

## **SALT Church**

**1 Timothy 3 & Titus 1**

**“Elders and Deacons”**

January 14, 2026

**“Church Leadership”**

### ***Ephesians 4:1-16***

*4 Therefore I, the prisoner in the Lord, exhort you to walk worthy of the calling with which you have been called, <sup>2</sup> with all humility and gentleness, with patience, bearing with one another in love, <sup>3</sup> being diligent to keep the unity of the Spirit in the bond of peace. <sup>4</sup> There is one body and one Spirit, just as also you were called in one hope of your calling; <sup>5</sup> one Lord, one faith, one baptism; <sup>6</sup> one God and Father of all who is over all and through all and in all.*

*<sup>7</sup> But to each one of us grace was given according to the measure of Christ's gift. <sup>8</sup> Therefore it says,*

*“When He ascended on high,  
He led captive a host of captives,  
And He gave gifts to men.”*

*<sup>9</sup> (Now this expression, “He ascended,” what does it mean except that He also descended into the lower parts of the earth? <sup>10</sup> He who descended is Himself also He who ascended far above all the heavens, so that He might fill all things.) <sup>11</sup> And He Himself gave some as apostles, and some as prophets, and some as evangelists, and some as pastors and teachers, <sup>12</sup> for the*

*equipping of the saints for the work of service, to the building up of the body of Christ,*<sup>13</sup> *until we all attain to the unity of the faith, and of the full knowledge of the Son of God, to a mature man, to the measure of the stature which belongs to the fullness of Christ,*<sup>14</sup> *so that we are no longer to be children, tossed here and there by waves and carried about by every wind of doctrine, by the trickery of men, by craftiness in deceitful scheming,*<sup>15</sup> *but speaking the truth in love, we are to grow up in all aspects into Him who is the head, that is Christ,*<sup>16</sup> *from whom the whole body, being joined and held together by what every joint supplies, according to the properly measured working of each individual part, causes the growth of the body for the building up of itself in love.*

#### **Titus 1:5-9**

*<sup>5</sup>For this reason I left you in Crete, that you would set in order what remains and appoint elders in every city as I directed you, <sup>6</sup>namely, if any man is beyond reproach, the husband of one wife, having faithful children, who are not accused of dissipation, or rebellious. <sup>7</sup>For the overseer must be beyond reproach as God's steward, not self-willed, not quick-tempered, not addicted to wine, not pugnacious, not fond of dishonest gain, <sup>8</sup>but hospitable, loving what is good, sensible, righteous, holy, self-controlled, <sup>9</sup>holding fast the faithful word which is in accordance with the teaching, so that he will be able both to exhort in sound doctrine and to reprove those who contradict.*

## **1 Timothy 3:1-16**

***3 It is a trustworthy saying: if any man aspires to the office of overseer, he desires a good work.***

- From this opening sentence we can discern that it is a good thing to aspire to become an overseer of the church.
  - In SALT Church we call our overseers “Elders”
    - Currently our elders are Bo, Devin, and Kenric.
      - Bo (Elder & Lead Pastor)
      - Devin (Elder & Associate Pastor of Youth)
      - Kenric (Elder & Worship Leader, Volunteer Coordinator)

Back to 1 Timothy 3

***3 It is a trustworthy saying: if any man aspires to the office of overseer, he desires a good work.***

- This verse sets the tone for the entire chapter in that it articulates that this is not something that a man falls into by accident.
  - Meaning, there is a day in which preparation begins through discipleship.
  - It is a slow process and that is a good thing.
    - As we move forward you will discover why the process must move slowly.

***<sup>2</sup>An overseer, then, must be above reproach,***

**Transliteration: anepilémtos**

**Pronunciation: an-ep-eel'-ape-tos**

**Phonetic Spelling: (an-ep-eel'-ape-tos)**

**KJV:** blameless, unrebukeable

**NASB:** above reproach, reproach

- Without blame,
  - A good man (when no one is around)
  - A man of character

***the husband (ah-NAYR) of one wife, (goo-nay)***

- This one can be tricky
  - Does this mean that the elder has to be married?
  - Or if he has ever been divorced, is he disqualified?
    - What if he is married to a divorced woman?
      - Yes, there are requirements for the wife, meaning she can disqualify her husband.
  - More on this later.

**Lit. in Gr. a “one-woman man.”**

- **This says nothing about marriage or divorce.**
- **The issue is not the elder’s marital status, but his moral and sexual purity.**
- **This qualification heads the list, because it is in this area that leaders are most prone to fail.**
- **Various interpretations of this qualification have been offered.**
  - **Some see it as a prohibition against polygamy—an unnecessary injunction since polygamy was not common in Roman society and clearly forbidden by Scripture**

- **Some say the elder must be married but this would disqualify the Apostles (even Paul)**
- **Some say absolutely no divorce, but the scripture does not, it simply says “one woman man.”**

### **Why would this be so important?**

- **Marriage is the visible representation of Christ love for His bride the church.**

### **temperate,**

**Transliteration:** néphalios

**Pronunciation:** nay-FAL-ee-os

**Phonetic Spelling:** (nay-fal'-eh-os)

**KJV:** sober

**NASB:** temperate

**Word Origin:** [from [G3525 \(νήφω - sober\)](#)]

- He must be even keel
  - He can't be a hot head
    - Angry people generally struggle with past hurt or pride or both.
    - Short fuses do not lead to long ministries!
      - (SIDE NOTE)
        - This position will test your patience
        - It will bring accusation
          - Staying cool under pressure will be a requirement.

***sensible,***

**Transliteration:** sóphrón

**Pronunciation:** so'-frone

**Phonetic Spelling:** (so'-frone)

**KJV:** discreet, sober, temperate

**NASB:** sensible, prudent

1. safe (sound) in mind, i.e. self-controlled (moderate as to opinion or passion)

**Able to keep secrets, very important for the office of elder and deacon.**

***respectable,***

**Transliteration:** kosmios

**Pronunciation:** KOS-mee-os

**Phonetic Spelling:** (kos'-mee-os)

**KJV:** of good behaviour, modest

**NASB:** proper, respectable

**Word Origin:** [from [G2889 \(κόσμος - world\)](#) (in its primary sense)]

1. orderly,
  - This goes beyond having an organized life, it's about recognizing when things are getting out of hand and slowing down to reorganize.

***hospitable,***

**Transliteration:** philoxenos

**Pronunciation:** fee-LOX-en-os

**Phonetic Spelling:** (fil-ox'-en-os)

**KJV:** given to (lover of, use) hospitality

**NASB:** hospitable

**Word Origin:** [from [G5384 \(φίλος - friends\)](#) and [G3581 \(ξένος - strangers\)](#)]

1. fond of guests, i.e. hospitable

“Stranger lover”

***able to teach,***

**Transliteration:** didaktikos

**Pronunciation:** dee-dak-tee-kos'

**Phonetic Spelling:** (did-ak-tik-os')

**KJV:** apt to teach

**NASB:** able to teach

**Word Origin:** [from [G1318 \(διδασκός - taught\)](#)]

1. instructive ("didactic")

- Can you teach what you know?
- Do you have any knowledge or wisdom?
  - If so, can you teach it in a way that people understand?

***3 not addicted to wine or pugnacious,***

**Transliteration:** paroinos

**Pronunciation:** PAH-roi-nos

**Phonetic Spelling:** (par'-oy-nos)

**KJV:** given to wine

**NASB:** addicted to wine

**Word Origin:** [from [G3844 \(παρά - than\)](#) and [G3631 \(οἶνος - wine\)](#)]

1. staying near wine, i.e. tippling (a toper)

- NOT A DRUNK
  - NOT Addicted to drugs or any other mind-altering substance.
    - Why?
      - Those things lead to an unwise lifestyle
      - Those things lead to sin
        - Your mind must be focused on the will of God.

***or pugnacious,***

**Transliteration:** pléktés

**Pronunciation:** playk-tace'

**Phonetic Spelling:** (plake'-tace)

**KJV:** striker

**NASB:** pugnacious

**Word Origin:** [from [G4141 \(πλήσσω - struck\)](#)]

1. a smiter, i.e. pugnacious (quarrelsome)

**Strong's Exhaustive Concordance**

bully, striker.

- The elder or overseer cannot be looking for conflict.
  - Fruit of the Spirit is what we are looking for.

***but considerate,***

**Transliteration:** epieikés

**Pronunciation:** eh-pee-ay-KACE

**Phonetic Spelling:** (ep-ee-i-kace')



**KJV:** gentle, moderation, patient

**NASB:** gentle

**Word Origin:** [from [G1909 \(ἐπι - over\)](#) and [G1503 \(εἵκω - To yield\)](#)]

1. appropriate

2. (by implication) mild

**Strong's Exhaustive Concordance**

gentle, moderation, patient.

- I know of two well know Pastors that were asked to step down because of “elder abuse” they abused those under them in the pursuit of success.

***peaceable,***

**Transliteration:** amachos

**Pronunciation:** ah'-makh-os

**Phonetic Spelling:** (am'-akh-os)

**KJV:** not a brawler

**NASB:** peaceable

**Word Origin:** [from [G1 \(α - Alpha\)](#) (as a negative particle) and [G3163 \(μάχη - conflicts\)](#)]

1. peaceable

**Strong's Exhaustive Concordance**

uncontentious, peaceable

- Peace without compromise is the goal.

***free from the love of money;***

**Transliteration:** aphilarguros

**Pronunciation:** a-fi-LAR-goo-ros

**Phonetic Spelling:** (af-il-ar'-goo-ros)

**KJV:** without covetousness, not greedy of filthy lucre

**NASB:** free from the love, free from the love of money

**Word Origin:** [from [G1 \(α - Alpha\)](#) (as a negative particle) and [G5366 \(φιλάργυρος - lovers of money\)](#)]

1. without fondness of silver (money)

### **Strong's Exhaustive Concordance**

without covetousness, not greedy.

- Beware of the elder, pastor, deacon that is always trying to bring you in on the latest deal.
  - Many concentrate on making money rather than serving those within the church.

### ***4 leading his own household well,***

**Transliteration:** proistemi

**Pronunciation:** pro-IS-tay-mee

**Phonetic Spelling:** (pro-is'-tay-mee)

**KJV:** maintain, be over, rule

**Word Origin:** [from [G4253 \(πρό - before\)](#) and [G2476 \(ἵστημι - standing\)](#)]

1. to stand before

2. (in rank) to preside

3. (by implication) to practise

### **Strong's Exhaustive Concordance**

maintain, be over, rule.

- The passive man at home cannot be an elder.
- Eldership requires a man that understands his roll as priest, provider, and protector.

***having his children in submission with all dignity***

**Transliteration:** hupotagé

**Pronunciation:** hoo-pot-ag-AY

**Phonetic Spelling:** (hoop-ot-ag-ay')

**KJV:** subjection

**NASB:** control, obedience, subjection, submissiveness

**Word Origin:** [from [G5293 \(ὑποτάσσω - subject\)](#)]

1. subordination

**Strong's Exhaustive Concordance**

subjection.

From [hupotasso](#); subordination -- subjection.

- Basically, this man has the respect of his children.
  - Why is this so important?
    - Your children will rat you out!

***with all dignity***

**Transliteration:** semnotés

**Pronunciation:** sem-no-tace'

**Phonetic Spelling:** (sem-not'-ace)

**KJV:** gravity, honesty

**NASB:** dignity, dignified

**Word Origin:** [from [G4586 \(σεμνός - dignified\)](#)]

1. venerableness, i.e. probity

**Strong's Exhaustive Concordance**

gravity, honesty.

***5 (but if a man does not know how to lead his own household, how will he **take care** of the church of God?),***

**Transliteration:** epimeleomai

**Pronunciation:** eh-pee-mel-eh'-om-ahee

**Phonetic Spelling:** (ep-ee-mel-eh'-om-ahee)

**KJV:** take care of

**NASB:** take care, took care

**Word Origin:** [middle voice from [G1909 \(ἐπι - over\)](#) and the same as [G3199 \(μέλω - concerned\)](#)]

1. to care for (physically or otherwise)

**Strong's Exhaustive Concordance**

take care of.

***6 and not a new convert,***

**Transliteration:** neophutos

**Pronunciation:** neh-OF-oo-tos

**Phonetic Spelling:** (neh-of'-oo-tos)

**KJV:** novice

**NASB:** new convert

**Word Origin:** [from [G3501 \(νέος - New\)](#) and a derivative of [G5453 \(φύω - grew\)](#)]

1. newly planted

2. (figuratively) a young convert ("neophyte")

**Strong's Exhaustive Concordance**

novice.

- There is absolutely no substitute for experience.

- New believers need time to become mature believers
  - There will be plenty of failures with few successes.
    - Why is this so important?
      - “My story, elder @ age 26”

*so that he will not become **conceited** and fall into the condemnation of the devil.*

**Transliteration:** tuphoó

**Pronunciation:** too-fo'-o

**Phonetic Spelling:** (toof-o'-o)

**KJV:** high-minded, be lifted up with pride, be proud

**NASB:** conceited

**Word Origin:** [from a derivative of G5188 (τῦφω - smoldering)]

1. to envelop with smoke
2. (figuratively) to inflate with self-conceit

**Strong's Exhaustive Concordance**

puffed up, be proud.

- This will happen if you place someone who is very young in the faith or young in life in this position too early.

***7And he must have a good reputation with those outside the church, so that he will not fall into reproach and the snare of the devil.***

**Transliteration:** marturia

**Pronunciation:** mar-too-REE-ah

**Phonetic Spelling:** (mar-too-ree'-ah)

**KJV:** record, report, testimony, witness

**NASB:** testimony, reputation, witness

**Word Origin:** [from [G3144 \(μάρτυς - witnesses\)](#)]

1. evidence given (judicially or genitive case)

**Strong's Exhaustive Concordance**

record, testimony, witness.

- This doesn't that everyone has to love him
  - It does mean that most find him to be fair, just, and a man of integrity.

***Skip down to verse 11 (women)***

- A wife absolutely can disqualify a husband from the office of overseer!

***11 Women must likewise be dignified,***

**Transliteration:** semnos

**Pronunciation:** sem-nos'

**Phonetic Spelling:** (sem-nos')

**KJV:** grave, honest

**NASB:** dignified, honorable, of dignity

**Word Origin:** [from [G4576 \(σέβομαι - worship\)](#)]

1. venerable, i.e. honorable

**Strong's Exhaustive Concordance**

grave, honest.

- No liars needed in ministry!

***not malicious gossips,***

**Transliteration:** diabolos

**Pronunciation:** dee-AB-ol-os

**Phonetic Spelling:** (dee-ab'-ol-os)

**KJV:** false accuser, devil, slanderer

**NASB:** devil, malicious gossips

**Word Origin:** [from [G1225 \(διαβάλλω - reported\)](#)]

1. a slanderer

2. (specially) Satan

**Strong's Exhaustive Concordance**

false accuser, devil, slanderer.

- Gossip will absolutely destroy a church!!!!!!!!!!!!!!

***but temperate,***

**Transliteration:** néphalios

**Pronunciation:** nay-FAL-ee-os

**Phonetic Spelling:** (nay-fal'-eh-os)

**KJV:** sober

**NASB:** temperate

**Word Origin:** [from [G3525 \(νήφω - sober\)](#)]

1. sober

2. (figuratively) circumspect

**Strong's Exhaustive Concordance**

sober.

Or nephalios (nay-fal'-ee-os) from [nepho](#); sober, i.e. (figuratively) circumspect -- sober.

- Clear minded!

***faithful in all things.***

**Transliteration:** pistos

**Pronunciation:** pis-TOS

**Phonetic Spelling:** (pis-tos')

**KJV:** believe(-ing, -r), faithful(-ly), sure, true

**NASB:** faithful, trustworthy, believers, believer, believe, believing, faithful one

**Word Origin:** [from [G3982 \(πείθω - persuaded\)](#)]

1. (objectively) trustworthy

2. (subjectively) trustful

**Strong's Exhaustive Concordance**

believing, faithful, sure, true.

- She must be a woman of faith.