

Leadership Qualifications---Peer Review

1. Above Reproach

Paul says an elder is to be a man who is *above reproach* (1 Tim. 3:2; Tit. 1:7). His lifestyle is such that no one can legitimately accuse him of conduct which is unbefitting a mature believer. However, this does not mean he is perfect or without room for improvement. Generally speaking, an elder is to be a model of Christian maturity.

- Do people look up to him and respect him? No 1 2 3 4 5 Yes
- Do you trust him with confidential information? No 1 2 3 4 5 Yes
- Have you personally witnessed him act in a manner that you consider inappropriate for a mature believer? No Yes
- If yes, was this unusual or have you seen similar behavior before? No Yes

2. Not a new convert: Not a neophyte, novice, one newly converted (1Tim. 3:6). Does he truly know the Lord and has he shown definite progress in spiritual maturity?

- Has he been faithful in the tasks he's been given? No 1 2 3 4 5 Yes
- Does he exhibit patience and sacrifice? No 1 2 3 4 5 Yes
- Does he demonstrate humility and submission? No 1 2 3 4 5 Yes
- Does he handle failure well? No 1 2 3 4 5 Yes
- Does he handle success well? No 1 2 3 4 5 Yes

3. Devout: Does he demonstrate a definite commitment to know, love, and walk with God (Tit. 1:8)?

- Has he demonstrated a life set apart for God's service? No 1 2 3 4 5 Yes
- Do his words and actions reflect a true love for God? No 1 2 3 4 5 Yes
- Does he set an example as a person of prayer? No 1 2 3 4 5 Yes

4. Holding fast to the faithful word . . . able to exhort . . . and refute . . . (1 Tim. 3:2; Tit. 1:9). Is he a student of the Bible? Is he stable in the faith, sound in doctrine and practice? Does he know the Word well enough to teach it to others? Is he able to use the Word of God to exhort people with sound doctrine and to refute those who are antagonistic to the faith or the truth of Scripture?

- Does he have a broad and detailed knowledge of the Bible? No 1 2 3 4 5 Yes
- Does he demonstrate a commitment to the Bible's authority? No 1 2 3 4 5 Yes
- Does he have respect for those who may disagree with him over interpretation? No 1 2 3 4 5 Yes
- Is he able to challenge and exhort people from scripture? No 1 2 3 4 5 Yes

5. **If a man aspires to the office of overseer** (1 Tim. 3:1). Based on biblical criteria and motives, does he have a strong desire to serve the Lord and the body of Christ as an overseer of the flock, or does he feel constrained by necessity (cf. 1 Pet. 5:2, “shepherd the flock of God among you, exercising oversight not under compulsion, but voluntarily according to the will of God”)?

- Does he have a love for people and a desire to serve them? *No* 1 2 3 4 5 *Yes*
- Do people trust him and follow his leadership? *No* 1 2 3 4 5 *Yes*

6. **Temperate** (1 Tim. 3:2). In the everyday situations of life does he tend to react according to biblical principles so that he remains under God’s control? Is he Spirit-controlled and disciplined rather than self-indulgent?

- Does he demonstrate an ability to resist temptation? *No* 1 2 3 4 5 *Yes*
- Does he demonstrate perseverance and patience? *No* 1 2 3 4 5 *Yes*
- Does he become a different person under stress? *No* 1 2 3 4 5 *Yes*

7. **Prudent** (1 Tim. 3:2). Is he prudent or biblically minded to the extent that he walks wisely according to the wisdom of Scripture?

- Is he watchful, circumspect and attentive to discover and *No* 1 2 3 4 5 *Yes*
avoid danger or to provide for safety?
- Does he face difficulty with courage rather than fear? *No* 1 2 3 4 5 *Yes*
- Does he act decisively based on Scripture? *No* 1 2 3 4 5 *Yes*
- Does he seek God’s wisdom before acting? *No* 1 2 3 4 5 *Yes*

8. **Not quick tempered** (Tit. 1:7). Does he have a short fuse? Is he emotionally stable and in control of his feelings?

- Does he show restraint and control his emotions? *No* 1 2 3 4 5 *Yes*
- Does he show signs of anger or resentment? *No* 1 2 3 4 5 *Yes*
- Does he ever need to calm down? *No* 1 2 3 4 5 *Yes*

9. **Husband of one wife** (1 Tim. 3:2; Tit. 1:6). Literally, a one-woman man. He is a man totally devoted and faithful to his own wife so that he is not distracted by other women?

- Does he show kindness and love toward his wife? *No* 1 2 3 4 5 *Yes*
- Does he ever speak negatively of his wife? *No* 1 2 3 4 5 *Yes*
- Does he act inappropriately with other women? *No* 1 2 3 4 5 *Yes*

10. One who manages his own household well (1 Tim. 3:4-5; Tit. 1:6). Does his wife love, respect, and follow his leadership, and are his children believers, under control, respectful of authority, and responding positively to God?

- Does he assume responsibility for himself and his family? *No* 1 2 3 4 5 *Yes*
- Are his children disciplined and following the Lord? *No* 1 2 3 4 5 *Yes*
- Do his wife and children love and respect him? *No* 1 2 3 4 5 *Yes*

11. Hospitable (1 Tim. 3:2; Tit. 1:8). Literally, “a lover of strangers.” As he is able, does he share his home with others in order to minister to their needs?

- Does he open his home for the purpose of ministry? *No* 1 2 3 4 5 *Yes*
- Is he personally involved in the lives of others? *No* 1 2 3 4 5 *Yes*
- Does he reach out to neighbors, co-workers, etc.? *No* 1 2 3 4 5 *Yes*

12. Able to teach (1 Tim. 3:2). Is he able to communicate the Word of God to others? Is he able to handle those who disagree with him in a patient and gentle manner? Have others recognized in him the ability to teach and communicate the Word at least in small group settings?

- Does he clearly communicate the Word of God in an effective non-argumentative way? *No* 1 2 3 4 5 *Yes*
- Does he model what he teaches? *No* 1 2 3 4 5 *Yes*
- Does his life bear fruit in the lives of others? *No* 1 2 3 4 5 *Yes*
- Is he able to explain to others why he is a Christian? *No* 1 2 3 4 5 *Yes*
- Does he always have something to say that is appropriate? *No* 1 2 3 4 5 *Yes*

13. Not self-willed (Tit. 1:7). A self-willed man is a self-centered man who demands his own way because he cares only for himself. As a servant, an elder must seek to please God and care for others. Is he able to set aside his own preferences in order to promote unity and care for the needs of others?

- Is he free from self-will or controlling tendencies? *No* 1 2 3 4 5 *Yes*
- Is he fair-minded and objective? *No* 1 2 3 4 5 *Yes*
- Does he serve with others without conflict? *No* 1 2 3 4 5 *Yes*
- Does he exhibit personal sacrifice and servanthood? *No* 1 2 3 4 5 *Yes*
- Does he submit to the authority of others? *No* 1 2 3 4 5 *Yes*
- Does he boast or exaggerate? *No* 1 2 3 4 5 *Yes*
- Does he make himself accountable to others? *No* 1 2 3 4 5 *Yes*
- Does he demonstrate a life of submission to Christ? *No* 1 2 3 4 5 *Yes*
- Does he frequently insist on having his own way? *No* 1 2 3 4 5 *Yes*

14. Loving what is good (Tit. 1:8). Literally, “a lover of goodness.” He is a man who is devoted to that which is good or beneficial either in things, deeds, or people (Ps. 15). Does he take advantage of opportunities to do good to all men (both Christians and non-Christians) in order to build them up rather than tear them down?

- Does he look out for the interests of others? No 1 2 3 4 5 Yes
- Does he look for what is good in others? No 1 2 3 4 5 Yes
- Is he ever critical of others? No 1 2 3 4 5 Yes
- Does his life exhibit goodness? No 1 2 3 4 5 Yes
- Does he demonstrate moral excellence? No 1 2 3 4 5 Yes

15. Not pugnacious or a striker, i.e., anger out of control (1 Tim. 3:3; Tit. 1:7). Does he show a tendency to be either physically or verbally abusive? Has he shown a disposition to use a position of leadership to bully or push people around?

- Is he free from arguments and quarrels? No 1 2 3 4 5 Yes
- Does he have a history of verbal or physical abuse? No 1 2 3 4 5 Yes
- Does he ever tear another person down in jest or in anger? No 1 2 3 4 5 Yes

16. Uncontentious (1 Tim. 3:3). He is not a quarrelsome person who struggles against others for self-seeking reasons such as jealousy or selfish ambition. He may strongly disagree, but he will state his case without being contentious.

- Is he a peacemaker helping to create harmony and unity? No 1 2 3 4 5 Yes
- Does he stir up arguments and destroy the unity in the group? No 1 2 3 4 5 Yes
- Does he criticize others for their ideas? No 1 2 3 4 5 Yes
- Does he compete with others? No 1 2 3 4 5 Yes

17. Gentle (1 Tim. 3:3). This word in the original Greek text refers to strength under control, like a powerful, but gentle horse. Does he handle others in a gentle, patient, and gracious way? Is he yielding, showing a mellow gentleness, or is he heavy-handed, insisting on the letter of the law?

- Does his life reflect meekness, forbearance and kindness? No 1 2 3 4 5 Yes
- Do you consider him a patient person? No 1 2 3 4 5 Yes
- Does he handle criticism and anger graciously? No 1 2 3 4 5 Yes

18. Just (Tit. 1:8). In his relationships with others, is he able to make just decisions, those that are wise, fair, impartial, objective, and honest according to the principles of Scripture?

- Do you associate him with truth, honor, and integrity? No 1 2 3 4 5 Yes
- Does he ever twist the truth for personal benefit? No 1 2 3 4 5 Yes
- Does he blame others for his own mistakes? No 1 2 3 4 5 Yes

19. Respectable, orderly, balanced (1 Tim. 3:2). Is he respected by others because his life adorns the Word of God? The basic idea of this word is orderly. It describes a man whose behavior is good and blended harmoniously in a balanced manner.

- Is he characterized by vision and accomplished plans? No 1 2 3 4 5 Yes
- Does he maintain balance and consistency in his life? No 1 2 3 4 5 Yes

20. Having a good reputation with those on the outside (1 Tim. 1:7). Does he have a good reputation among unbelievers because he has a life-style of unquestioned integrity.

- Does he have non-Christian friends? No 1 2 3 4 5 Yes
- Is he respected by friends and neighbors? No 1 2 3 4 5 Yes

21. Free from the love of money (1 Tim. 3:3; Tit. 1:7). Does he have his priorities straight? Is he seeking his significance, security, and primary satisfaction from material wealth? Is he involved in dishonest business practices? Is the amount of salary he receives the most important thing about his occupation? Is he seeking the office of elder for personal gain?

- Does he have an unhealthy desire for things? No 1 2 3 4 5 Yes
- Is he generous with money and possessions? No 1 2 3 4 5 Yes
- Does he live a materialistic lifestyle? No 1 2 3 4 5 Yes

22. Not addicted to wine (1 Tim. 3:3; Tit. 1:7). Is he free from any form of substance abuse (alcohol, drugs, etc.) or any kind of addiction which might take control of his life, cause belligerent and irresponsible behavior, and cause weaker Christians to stumble (Rom. 14:13-21)?

- Does he set an example of sobriety? No 1 2 3 4 5 Yes
- Is he free from obsessions and compulsions? No 1 2 3 4 5 Yes
- Does he do anything that causes a weaker Christian to sin? No 1 2 3 4 5 Yes
- Does he struggle with godless desires? No 1 2 3 4 5 Yes