biblical knowledge, problem fixing, or behavior change, but rather, “faith working through love.” Seek to lead him/her to Christ through compassionate caring, biblical understanding, truthful speaking, and faith-filled praying.
4. REMEMBER to hold out both the comfort of the gospel (all sins forgiven, complete acceptance as a beloved child of God, precious promises, power of the Holy Spirit) and the call of the gospel (identify idolatrous desires, put sin to death, seek strength and joy in Christ, live as a child of God). Help him/her prioritize specific steps of change in thinking and acting.
5. REMEMBER to patiently follow-up with prayer, encouragement, practical help, wise counsel, accountability.

## Case Studies

### CASE STUDY 1: WE’RE HERE. NOW WHAT?

Joe and Deanie and their three children, ages 15, 8 and 6 have been attending Sunday morning worship at OURC for the past several weeks. Having greeted and talked with them on a few occasions, you learn the following:

1. Joe, who was baptized and confirmed in the Roman Catholic Church, attended the mass on Christmas and Easter until he and Deanie were married. Since then, he has gone to church with her on occasion.
2. Deanie, who cannot remember a time she did not believe in Jesus, was baptized at age 8 in a swimming pool by her uncle, a Pentecostal. She has attended a local community church with some regularity
3. None of their children have been baptized or received any deliberate Christian instruction.
4. The diagnosis of cancer in their 8 year old has brought them back to church.

**What steps and/or hurdles do you envision on the road to this family becoming active and professing members in the OURC?**

### **CASE STUDY 2: THE WIDOW'S BITE**

Angelica, age 79, has been widowed for 18 years. She has been faithful in worship and active in the church for over 40 years. During what you expected to be a "routine" widow visit, you notice she is having difficulty chewing the delicious lunch that you have provided. You gather the courage to ask if she is all right. She answers "yes," and tries to make the best of what has become an awkward moment. It dawns on you that she appears to have lost significant weight. You admit to your observation and ask her again if she is all right. She pauses, sighs, looks down and whispers, "No. I'm having trouble with my teeth. I can't afford to see the dentist."

**How might you proceed in showing Angelica the grace and mercy of Christ?**

### **CASE STUDY 3: A WANDERING SHEEP**

Caspar is the 26-year-old son of a long-standing and faithful family in the OURC. He was baptized as an infant, catechized through high school, and even went on to Christian college. After graduation he got a job in Corona and moved to Lake Elsinore where he shares an apartment with his roommate. During his college years, he would worship at OURC when home on vacation; a pattern that continues.

**How might you go about the loving pursuit of Caspar?**

### **CASE STUDY 4: BIBLICAL PEACEMAKING**

Vic, a professing member of OURC, was trembling with anger as he drove home, "That stupid fool," he said to himself. "If he thinks he can fire me like that, he's got a big surprise coming!" Vic's job had been going downhill for six months. When he had accepted the offer to work for Bob, a professing member of a local PCA, he thought he had found the perfect job. Within a few weeks, however, he discovered that he was working in the middle of a battlefield. Bob ran the company with an iron hand and pushed everyone to increase the "bottom line." He never noticed when people did well, but he was quick to call attention to their failures. At first Vic had tried to stay out of the conflict, but after two months he too was chafing under Bob's treatment. He soon lost enthusiasm for his work and no longer invested extra creativity or energy in his designs. He often left work early, and he found it all too easy to enter into gossip sessions about Bob. Vic's disrespect for Bob was exposed that morning when he showed his co-workers a cartoon about an incompetent manager. Just as Vic was mocking Bob's management style, Bob walked into the room. He grabbed the cartoon out of Vic's hand and read it. Then he exploded, "You have fifteen minutes to empty out your desk and get off my property." Vic was so stunned that he quickly packed his things and left the office. But now he was angry. With each passing mile, he planned how he would make Bob pay for his wrong. When he told his wife Karen, also a professing member of

OURC, what had happened, she too was furious. They agreed to file a lawsuit, and Vic called you to get a referral to an attorney. When you heard what had happened, you offered to come over to talk with Vic and Karen in person.

**When you arrive at Vic and Karen's, how might you immediately respond?  
How might you guide them going forward toward reconciliation with Bill?**

## Select Bibliography

All these are available for borrowing on the bookshelf in our storage closet.

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### **Elder:**

*Taking Heed to the Flock: A Study of the Principles and Practice of Family Visitation*, by Peter Y. de Jong

*The Elder: Today's Ministry Rooted in All of Scripture*, by Cornelis Van Dam

*The Elders Handbook: A Practical Guide for Church Leaders*, by Gerad Berghoef, Lester DeKoster

*With a Shepherd's Heart: Reclaiming the Pastoral Office of Elder*, by John R. Sittema

### **Deacon:**

*Ministries of Mercy: The Call of the Jericho Road*, by Timothy J. Keller

*The Deacons Handbook: A Manual of Stewardship*, by Gerad Berghoef, Lester DeKoster

*The Ministry of Mercy for Today*, by Peter Y. De Jong

### **Elder & Deacon:**

*Called to Serve: Essays for Elders and Deacons*, edited by Michael Brown

*Handbook for Elders and Deacons*, by William Heyns

### **Church Polity:**

*The Church Order Commentary*, by Idzerd Van Dellen and Martin Monsma (1941 edition; reprinted by Credo Books, 2003)

## Key Biblical Passages and Their Content

The following is from the Leadership Training Course of University Reformed Church,  
East Lansing, MI  
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### KEY PASSAGE

### CONTENT

#### OLD TESTAMENT

Gen. 3	The Fall
Gen.12	The Call of Abraham
Ex. 20	The Ten Commandments
Lev. 16	The Day of Atonement
2 Sam. 7	The Davidic Covenant
Job 19	My Redeemer Lives
Ps. 22	My God, Why Have You Forsaken Me?
Ps. 110	Sit At My Right Hand
Ps. 119	Your Word is a Lamp to My Feet
Isa. 9	For to Us a Child is Born
Isa. 40	Comfort for My People
Isa. 53	The Suffering Servant
Isa. 61	The Year of the Lord's Favor
Jer. 31	The New Covenant
Ezek. 36	I Will Give You a New Heart
Joel 2	A Prophecy of Pentecost
Mic. 5	A Ruler to Be Born in Bethlehem
Zech. 9	Rejoice Greatly, Your King is Coming to You
Mal. 4	The Sun of Righteousness Rises with Healing in its Wings

#### NEW TESTAMENT

Mark 2	Jesus Heals and Forgives a Paralytic
Matt. 5-7	The Sermon on the Mount
Matt. 13, Mk. 4, Lk. 8	The Parable of the Sower
Matt. 14, Mk. 6, Lk. 9, Jn. 6	Jesus Feeds the 5,000
Matt. 16, Mk. 8, Lk. 9	Peter Confesses Jesus is the Christ
Lk. 15	Parables of the Lost Sheep, Coin, and Son
Jn. 3	You Must Be Born Again
Jn. 8	I Am the Light of the World; Before Abraham Was, I Am
Jn. 17	Jesus' High Priestly Prayer
Acts 2	Pentecost
Acts 9	Conversion of Paul
Acts 17	Paul Preaching at the Areopagus
Rom. 3	The Righteousness of God Through Faith
Rom. 8	There is No Condemnation for Those in Christ
Rom. 9	God's Sovereign Choice
1 Cor. 11	The Lord's Supper
1 Cor. 15	The Resurrection of Christ
2 Cor. 4	The Glory of God through Jars of Clay
Gal. 2	Justified By Faith and Not By Works of the Law
Eph. 1	Spiritual Blessings in Christ
Phil. 2	The Humility of Christ



Col. 1	A Hymn to Christ
1 Tim. 3	Qualifications for Elder and Deacon
2 Tim. 3	All Scripture is Breathed Out By God
Heb. 1	The Supremacy of God's Son
Heb. 11	Hall of Faith
Jas. 1	The Testing of Your Faith
2 Pet. 1	Scripture Writers were Carried Along By the Holy Spirit
1 Jn. 2	Christ is the Propitiation for our Sins
Rev. 4-5	The Throne in Heaven and the Lamb
Rev. 21	New Heaven and New Earth