

Deacons at Highpoint

What is a Deacon?

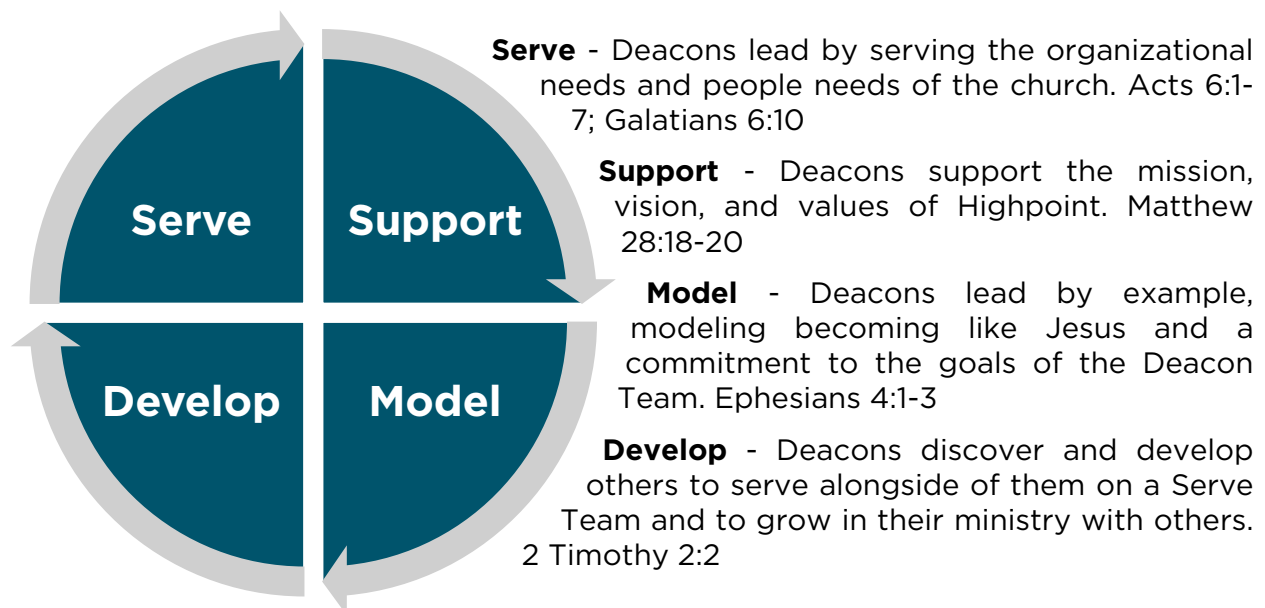
The word “deacon” means “servant.” They are servants of the Lord in the church. Deacons are men and women with character and commitment to serve the operational and care needs at Highpoint.

Deacons lead by serving.

- Deacons lead serve teams.
- Deacons serve operational needs.
- Deacons serving care needs.

Deacons contribute to the healthy function of the church allowing the pastors and elders to serve by leading in teaching, in prayer, and in discipleship. Deacons work closely with the Highpoint staff to strengthen the organization of the church to help build up the body of Christ in love.

Deacon Responsibilities



Deacon Roles

Deacon roles include roles that support the operational and people care needs at Highpoint.

- **Facility Deacons** | help develop a team to care for the facility - repairs and small projects (painting, etc.).
- **Security Deacons** | help develop a team to ensure the safety of children and adults on Sunday mornings and other larger events.
- **Host Team Deacons** | help develop a team to create a welcoming environment and serve guests in our parking lot, lobby, and worship center.
- **Offering Counting Deacons** | help develop a team to ensure the offering is processed each Sunday per policy.
- **Finance Team** | oversee the financial practices of the church - budgets, income, and expenses.
- **Care Center Deacons** | help develop a team for the local food market, Care appointments, and other ministries of the Care Center.
- **IT Deacons** | help implement and service the Information Technology needs of the church.
- **Care Deacons** | provide pastoral care to people in need - hospital visits, prayer, card writing, and more.

Deacons have a local role (serving at a location) and central role (serving on a Deacon team).

Deacon Expectations

- Serve on a Deacon Team - with other deacons from your location and other locations.
- Attend Quarterly Deacon meetings - meeting format varies from local teams, deacon teams, and all deacons together.
- Faithfully attend weekend worship services.
- Actively engaging in and supporting the life and ministry of Highpoint.
- Discover and develop others to serve on your Serve Team.
- Follow policies and procedures, under the leadership of a Highpoint staff member.
- Be a champion of God's work at Highpoint.

Deacon Meetings

Deacon meetings provide community, training, and ministry alignment.

Deacons meet quarterly, rotating formats - all deacons together, as a local team, combined with elders, by deacon-type from all locations.

Q1 (January): All Deacons Together	Q2 (April): Role from All Locations
Q3 (August): All Elders and Deacons Together	Q4 (October): Deacons per Deacons at Locations

Note: Some Deacon teams may meet more frequently based on role and season.

Becoming a Deacon

The three qualifications for Deacons are: partnership at Highpoint, serving in ministry, and character in alignment with God's Word.

1. **Partnership** - active partnership in mission and ministry at Highpoint.
2. **Ministry** - actively serving on a Serve Team or in a ministry capacity; is faithful, available, and teachable.
3. **Character** - alignment with the qualifications for deacons in 1 Timothy 3:8-13 - respected, sincere, self-controlled, generous, Gospel-centered, steadfast, with a healthy home life.

Deacons are invited by leadership to complete an application and are interviewed for the role.

1. **Deacons are identified.** Highpoint leadership asks individuals to consider becoming a deacon.
2. **Deacons complete an application.** The application includes questions about spiritual life and commitment.
3. **Deacons are interviewed.** An interview is done by Highpoint leadership (staff or elders). The interview confirms deacons.
4. **Deacons serve.** Deacons are commissioned for a two-year term. Deacons can renew their term with agreement between the Deacon and Highpoint leadership.

Benefits of Being a Deacon

- Maximize ministry impact through increased role of service and influence.
- Participate in quarterly training meetings with Highpoint staff and other Deacons.
- Receive monthly communication to Deacons.
- Access to personal time with Highpoint staff in your area of ministry.
- Experience the joy of serving the Lord, His people, and His Church.