

Spiritual Leadership Evaluations

I Timothy 3:2-7; Titus 1:6-9

For any man who is seriously being considered for the office of elder, overseer, pastor (shepherd). This evaluation should be taken by:

- (1) The man himself.
- (2) His wife (or roommate).
- (3) All the elders (leaders) who know him.

Person who is being evaluated _____

Person who is doing the evaluation _____

If the answer to the question is yes, put a 'Y' in the space provided. Write a 'N' if it is no. Record a 'T' if the question does not apply (e.g. a question as to children and the person has none). Then add the four answers for a total and insert that number on the summary sheet at the end.

1) Above Reproach

- 1 Timothy 3:12
- Titus 1: 6-7

- a) Is it true that no one has an unresolved, justifiable complaint against him? _____
- b) Do those closest to him (wife, other church members) believe he is qualified to be an elder/overseer? _____
- c) Does he believe he is qualified to be an elder/overseer? _____
- d) Is he open and accountable with others as to his personal life? _____
- Total for #1 _____

Additional comments _____

2) Husband of One Wife

- 1 Timothy 3:2

- Titus 1:6

a) Is it true that neither he nor his wife (if he is married) have been divorced? Note:

write down "I" if there was a Biblically based divorce. _____

b) Is he faithful to his wife physically? (if single, does he have control of his sexual desires?) _____

c) Is he pure in his relationships with other women in the church? _____

d) Does he have a high moral standard as to what he reads or watches (theaters, videos, T.V. or the internet)? _____

Total for #2 _____

Additional comments _____

3) Temperate

1 Timothy 3:2

a) Does he regularly deny himself liberties, for the sake of benefiting others? _____

b) Does he control his appetites? _____

c) Does he respond well when confronted with discouraging circumstances? _____

d) Is he free from significant and uncontrolled financial debts (excluding a house, car or school loan)? _____

Total #3 _____

Additional comments _____

4) Prudent, Sensible or Self-controlled

1 Timothy 3:2

Titus 1:8

- a) Does he generally display good common sense, particularly in financial areas? _____
 - b) Can he give good counsel on matters dealing with personal relationships? _____
 - c) Does he consistently go to the Word of God when making important decisions? _____
 - d) Is he able to think creatively on how to see the church make progress? _____
- Total for #4 _____

Additional comments _____

5) Respectable

I Timothy 3:2

- a) Do others take his words to heart? _____
 - b) Does his external appearance measure up to what is considered proper
Biblically and culturally? _____
 - c) Does he spend time regularly in planning out his time? _____
 - d) Does he keep Biblical priorities? _____
- Total for #5 _____

Additional comments _____

6) Hospitable

1 Timothy 3:2

Titus 1:8

- a) Does he often use his home to minister to people? _____
 - b) At church meetings, does he go out of his way to greet others, especially those he doesn't know? _____
 - c) Does he generally have a cheerful countenance? _____
 - d) Does he regularly invite people to church? _____
- Total for #6 _____

Additional comments _____

7) Able to Teach

I Timothy 3:2

- a) Is he able to share the Word of God in a public group and have a good effect? _____
 - b) Is there clear growth in the lives of the people with whom he shares the Word? _____
 - c) Has he led people to Christ recently? _____
 - d) Have there been people who have joined the church because of his sharing the Word of God with them? _____
- Total for #7 _____

Additional comments _____

8) Not Given (Addicted) To Much Wine

1 Timothy 3:3

Titus 1:7

- a) Is it true that there are no sins that have mastered him? _____
 - b) Does he make sure to do nothing that would cause a weaker Christian to “stumble”? _____
 - c) Is he sober emotionally? _____
 - d) Does he refrain from excessive drinking or taking addictive substances? _____
- Total for #8 _____

Additional comments _____

9) Not Violent

1 Timothy 3:3

- a) Is he able to maintain a concern for a person though personally offended by that person? _____
 - b) Is he diligent not to receive accusations against other people except on the basis of 2 or 3 witnesses? _____
 - c) Does he consistently abandon potential quarrels? _____
 - d) Does he handle criticism well? _____
- Total for #9 _____

Additional comments _____

10) Gentle

1 Timothy 3:3

- a) Is he flexible to change his positions on minor issues? _____
- b) Is he a good and empathetic listener? _____
- c) Is he kind and respectful towards those who are lowly or poor? _____
- d) Is he able to secure the discipline of others without a show of authority? _____

Total for #10 _____

Additional comments _____

11) Not Quarrelsome

1 Timothy 3:3

- a) Does he avoid foolish controversies or arguments about nonessential matters? _____
- b) Does he promote peace, harmony, and unity rather than division when doctrinal issues are discussed? _____
- c) Does he see the good points in the views of other Christians with whom he generally disagrees? _____
- d) Is he a man under authority (in the church, in business, and in society)? _____

Total for #11 _____

Additional comments _____

12) Not A Lover Of Money (Not Pursuing Dishonest Gain)

1 Timothy 3:3

Titus 1:7

- a) Does he trust God when tested financially? _____
- b) Is he generous with his money? _____
- c) Does he value ministering to people more than having a job on staff
with the church? _____
- d) Does he tithe? _____

Total for #12 _____

Additional comments _____

13) Manage His Own Family Well

1 Timothy 3:4

- a) Does he lead out Spiritually in his family _____
- b) Does he take the lead in training his children in character? _____
- c) Is his house clean? _____
- d) Does he maintain a budget of his finances? _____

Total for #13 _____

Additional comments _____

14) His children obey him with proper respect (whose children believe and are not open to the charge of being wild and disobedient)

1 Timothy 3:4
Titus 1:6

- a) Are his children consistently well behaved in public? _____
- b) Does he have a good, healthy relationship with his children? _____
- c) Do his children respect him and his words? _____
- d) Do his children respect other adults? _____

Total for #14 _____

Additional comments _____

15) Not a Recent Convert

1 Timothy 3:6

- a) Has he been a believer for a significant period of time? _____
- b) Has he faced trying circumstances and succeeded? _____
- c) Has he learned how to believe and trust God's Word? _____
- d) Has he shown proven character in serving in a church ministry? _____

Total for #15 _____

Additional comments _____

16) Good Reputation With Outsiders

1 Timothy 3:7

- a) Do fellow employees/workers who are unbelievers appreciate and value him? _____
- b) Is he honest, demonstrating integrity in business and personal dealings? _____
- c) Is his social life a good testimony before non-Christians? _____
- d) Do his neighbors respect him? _____

Total for #16 _____

Additional comments _____

17) Not Overbearing

Titus 1:7

- a) Has he surrendered his will to Jesus Christ in all areas of his life? _____
- b) Is he a 'team player' as to the goals and plans laid out by the leaders of the church? _____
- c) Does he generally wait on the Holy Spirit's leading before making decisions _____
- d) Does he often ask for advice when making decisions? _____

Total for #17 _____

Additional comments _____

18) Not Quick Tempered

Titus 1:7

- a) Does he hold his temper well? _____
 - b) Is he quick to forgive others who have wronged him? _____
 - c) Does he generally rejoice in trials? _____
 - d) Does he generally refrain from correcting his children in anger? _____
- Total for #18 _____

Additional comments _____

19) Loves What is Good

Titus 1:8

- a) Are his closest associates Godly people? _____
 - b) Does he quickly repent and claim Jesus' forgiveness and grace when he sins/fails? _____
 - c) Does he believe the best about others? _____
 - d) Does he have a hopeful and optimistic view of life, based on the Scriptures? _____
- Total for #19 _____

Additional comments _____

20) Upright

Titus 1:8

- a) Is he fair and honest in his relationships with other people? _____
- b) Does he listen to both sides of a discussion before coming to a conclusion? _____
- c) Do others seek him out as a fair counselor? _____
- d) Could he confidently and righteously lead in putting out of the church
someone who deserved to be removed from fellowship? _____

Total for #20 _____

Additional comments _____

21) Holy

Titus 1:8

- a) Does he desire to please God more than men? _____
- b) Does he have a strong prayer life? _____
- c) Is he committed to obeying God and His Word regardless of pressures or
trials he goes through? _____
- d) Does he regularly schedule extra time with the Lord? _____

Total for #21 _____

Additional comments _____

22) 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.

Titus 1:9

a) Is he able to mobilize a small group or ministry team to serve Christ? _____

b) Is he able to refute someone who is teaching wrong doctrine? _____

c) Does he have a good grasp of a wide range of Biblical doctrine? _____

d) Is he united with other church leaders in all areas of major doctrine? _____

Total for #22 _____

Additional comments _____

Summary Sheet

	<u>TOTALS</u>
1. Above Reproach	_____
2. Husband of One Wife	_____
3. Temperate	_____
4. Self-controlled	_____
5. Respectable	_____
6. Hospitable	_____
7. Able to teach	_____
8. Not given to much wine	_____
9. Not violent	_____
10. Gentle	_____
11. Not Quarrelsome	_____
12. Not a lover of money	_____
13. Manages his own family well	_____
14. Obedient/respectful children	_____
15. Not a recent convert	_____
16. Good reputation with outsiders	_____
17. Not overbearing	_____
18. Not quick-tempered	_____
19. Loves what is good	_____
20. Upright	_____
21. Holy	_____
22. Sound doctrine	_____

In the total column: '0' –Not qualified

'1-2'–Probably not qualified

'3' –Perhaps qualified

'4' - Qualified