

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, ² with all humility and gentleness, with patience, bearing with one another in love, ³ being diligent to keep the unity of the Spirit in the bond of peace. ⁴ There is one body and one Spirit, just as also you were called in one hope of your calling; ⁵ one Lord, one faith, one baptism; ⁶ one God and Father of all who is over all and through all and in all.

7 But to each one of us grace was given according to the measure of Christ’s gift. ⁸ Therefore it says,

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

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

equipping of the saints for the work of service, to the building up of the body of Christ, ¹³until 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, ¹⁴so 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, ¹⁵but speaking the truth in love, we are to grow up in all aspects into Him who is the head, that is Christ, ¹⁶from 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

5 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, 6 namely, if any man is beyond reproach, the husband of one wife, having faithful children, who are not accused of dissipation, or rebellious. 7 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, 8 but hospitable, loving what is good, sensible, righteous, holy, self-controlled, 9 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.

²An overseer, then, must be above reproach,

Transliteration: anepilémpatos

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

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

KJV: blameless, unrebutable

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 \(διδακτός - taught\)](#)]

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?

³not 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 \(ἐπί - over\)](#) and [G1503 \(εἴκω - To yield\)](#)]

1. appropriate
2. (by implication) mild

Strong's Exhaustive Concordance

gentle, moderation, patient.

- I know of two well known 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 [hypotasso](#); 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 \(ἐπί - over\)](#) 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: tupoó

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 (τύφω - 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.

7 And 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 \(πειθω - persuaded\)](#)]

1. (objectively) trustworthy
2. (subjectively) trustful

Strong's Exhaustive Concordance

believing, faithful, sure, true.

- She must be a woman of faith.