The Phoebe Ministry

Pronounced "FEE-bee"

SLC Servant Leadership Classroom
The Church Business Administration Network

Deaconess Training

Embracing the Change: 2027 Deaconess Needs, Roles, & Responsibilities

Monday, October 26, 2026 @ 7:00PM

www.cba1.org / dr.whitaker@cba1.org / (804) 6177855 / P.O. Box #34424, N. Chesterfield, Va. 23234

Meeting ID: 964 319 7945 **Passcode:** CBA1 **Conference Call:** (301) 715-8592

How to Follow Tonight's Training

1. **Underlined words in bold red print** are the answers to the "fill in the _____" spaces in your handout.
2. **A WhitNotes™ review of all "Fill in the Blank" answers** is provided at the end of each page of the handout just in case you have missed an answer.
3. **Notation of the page on which the training is teaching** is provided at the bottom of each screen.
4. **All information presented in this training is copyrighted** by Dr. William H. Whitaker, II. Scriptures are not included in this copyright.

(We are on page 1 of the notes.)

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Dr. William H. Whitaker, II
CBA1 Founder, Director, & Ministry Trainer

CBA1 2026
The Church Business Administration Network
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Thank you for your continuous support of **CBA1: The Church Business Administration Network**. We look forward to further opportunities to serving and sharing with you in ministry.

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Acts 6:1-4

[1] In those days when the number of disciples was increasing, the Hellenistic Jews among them complained against the Hebraic Jews because their widows were being overlooked in the daily distribution of food.

[2] So the Twelve gathered all the disciples together and said, "It would not be right for us to neglect the ministry of the word of God in order to wait on tables.

[3] Brothers and sisters, choose seven men from among you who are known to be full of the Spirit and wisdom. We will turn this responsibility over to them [4] and will give our attention to prayer and the ministry of the word."

Four (4) Biblical Purposes of the Diaconate Ministry

Deacons and Deaconesses are Called to Assist their Pastors by…

1. **Addressing the _____ & _____ of the Congregation & Members**

   [1a] …the Hellenistic Jews among them complained against the Hebraic Jews

2. **Resolving Church _____ & _____**

   [1b] …because their widows were being overlooked in the daily distribution of food.

3. **Assist Pastors in Maintaining the _____ _____ of the Church**

   [2] So the Twelve gathered all the disciples together and said, "It would not be right for us to neglect the ministry of the word of God in order to wait on tables.

1. **Be _____ & _____ of Church Matters in Your Leadership**

   [3a] Brothers and sisters, choose seven men from among you who are known to be full of the Spirit and wisdom.

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When Diaconates Fulfill Their Acts 6 Purposes

Pastors can focus on and fulfill their biblical responsibilities as Spiritual Visionary and the Ministry of Word & Sacrament.

- Preach
- Pray
- Visit the Sick
- Teach the Word of God

[3b] We will turn this responsibility over to them [4] and will give our attention to prayer and the ministry of the word. (Acts 6:3b-4)

How Many Deacons & Deaconesses Should Your Church Have?

The size of the diaconate should reflect the congregation's...

2. Congregation's_____
3. Membership _____
4. Overall Ministry _____

As these three factors evolve and change (whether increase or decrease), so should the size of the Diaconate Ministry.

The 10% Diaconate/Membership Rule

The 10% Diaconate Rule meaning that each Congregational Care Deacon/Deaconess represents 1/10 (1 Active Diaconate Member for every 10 members) of their assigned Congregational Care Group.

Why the 10% Diaconate Rule?

The 10% Diaconate Rule fosters a "_____ _____" environment.

No matter how large the church grows in membership, each member receives "individual" ministry care within a small group of not more than _____ church members for every 1 Congregational Care Leader.

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Not Enough Deacons for the 10% Diaconate Rule?

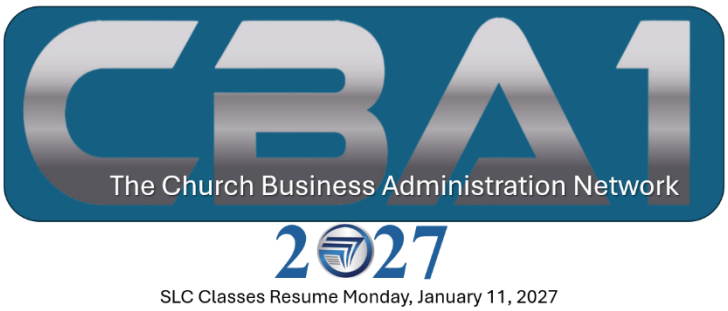
Some churches only have enough "ACTIVE" Deacons for 1 Deacon for every 20 to 25 members or more in their membership. However, 1 Deacon maintaining consistent contact and care of 25 people is not realistic.

1. Not all Deacons have the desire to do _____ _____.
2. Congregational Care Leaders don't have to be _____.
3. Consider including _____ and _____ _____ who have the Spirit of Congregational Care.

Why Include Deaconesses in the "Diaconate"

The 10% "Diaconate" Rule and not a 10% "Deacons" Rule because…

1. The primary responsibility of the Diaconate is _____ _____ of the Body of Christ.
2. Depending on the church, the Diaconate can be "inclusive" of _____ and _____, _____ and _____ within the congregation.



SLC Classes Resume Monday, January 11, 2027

1st Mondays: Clergy Development
(Pastors, Associate Ministers, & Ministers-in-Training)

2nd Mondays: Church Officers Development
(Deacons, Deaconesses, Elders, Stewards, Trustees, Church Clerks, and Financial Secretaries)

3rd Mondays: Servant Leader Development
(Lay Leaders & Ministry Members)

4th Mondays: Churches-in-Transition Training
(Pulpit/Search Committees & Congregations Experiencing Ministry Changes – finances, membership, attendance, etc.)

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Romans 16:1-2a (Amplified Bible)

Now I introduce and commend to you our sister Phoebe, a deaconess (servant) of the church at Cenchrea [Syn-cree-aye], ² that you may receive her in the Lord [with love and hospitality], as God's people ought to receive one another. And that you may help her in whatever matter she may require assistance from you, for she has been a helper of many, including myself.

According to Romans 16:1, Pheobe was a…

- _____ (Amplified Bible)
- _____ (NIV & International Standard Version)
- _____ (English Standard Version)
- _____ (Contemporary English Version)
- Minister (New American Bible)

…I introduce and commend to you our sister Phoebe…
Romans 16:1

"Phoebe" in Greek means "Bright, Radiant, and Pure". Scholars speculate that she was…

- Of _____ Decent
- Well-_____
- _____ Aged
- Widowed
- Responsible for the _____ that met in her home in Cenchreae

What Was Phoebe's Ministry?

- _____ Others
- Acts of **Kindness**
- _____**Spiritual Leadership**
- _____ the church that met in her home in Cenchreae
- Praying for others
- Being a _____ _____ for other women, members of her church, and all who believed in Christ.

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Why Apostle Paul Sent Deaconess Phoebe to the Church in Rome

- There weren't enough people to do Congregational Care in the churches.
- Paul was on a Missions Trip to the church in Corinth. The church in Rome was young with new converts and disciples and needed someone to bring them the Word of God.

Why Don't Churches Include Deaconesses in the "Diaconate"

One of the traditional reasons why Deaconesses are often excluded from the "Diaconate" is that the Deacon Ministry is viewed as a ministry of church "_____" and not _____ _____.

In some churches, the voices of women (and consequently Deaconesses) are not included in governance matters and decisions.

What is Houses of Refuge?

A New Testament Congregational Care and Outreach Ministry provided by Deaconesses for the church and community. It continues the biblical legacy of ***Deaconess Phoebe*** through continued acts of kindness. Its purpose is to support (and not take the place of) the Deacon's Ministry of congregational care.

What is the message of *Houses of Refuge*?

"God will supply all your need according to his riches in glory by Christ Jesus."

Philippians 4:19

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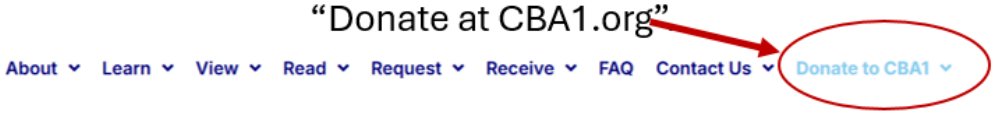
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