

1 Timothy 3:1 | Aspiring To Pastor Is A Good Desire (Part 2)

Written & Preached by John Cole | June 1, 2025

INTRODUCTION

It's easy to aspire to do something until you find out how hard it is or how much it would cost you to do it. Ever been there?

Parents in our church recently put on a fun "graduation" ceremony for their little kiddos. They created a video in which their kids shared things they learned and things they want to do when they grow up. I liked this scene with Spencer.

Look at how many things he said he is aspiring to do when he gets older! I had to google the meaning of one of them! Zoologist, chef (do those two have harmony?), paleontologist, and teacher. What fun aspirations!

Today, we are picking up on part two of "Aspiring to Pastor Is A Good Desire" from 1 Timothy 3:1. Much of our time today will help set biblical expectations for pastors and churches under Christ's headship. Let's read the text.

1 Timothy 3:1

This *is* a true saying, If a man desire [aspires/reaches for] the office of a bishop [overseer/elder/pastor], he desireth [longs for] a good work.

Last week we went through a number of prominent passages about church leadership that demonstrated the interchange of titles "bishop, elder, and pastor" for the same office of men who, together, lead the local church.

THREE TITLES FOR THE SAME WORK

Then we considered false assumptions about the church in relation to pastoral leadership.

FALSE ASSUMPTIONS ABOUT THE CHURCH

Then we considered what pastors do according to the three titles given in the Bible.

WHAT PASTORS SHOULD DO

- As elders, they live as examples and serve as counselors for all the church in our discipleship.
- As bishops, they prayerfully oversee and guard the doctrine, membership, mission, and stewardship of the church.
- As pastors, they strengthen, lead, and feed the church with prayer and God's word.

Then, we considered how every biblical example shows pastors serving their church as a team of bishops/elders/pastors.



PASTORING IS A TEAM WORK

So, God's word says it is good to...

ASPIRE TO BE QUALIFIED

And while all this is true, it is also true that...

NOT ALL SHOULD BE PASTORS

As I said last Sunday... Not all who are qualified have the aspiration to pastor. Not all with the aspiration are qualified. Not all with the aspiration and character qualifications have the gifting to teach. Not all with both are in the right season of life or are trusted by the church to serve in this capacity—at least at this time.

So,

The church—not individuals or other organizations—<u>proves</u> and <u>recognizes</u> pastors by the leadership of Christ's Spirit.

That is not to say that churches are not aided by the claim of the aspiring pastor or the witness of other organizations, but that is to say that the local church itself is responsible for proving/testing and recognizing who the Lord is raising up or bringing in to serve the church as pastors.

This implies that we should make this a central part of our way of life and mission as a church. I believe we do. This is why we as a church:



- Have a personal membership process with pastoral involvement.
- Include men in the public prayers and, eventually, with teaching.
- Conduct members meetings the way we do.
- Have regular discipleship venues.
- Teach how to study and teach.
- Equip parents with content to teach at home that is related to what is being taught in kids classes.

We believe that Jesus's commission to make disciples includes within it a call to train up, prove, and recognize pastors. See how local churches are held responsible for who they let teach and preach to them.

Galatians 1:6-8

⁶ I marvel that ye [churches] are so soon removed from him that called you into the grace of Christ unto another gospel:

⁷ Which is not another; but **there be some that trouble you, and would pervert the gospel of Christ**.

⁸ But though we, or an angel from heaven, **preach any other gospel unto you** than that which we have preached unto you, **let him be accursed [of God]**.

That was corrective. Now, in a more proactive way, Paul writes to a church in Thessalonica...

1 Thessalonians **5:12–13** ¹² And we beseech you, brethren, to <u>know them</u> which labour <u>among you, and</u> <u>are over you</u> in the Lord, and <u>admonish you</u>; ¹³ And to <u>esteem them</u> very highly in love for their work's sake...

This implies at least four things:



- 1. Churches are expected to have pastors.
- 2. Churches are expected to have a defined membership.
- 3. Members should personally know their pastors.
- 4. Pastors who work faithfully are worthy of high regard.

Now, I say this for at lest two reason:

- 1. It is biblical instruction.
- 2. We have a biblical desire for more pastors.

So, the church is to prove, know, and highly esteem pastors as they partner together under our Chief Shepherd, Jesus. This is especially important because...

Serving as a pastor has greater <u>accountability</u> with great <u>reward</u>.

Ever leader needs to humbly know they give account to others and are not the ultimate authority. That reminds me of this illustration I like from a book.

In U.S. Navel Institute Proceedings, the magazine of the Naval Institute, Frank Koch illustrates the importance of obeying the Laws of the Lighthouse.

Two battleships assigned to the training squadron had been at sea on maneuvers in heavy weather for several days. I was serving on the lead battleship and was on watch on the bridge as night fell. The visibility was poor with patchy fog, so the captain remained on the bridge keeping an eye on all activities.

Shortly after dark, the lookout on the wing reported, "Light, bearing on the starboard bow."



"Is it steady or moving astern?" the captain called out.

The lookout replied, "Steady, Captain," which meant we were on a dangerous collision course with that ship.

The captain then called to the signalman, "Signal that ship: 'We are on a collision course, advise you change course twenty degrees.'"

Back came the signal, "Advisable for you to change course twenty degrees." The captain said, "Send: "I'm a captain, change course twenty degrees."

"I'm a seaman second-class," came the reply. "You had better change course twenty degrees."

By that time the captain was furious. He spat out, "Send: 'I'm a battleship. Change course twenty degrees.'"

Back came the flashing light, "I'm a lighthouse."

We changed course.

- In the Eye of the Storm by Max Lucado, Word Publishing, 1991, p. 153

Not only is pastoring a serious work, but also, it has with it a serious accountability. Consider with me several passages that shed light on this matter.

James 3:1

My brethren, be not many masters [teachers], <u>knowing that we [who teach]</u> <u>shall receive the greater condemnation [judgment]</u>.

Those who teach the church have a stricter judgment both while serving and at the Day in which our work is exposed at Christ's return. God has always been more strict with those who claim to teach God's word to God's people. They have a greater accountability.

Look how the writer of Hebrews says it to the churches...



Hebrews 13:17

Obey them that have the rule over you [leaders in the church], and submit yourselves: **for they watch for [over] your souls, as they that must give account [to God]**, that they may do it with joy, and not with grief: for that *is* unprofitable for you.

The relationship between churches and pastors requires a church with defined members and leaders. There is a particular people and mutual accountability in the relationship of shepherds and flocks, pastors and local churches.

The relationship is characterized with delegated and recognized authority.

Pastors give account to the Chief Shepherd as they lead His flock by His Spirit and word. Members follow Christ as their pastors teach His word.

With this recognized authority is the need for public accountability. In 1 Timothy, Paul by the Spirit writes about holding those who do such public ministry publically accountable.

1 Timothy 5:17-20

¹⁹ Against an elder receive not an accusation, but before two or three witnesses.
²⁰ <u>Them that sin rebuke before all</u>, that others also may fear.

Along with honor is accountability. The good work of being a *public* example to follow includes being a *public* example of receiving appropriate rebuke when in open or disqualifying sin.

This is another big problem with how some churches have handled pastors and leaders in sin. Due to the nature of being public examples and authorities for the church, pastors must be corrected publically if they sin in such a way that questions or discredits their qualification to serve as pastors.



Just as we saw back in chapter 1, the goal and attitude of the church should be corrective and not punitive in nature. They should seek the pastor's repentance and restoration. Talking about laking integrity! When churches and pastors worry more about their image than the name of Christ, they reveal serious problems of the heart and doctrine.

And Paul is not alone here. Let's read next Jesus's strong rebuke of Israel's apostate, unfaithful shepherds in His day.

Matthew 23:1-15

¹ Then spake Jesus to the multitude, and to his disciples,

² Saying, The scribes and the Pharisees sit in Moses' seat:

³ All therefore whatsoever they bid you observe, *that* observe and do; but do not ye after their works: for they say, and do not.

⁴ For they bind heavy burdens and grievous to be borne, and lay *them* on men's shoulders; but they *themselves* will not move them with one of their fingers.

⁵ But all their works they do for to be seen of men: they make broad their phylacteries, and enlarge the borders of their garments,

⁶ And love the uppermost rooms at feasts, and the chief seats in the synagogues,

⁷ And greetings in the markets, and to be called of men, Rabbi, Rabbi.

⁸ But be not ye called Rabbi: for one is your Master, *even* Christ; and all ye are brethren.

⁹ And call no *man* your father upon the earth: for one is your Father, which is in heaven.

¹⁰ Neither be ye called masters: for one is your Master, *even* Christ.

¹¹ But he that is greatest among you shall be your servant.



¹² And whosoever shall exalt himself shall be abased; and he that shall humble himself shall be exalted.

¹³ But woe unto you, scribes and Pharisees, hypocrites! for ye shut up the kingdom of heaven against men: for ye neither go in *yourselves*, neither suffer ye them that are entering to go in.

¹⁴ Woe unto you, scribes and Pharisees, hypocrites! for ye devour widows' houses, and for a pretence make long prayer: therefore ye shall receive the greater damnation.

¹⁵ Woe unto you, scribes and Pharisees, hypocrites! for ye compass sea and land to make one proselyte, and when he is made, ye make him twofold more the child of hell than yourselves.

Matthew 23:23-36

²³ Woe unto you, scribes and Pharisees, hypocrites! for ye pay tithe of mint and anise and cummin, and have omitted the weightier *matters* of the law, judgment, mercy, and faith: these ought ye to have done, and not to leave the other undone.

²⁴ Ye blind guides, which strain at a gnat, and swallow a camel.

²⁵ Woe unto you, scribes and Pharisees, hypocrites! for ye make clean the outside of the cup and of the platter, but within they are full of extortion and excess.

²⁶ *Thou* blind Pharisee, cleanse first that *which is* within the cup and platter, that the outside of them may be clean also.

²⁷ Woe unto you, scribes and Pharisees, hypocrites! for ye are like unto whited sepulchres, which indeed appear beautiful outward, but are within full of dead *men's* bones, and of all uncleanness.

²⁸ Even so ye also outwardly appear righteous unto men, but within ye are full of hypocrisy and iniquity.

²⁹ Woe unto you, scribes and Pharisees, hypocrites! because ye build the tombs



of the prophets, and garnish the sepulchres of the righteous,

³⁰ And say, If we had been in the days of our fathers, we would not have been partakers with them in the blood of the prophets.

³¹ Wherefore ye be witnesses unto yourselves, that ye are the children of them which killed the prophets.

³² Fill ye up then the measure of your fathers.

³³ Ye serpents, ye generation of vipers, how can ye escape the damnation of hell?

³⁴ Wherefore, behold, I send unto you prophets, and wise men, and scribes: and *some* of them ye shall kill and crucify; and *some* of them shall ye scourge in your synagogues, and persecute *them* from city to city:

³⁵ That upon you may come all the righteous blood shed upon the earth, from the blood of righteous Abel unto the blood of Zacharias son of Barachias, whom ye slew between the temple and the altar.

³⁶ Verily I say unto you, All these things shall come upon this generation.

And "those things" did come upon that generation when in 70 AD the Jerusalem temple was destroyed by Rome. The Chief Shepherd holds His under-shepherds directly accountable to Him for how they tend to His flock.

Hundreds of year prior, God said through His prophets that He would come as the Shepherd of His people and hold unfaithful shepherds to account. We just read in Mathew of Jesus fulfilling much of the 6th century BC prophecy that we will read next.

Ezekiel 34:1–16 ¹ And the word of the LORD came unto me, saying,

² Son of man, prophesy against the shepherds of Israel, prophesy, and say unto them, Thus saith the Lord God unto the shepherds; Woe *be* to the shepherds of



Israel that do feed themselves! should not the shepherds feed the flocks?

³ Ye eat the fat, and ye clothe you with the wool, ye kill them that are fed: *but* ye feed not the flock.

⁴ The diseased have ye not strengthened, neither have ye healed that which was sick, neither have ye bound up *that which was* broken, neither have ye brought again that which was driven away, neither have ye sought that which was lost; but with force and with cruelty have ye ruled them.

⁵ And they were scattered, because *there is* no shepherd: and they became meat to all the beasts of the field, when they were scattered.

⁶ My sheep wandered through all the mountains, and upon every high hill: yea, my flock was scattered upon all the face of the earth, and none did search or seek *after them*.

⁷ Therefore, ye shepherds, hear the word of the LORD;

⁸ As I live, saith the Lord GOD, surely because my flock became a prey, and my flock became meat to every beast of the field, because *there was* no shepherd, neither did my shepherds search for my flock, but the shepherds fed themselves, and fed not my flock;

⁹ Therefore, O ye shepherds, hear the word of the LORD;

¹⁰ Thus saith the Lord GoD; Behold, I *am* against the shepherds; and I will require my flock at their hand, and cause them to cease from feeding the flock; neither shall the shepherds feed themselves any more; for I will deliver my flock from their mouth, that they may not be meat for them.

¹¹ For thus saith the Lord God; Behold, I, *even* I, will both search my sheep, and seek them out.

¹² As a shepherd seeketh out his flock in the day that he is among his sheep *that are* scattered; so will I seek out my sheep, and will deliver them out of all places where they have been scattered in the cloudy and dark day.



¹³ And I will bring them out from the people, and gather them from the countries, and will bring them to their own land, and feed them upon the mountains of Israel by the rivers, and in all the inhabited places of the country.

¹⁴ I will feed them in a good pasture, and upon the high mountains of Israel shall their fold be: there shall they lie in a good fold, and *in* a fat pasture shall they feed upon the mountains of Israel.

¹⁵ I will feed my flock, and I will cause them to lie down, saith the Lord God.

¹⁶ I will seek that which was lost, and bring again that which was driven away, and will bind up *that which was* broken, and will strengthen that which was sick: but I will destroy the fat and the strong; I will feed them with judgment.

This was fulfilled when God came in Christ as the Good Shepherd of His **people.** As we saw in Matthew, Jesus held to account the unfaithful shepherds. As we will read next, He still holds to account those who shepherd His people today. Jesus is the Lord and Chief Shepherd.

Here these words of warning from Peter to churches in northern Asia Minor.

2 Peter 2:1-3

¹ But there were false prophets also among the people, even as there shall be <u>false teachers among you</u>, who privily shall bring in damnable heresies, even **denying the Lord that bought them**, and **bring upon themselves swift destruction**.

² And many shall follow their pernicious ways; **by reason of whom the way of truth shall be evil spoken of**.

³ And **through covetousness** shall they with feigned words make merchandise of you: **whose judgment** now of a long time lingereth not [it actively accuses them], and **their damnation [destruction]** slumbereth not [it is coming].



Just because someone pastors and teaches the church does not mean he is

saved. However, the biblical expectation is that the truth will become evident over time. So, watch, pray, and keep pastors and teachers accountable to the scriptures.

Pastors who are saved will repent at rebuke because of the Holy Spirit within them. It may take time, but new creations of God live as new creations. Those who are not, will double down in their ways as their judgment lingers over them.

But those who serve well under this greater accountability also have great reward and should be supported.

Later in 1 Timothy, Paul gives instruction about supporting faithful pastors in their labors to the church.

1 Timothy 5:17-20

¹⁷ Let the <u>elders</u> that rule well be counted <u>worthy of double honour [financial</u> <u>support]</u>, especially they **who labour in the word and doctrine**. ¹⁸ For the scripture saith, Thou shalt not muzzle the ox that treadeth out the corn. And, <u>The labourer *is* worthy of his reward</u>.

Notice that the instruction Paul gives here pertains to "elders" in plural. Churches that have vision for *discipling up* pastors also must have vision for *supporting* pastors. Even if that is further out, churches should develop wise principles that will guide them in this area before making such commitments.

Many churches have poorly reflected Christ to the *community* or to *pastors* by how they prioritize their finances. So if we have biblical vision for discipling up pastors, we too should establish biblically wise principles for supporting and sending out pastors.



I believe the following is a reasonable minimum application of this "double honor" support: Churches that expect some of their pastors to "live of the gospel that they preach" without dividing their attention with side jobs, hustles, or businesses should support the pastors in a way that appropriately reflects the average lifestyle of the community and church. That said, lifestyles will vary largely depending on the community and current era of the society and church. Knowledge and wisdom is necessary here.

Let me give two dangerous ditches related to financially supporting pastors—particularly as their sole vocation and income.

- 1. The church should not vicariously live out their dreams through how they exorbitantly support their pastors—like with many of the unfaithful, prosperity gospel churches. This is a blot on the name of Christ.
- 2. At the same time, churches should not somehow think they contribute to the godliness of their pastors by not supporting them enough to live in the community of the church and care for their families—when the church has the means to do so. This is a yoke and temptation, not a contribution to godliness. It reveals poor priorities and often compromises integrity.

Both are erring extremes. Both *test* their pastors to think too much about money and be distracted from serving the church.

If a church cannot support a pastor well enough to appropriately care for his family, a church should not ask him to quit his job to pastor full-time. I would recommend instead that the church be served by multiple nonvocational pastors until they can support one sufficiently. They may give stipends that express honor for their work in the church and encourage them to keep their jobs to support their families.

A common problem churches make is that they over hire, under pay, and become under-served as their (supposedly full-time) pastors and staff divide their attention into side jobs, hustles, and businesses. That is just a



recipe for everyone being frustrated, the church lacking integrity, and the pastors losing focus.

I submit that it is better to have multiple pastors working jobs, pastoring non-vocationally, and preaching 1-2 times a months or so than than to ask one man to pastor vocationally without sufficient pay.

Pastoring is neither a *vow* of poverty nor a *vehicle* for greediness. The primary drivers of financial support should be *stewardship* and *example*.

Roman Catholicism requires this sort of ascetic lifestyle and "vow of poverty" of their monks, nuns, and leadership. Paul by the Spirit condemns such ascetic ways of forbidding marriage, meats, and owning things. As we will soon see, pastors are *expected* to manage well their "households," which includes family and property.

If we want pastors to faithfully teach wise stewardship, we should also want them to have the ability to be wise stewards for their families. When churches don't do this, they reveal a lack of integrity and encourage the same in their pastors, asking them to preach what they don't do.

So, as a church that has vision for discipling up pastors, let us have wise vision for supporting pastors—whether vocationally or non-vocationally... whether here or sent out as a team to serve another church or to serve as missionaries.

And aspiring and present pastors, remember what Peter wrote:

1 Peter 5:4

And when the chief Shepherd shall appear, ye shall receive a crown of glory that fadeth not away.



Pastors are encouraged on toward faithfulness not by looking at their abilities and fruit but by looking toward the unfading glory our Chief Shepherd gives at His appearing. Pastoring as a career or for present glory is shameful. Pastoring because of visible success is deceitful.

Pastors must pastor with their eyes on the Chief Shepherd and with the inheritance He has obtained for them as their prize. If we get our eyes off Jesus and the inheritance of the resurrection, we will be tempted to chase temporary success and distrust the sovereignty of God.

So church, may we support pastors who faithfully keep their eyes on Jesus as they shepherd His flock, and as...

Pastors serve on the front lines of <u>attack</u>.

I make this point primarily for those who aspire to pastor and secondly for the church's prayers. Some of the examples I will give are also experienced in other work you may do. We are all engaged in spiritual warfare.

I do not want to over-emphasize this point here, but I do believe it should be made. Pastors are called to serve on the front lines of spiritual attack.

Have you ever thought about some of the ways in which Satan attacks pastors? They...

- Labor to interpret and apply what the eternal God has made known about Himself, us, the gospel, and our calling. What a weight!
- Pray and counsel with members through their weakest and darkest moments. Even while they might be going through their own!
- Boldly admonish and proclaim strong words to people they love, knowing that, though it is for their good, it may be hard to hear.



- Lead the church in standing publically against the tides of ungodliness and worldly pressures. This is where it especially helps to have a team to pray, discern, and discuss through contemporary matters.
- They sometimes get hurt and rejected most by people they have deeply loved and tried to serve well. This is probably the most painful aspect.
- By God's grace, lead and disciple their own families without letting fear of man or expectations of the church negatively hinder their pastoring of their home. They must lead with a pace that is wise for their own families. Many a pastor has been tempted to run past his wife and kids with a messianic complex or for the idol of success in ministry!
- Hold captive Satan's attacks and their own personal thoughts to the power of the word of God. Grow in godliness and understanding. Develop as a pastor in such a way that the church continually sees progress, as they should.
- In following Jesus, they are to be ready to sacrifice and even die for the sheep.

There are many front-line attacks that pastors must be ready to engage! Pray for us! And remember this when you begin to aspire to pastor. Paul said to the pastors in Ephesus...

Acts 20:28-32

²⁸ **Take heed therefore unto yourselves**, and to all the flock, over the which the Holy Ghost hath made you overseers, to feed the church of God, which he hath purchased with his own blood. ²⁹ For I know this, that after my departing **shall grievous wolves enter in among you**, not sparing the flock.

Acts 20:28-32

³⁰ Also **of your own selves shall men arise**, speaking perverse things, to draw away disciples after them.

³¹ **<u>Therefore watch, and remember</u>**, that by the space of three years I ceased not to warn every one night and day with tears.



³² And now, brethren, I commend you to God, and to the word of his grace, **which is able to build you up, and to give you an inheritance** among all them which are sanctified.

Notice that the same dependence on God and the word of His grace by which pastors are to shepherd is the same dependence upon which pastors are to continue in sanctification toward their promised inheritance that has been purchased by Christ.

Like all believers, pastors have to battle, abide, and persevere by the enablement of the Spirit of God working in them. Notice what Paul says about the bishop/elder/pastor...

1 Timothy 3:7

Moreover he must have a good report of them which are without; **lest he fall into reproach and the snare of the devil**.

If Satan can catch pastors in a snare, he expects to also bring some of the church into the snare with him. There is a target on pastors.

As we conclude, you might wonder why we need to preach to all the church about pastors when only few may do it. Great question. Here's why:

- 1. It is in God's word for the church.
- 2. It is how God spurs on men to pastor and warns them about the responsibility and accountability.
- 3. It is how the church knows what to expect of pastors and how to hold us account.
- 4. It is how the church learns to know, honor, pray for, and support pastors as we partner in the gospel work together.
- 5. It is how all the church learns how to invest in discipling up aspiring pastors.



Aspiring to pastor is to desire a good work.

While it is not for everyone, it is commended as a good desire and a good work. Studying, writing, praying, preaching, teaching, leading, guiding, overseeing, eldering, pastoring... is a good work. Don't aspire for a title or status. Aspire to shepherd Jesus's sheep because you love Him... and them.

Otherwise, we preach the gospel, sinners are converted into followers of Jesus, but they become as sheep without shepherds. As sheep, we need some to do the work of shepherding.

So as a central part of Christ's commission to make disciples among all nations, let us...

DESIRE AND PRAY FOR PASTORS

- It is part of our commission.
- It is for our good.
- It is for God's glory.

Are you a follower of Christ? Jesus died for the sins of His sheep and rose again to raise them into eternal life with God. Are you Jesus's sheep?

If so, are you a member of a local flock of His church? Do you know the pastors He has given you? Are you holding them accountable? Are you supporting them? Are you helping us disciple up more pastors?

SERMON IN A SENTENCE: We should pray and work with expectation that God will continually produce <u>pastor</u>. <u>qualified men</u> and <u>pastors</u> from within our church for the advance of the gospel, our good, and His glory.



Q: Men, are you aspiring to pastor or at least to be qualified? Should you?

Q: Church, will you pray, disciple, and partner together in this work of producing pastors as a part of the commission Jesus gave us?

Let's end by reading our text and the other six verses that are a part of it.

1 Timothy 3:1-7

¹ This *is* a true saying, If a man desire [aspires/reaches for] the office of a bishop [overseer/elder/pastor], he desireth [longs for] a good work.

² A bishop then must be blameless, the husband of one wife, vigilant, sober, of good behaviour, given to hospitality, apt to teach;

³ Not given to wine, no striker, not greedy of filthy lucre; but patient, not a brawler, not covetous;

⁴ One that ruleth well his own house, having his children in subjection with all gravity;

⁵ (For if a man know not how to rule his own house, how shall he take care of the church of God?)

⁶ Not a novice, lest being lifted up with pride he fall into the condemnation of the devil.

⁷ Moreover he must have a good report of them which are without; lest he fall into reproach and the snare of the devil.

