

# **Elder Qualifications Test**

(2<sup>nd</sup> Edition)

John Hopler

An evaluation designed to help determine a man's maturity, measured by the standards set forth in Titus 1:6-9 and 1 Timothy 3:2-7.

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## Acknowledgements

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# How To Use This Test

This is a tool to help discern whether (or how closely) a man is qualified to be an elder.

For any man who is seriously being considered for appointment, the test should be taken by:

- 1) The man himself.
- 2) All the elders (locally and regionally) who know him.
- 3) His wife (or roommate).
- 4) Other leaders who are close to him.

For those aspiring to leadership but not close to being appointed, the test should be taken by:

- 1) The man himself.
- 2) The elder who knows him best.
- 3) His wife (or roommate).

After this test is taken, the results should be discussed by the leadership and shared with the man whose life is being scrutinized. After taking the test, you will read on page 16 further instructions on how to use the results of this test.

# Test Questions and Qualifications Descriptions

Person being evaluated: \_\_\_\_\_

Person who is doing evaluation: \_\_\_\_\_

The purpose of this test is not to rate the spirituality or maturity of the elder candidate but to determine, yes or no, whether you personally have confidence that he is above reproach and thereby qualified to be an elder. Therefore, either answer Yes or No to the following questions, by writing a "1" for a Yes, and a "0" for a No. Record a "1" if the questions does not apply (e.g., a question as to children if the man has no children). Then add the four answers for a total and insert that number on the Summary Sheet on page 15.

## A. Above Reproach (NASB, NIV)

Verse: 1 Timothy 3:2

Definition: Greek word "anepileptos" means "not to lay hold of." That which cannot be laid hold of. Not open to censure, irreproachable, irreprehensible.  
Phillips translation: of blameless reputation. Amplified Bible: give no grounds for accusation but must be above reproach.

## Blameless (NIV)

Verse: Titus 1:6,7

Definition: Greek word "anegkleilous" means "not open to censure, irreproachable, unrebukable, irreprehensible." Phillips translation: unquestioned integrity, of unimpeachable virtue. Amplified Bible: men who are of unquestionable integrity and are irreproachable.

1. Is it true that no one has an unresolved justifiable complaint against him? \_\_\_\_\_
  2. Do those closest to him (wife, other church members) believe he is qualified to be an elder? \_\_\_\_\_
  3. Does he believe he is qualified to be an elder? \_\_\_\_\_
  4. Is he open and vulnerable with others as to his personal life? \_\_\_\_\_
- Total for A** \_\_\_\_\_

Additional Comments: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_



**B. Husband of One Wife (NASB, NIV)**

Verse: 1 Timothy 3:2; Titus 1:6

- 1. Is it true that neither he nor his wife (if he is married) have been divorced? Note: if a divorce in question was Biblically based, write down "1". \_\_\_\_\_
  - 2. Is he faithful to his wife physically? (If single, does he have control of his sexual desires?) \_\_\_\_\_
  - 3. Is he pure in his relationships with other women in the church? \_\_\_\_\_
  - 4. Does he have a high moral standard as to what he reads, or watches in theatres, videos, T.V. or the internet? \_\_\_\_\_
- Total for B** \_\_\_\_\_

Additional Comments: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**C. Temperate (NASB, NIV)**

Verse: 1 Timothy 3:2

Definition: Greek word "nephaios" means "sober, clear-thinking, mentally alert, able to make sound judgments." Thayer translation: a state untouched by any slumberous or beclouding influence. Phillips translation: a man of self-control. Amplified Bible: circumspect and temperate and self-controlled.

- 1. Does he regularly deny himself liberties, for the sake of benefiting others? (Romans 14; 1 Corinthians 8 & 10) \_\_\_\_\_
  - 2. Does he control his weight? \_\_\_\_\_
  - 3. Does he respond well when confronted with discouraging circumstances? \_\_\_\_\_
  - 4. Is he free from significant and uncontrolled financial debts (not including a house, car or school loan)? \_\_\_\_\_
- Total for C** \_\_\_\_\_

Additional Comments: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**D. Prudent or Sensible (NASB)**

Verse: 1 Timothy 3:2; Titus 1:8

Definition: Greek word “sophron” means “discreet, reasonable, sensible, serious, sound mind, self-controlled.” Implies sound judgment and a disciplined state of mind which is not characterized by impulsiveness or given to extremes. New International Version: self-controlled. Phillips translation: a man of discretion. Amplified Bible: sensible and well-behaved, sober-minded (discreet).

- 1. Does he generally display good common sense, particularly in financial areas? \_\_\_\_\_
- 2. Can he give good counsel on matters dealing with personal relationships? \_\_\_\_\_
- 3. Does he consistently go to the word of God when making important decisions? \_\_\_\_\_
- 4. Is he able to think creatively on how to see the church make progress? \_\_\_\_\_

**Total for D** \_\_\_\_\_

Additional Comments: \_\_\_\_\_  
\_\_\_\_\_

**E. Respectable (NASB, NIV)**

Verse: 1 Timothy 3:2

Definition: Greek word “kosmios” means “modest, honorable, decent, orderly, proper, trim, adorned, decorated, organized, attractive, beautiful.” Webster’s Dictionary: worthy of respect, decent or correct in character or behavior, proper. Wuest translation: one whose life is in accord with the position he holds and which is an adornment to it. Phillips translation: a man of disciplined life. Amplified Bible: dignified and orderly (disciplined) life.

- 1. Do others take his words to heart? \_\_\_\_\_
- 2. Does his external appearance measure up to what is considered proper both biblically and culturally? \_\_\_\_\_
- 3. Does he spend time regularly in planning out his time? \_\_\_\_\_
- 4. Does he keep his priorities? \_\_\_\_\_

**Total for E** \_\_\_\_\_

Additional Comments: \_\_\_\_\_  
\_\_\_\_\_

**F. Hospitable (NASB, NIV)**

Verse: 1 Timothy 3:2; Titus 1:8

Definition: Greek word “philoxenos” means “lover of strangers, hospitable.” Webster’s Dictionary: given to generous and cordial reception or guests, offering a pleasant or sustaining environment, readily receptive. Amplified Bible: hospitable, showing love for and being a friend to believers, especially strangers or foreigners.

- 1. Does he often use his home to minister to people? \_\_\_\_\_
- 2. At church meetings, does he go out of his way to meet visitors or people he doesn’t know? \_\_\_\_\_
- 3. Does he generally have a cheerful countenance? \_\_\_\_\_
- 4. Does he regularly invite people to church? \_\_\_\_\_

**Total for F** \_\_\_\_\_

Additional Comments: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**G. Able to Teach (NASB, NIV)**

Verse: 1 Timothy 3:2

Definition: Greek word “didaktikos” means “apt to teach.” Phillips translation: have the gift of teaching. Amplified Bible: be a capable and qualified teacher.

- 1. Is he able to share the word of God in a public group and have a good effect? \_\_\_\_\_
- 2. Is there clear growth in the lives of those people with whom he shares the word? \_\_\_\_\_
- 3. Has he led people to Christ? \_\_\_\_\_
- 4. Have there been people who have joined the church because of his sharing the word of God with them? \_\_\_\_\_

**Total for G** \_\_\_\_\_

Additional Comments: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_



**H. Not Addicted to Wine (NASB)**

Verse: 1 Timothy 3:3; Titus 1:7

Definition: Greek word "paroinos" means "a man who sits too long at his wine, given to wine, drunken." New International Version: not given to drunkenness. Phillips translation: not intemperate, not overfond of wine. Amplified Bible: not given to wine, not given to drink.

- 1. Is it true that there are no sins that have mastered him? \_\_\_\_\_
- 2. Does he make sure to do nothing that is causing a weaker Christian to stumble? \_\_\_\_\_
- 3. Is he sober emotionally? \_\_\_\_\_
- 4. Does he refrain from excessive drinking or taking addictive drugs? \_\_\_\_\_

**Total for H** \_\_\_\_\_

Additional Comments: \_\_\_\_\_  
\_\_\_\_\_

**I. Not Pugnacious (NASB)**

Verse: 1 Timothy 3:3

Definition: Greek word "plektes" means "excessively inclined to quarrel or fight, a bully, striker, quarreler." New International Version: not violent. Phillips translation: not violent. Amplified Bible: not combative.

- 1. Is he able to maintain a concern for a person though personally offended by that person? \_\_\_\_\_
- 2. Is he diligent to not receive accusations against other people except on the basis of two or three witnesses? \_\_\_\_\_
- 3. Does he consistently abandon potential quarrels? \_\_\_\_\_
- 4. Does he handle criticism well? \_\_\_\_\_

**Total for I** \_\_\_\_\_

Additional Comments: \_\_\_\_\_  
\_\_\_\_\_

**J. Gentle (NASB, NIV)**

Verse: 1 Timothy 3:3

Definition: Greek word “epieidis” means “gracious, encouraging, considerate, kind, yielding, seemly, equitable.” Amplified Bible: gentle and considerate.

- 1. Is he flexible to change his positions on minor issues? \_\_\_\_\_
- 2. Is he a good and empathetic listener to people? \_\_\_\_\_
- 3. Is he kind and respectful towards those who are lowly or financially poor? \_\_\_\_\_
- 4. Is he able to secure the discipline of others without a show of authority? \_\_\_\_\_

**Total for J** \_\_\_\_\_

Additional Comments: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**K. Uncontentious (NASB)**

Verse: 1 Timothy 3:3

Definition: Greek word “amakos” means “peaceable, not quarrelsome, not apt to contend, not given to angry debate, abstaining from fighting or strife, not struggling or fighting or giving a violent effort to obtain something, not disputing.” New International Version: not quarrelsome. Phillips translation: not a controversialist. Amplified Bible: not quarrelsome but forbearing and peaceable.

- 1. Does he avoid foolish controversies or arguments about nonessential matters? \_\_\_\_\_
- 2. Does he promote peace, harmony and unity rather than division when doctrinal issues are discussed? \_\_\_\_\_
- 3. Does he see the good points in the views of other Christians with whom he generally disagrees? \_\_\_\_\_
- 4. Is he a man under authority (in the church, in business, and in society)? \_\_\_\_\_

**Total for K** \_\_\_\_\_

Additional Comments: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**L. Free From the Love of Money (NASB)**

Verse: 1 Timothy 3:3

Definition: Greek word “aphilarguros” means “not greedy, without love of money.” Phillips translation: not greedy for money. Amplified Bible: not a lover of money — insatiable for wealth and ready to obtain it by questionable means.

**Not Fond of Sordid Gain (NASB)**

Verse: Titus 1:7

Definition: Greek word “aiskrokerdei” means “greedy, of base gain.” New International Version: not pursuing dishonest gain. Phillips translation: not greedy for financial gain. Amplified Bible: not grasping and greedy for filthy lucre (financial gain).

- 1. Does he trust God when tested financially? \_\_\_\_\_
- 2. Is he generous with his money? \_\_\_\_\_
- 3. Does he value ministering to people more than having a job on staff with the church? \_\_\_\_\_
- 4. Does he tithe? \_\_\_\_\_

**Total for L** \_\_\_\_\_

Additional Comments: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**M. Manages His Household Well (NASB)**

Verse: 1 Timothy 3:4

Definition: Greek word “kalos proistamenon” means “to direct, be at the head, rule well, be concerned about, care for, give aid.” Also “to stand before; hence to lead, attend to, indicating care and diligence.” Wuest translation: preside over his own household. Phillips translation: must have proper authority in his own household. Amplified Bible: rule his own household well.

- 1. Does he lead out spiritually in his family? \_\_\_\_\_
- 2. Does he take the lead in training his children in character? \_\_\_\_\_
- 3. Is his house clean? \_\_\_\_\_
- 4. Does he maintain a budget of his finances? \_\_\_\_\_

**Total for M** \_\_\_\_\_

Additional Comments: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**N. Keeping His Children Under Control With All Dignity (NASB)**

Verse: 1 Timothy 3:4

Definition: Greek word for control is “hupotage,” meaning “subjection.” Also, “primarily a military term, to rank under.” Greek word for dignity is “semnotes,” meaning “seriousness.” New International Version: see that his children obey him with proper respect. Phillips translation: able to control and command the respect of his children. Amplified Bible: keeping his children under control, with true dignity, commanding their respect in every way and keeping them respectful.

**Having Children . . . Not Accused of Rebellion or Dissipation (NASB)**

Verse: Titus 1:6

Definition: Greek word for dissipation, “asotia,” means “debauchery, wild, wastefulness.” The word for rebellion, “anupotaktuos,” means “not made subject, disobedient, undisciplined.” New International Version: not open to the charge of being wild and disobedient. Phillips translation: not likely to be accused of loose living or lawbreaking. Amplified Bible: not open to the accusation of being loose in morals and conduct or unruly and disorderly.

**Having Children Who Believe (NASB)**

Verse: Titus 1:6

Definition: Greek word for believe, “pistos,” means “faithful, reliable, dependable, trustworthy, inspiring trust, confidence or faith.” Phillips translation: with children brought up as Christians. Amplified Bible: whose children are (well-trained and are) believers.

- 1. Are his children consistently well-behaved in public? \_\_\_\_\_
- 2. Does he have a good, healthy relationship with his children? \_\_\_\_\_
- 3. Do his children respect him and his words? \_\_\_\_\_
- 4. Do his children respect other adults? \_\_\_\_\_

**Total For N** \_\_\_\_\_

Additional Comments: \_\_\_\_\_  
\_\_\_\_\_

**O. Not A New Convert (NASB)**

Verse: 1 Timothy 3:6

Definition: Greek word for new, “neophutos,” means “newly planted.” Not a recently saved or a younger believer, one who has had little opportunity to test his own faith or demonstrate faithfulness. Phillips translation: he must not be a beginner in the faith. Amplified Bible: he must not be a new convert.

- 1. Has he been a believer for a significant period of time? \_\_\_\_\_
- 2. Has he faced trying circumstances and succeeded? \_\_\_\_\_
- 3. Has he learned how to claim God’s promises over a period of time and see them fulfilled? \_\_\_\_\_
- 4. Has he shown proven character in serving in a church ministry? \_\_\_\_\_

**Total for O** \_\_\_\_\_

Additional Comments: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**P. Good Reputation With Those Outside The Church (NASB)**

Verse: 1 Timothy 3:7

Definition: The Greek words for good reputation, “kalos marturia,” mean “beautiful or good testimony.” Phillips translation: he should have a good reputation with the outside world. Amplified Bible: he must have a good reputation and be well thought of by those outside (the church).

- 1. Do fellow employees or workers who are unbelievers appreciate and value him? \_\_\_\_\_
- 2. Is he honest, demonstrating integrity in business and personal dealings? \_\_\_\_\_
- 3. Is his social life a good testimony before non-Christians? \_\_\_\_\_
- 4. Do his neighbors respect him? \_\_\_\_\_

**Total for P** \_\_\_\_\_

Additional Comments: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**Q. Not Self-Willed (NASB)**

Verse: Titus 1:7

Definition: Greek word “authades” means “self-willed, stubborn, arrogant, self-pleasing, self-centered, own authority, headstrong.” New International Version: not overbearing. Phillips translation: not aggressive. Amplified Bible: not self-willed or arrogant or presumptuous.

- 1. Has he surrendered his will to Jesus Christ in all areas of his life? \_\_\_\_\_
  
- 2. Is he a “team player” as to the goals and plans laid out by the leaders of the church? \_\_\_\_\_
  
- 3. Does he generally wait on the Holy Spirit’s leading before making decisions? \_\_\_\_\_
  
- 4. Does he often ask for advice when making decisions? \_\_\_\_\_

**Total for Q** \_\_\_\_\_

Additional Comments: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**R. Not Quick Tempered (NASB)**

Verse: Titus 1:7

Definition: Greek word “orgilos” means “inclined to anger, passionate, cross, irritable, sharp-tongued, short fuse.” Phillips translation: hot-tempered.

- 1. Does he hold his temper well? \_\_\_\_\_
  
- 2. Is he quick to forgive others who have wronged him? \_\_\_\_\_
  
- 3. Does he generally rejoice in trials? \_\_\_\_\_
  
- 4. Does he generally refrain from correcting his children in anger? \_\_\_\_\_

**Total for R** \_\_\_\_\_

Additional Comments: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**S. Loving What Is Good (NASB)**

Verse: Titus 1:8

Definition: Greek word “philagathos” literally means “to love (phileo) good (agathos), loving that which is good, a lover of good.” Amplified Bible: a lover of goodness — of good people and good things.

- 1. Are his closest associates godly people? \_\_\_\_\_
- 2. Does he quickly claim the grace of Christ when he sins or fails? \_\_\_\_\_
- 3. Does he believe the best about others? \_\_\_\_\_
- 4. Does he have a hopeful and optimistic view of life, based on the Scriptures? \_\_\_\_\_

**Total for S** \_\_\_\_\_

Additional Comments: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**T. Just (NASB)**

Verse: Titus 1:8

Definition: Greek word “dikaios” means “just, righteous in human relationships, upright, able to make proper judgments and act accordingly, correct, innocent.” New International Version: upright. Phillips translation: fair-minded. Amplified Bible: upright and fair-minded.

- 1. Is he fair and honest in his relationships with other people? \_\_\_\_\_
- 2. Does he listen to both sides of a discussion before coming to a conclusion? \_\_\_\_\_
- 3. Do others seek him out as a fair counselor? \_\_\_\_\_
- 4. Could he confidently and righteously lead in putting out of the church someone who deserved to be removed from fellowship? \_\_\_\_\_

**Total for T** \_\_\_\_\_

Additional Comments: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**U. Devout (NASB)**

Verse: Titus 1:8

Definition: Greek word “hosios” means “holy, pleasing to God, observable practical holiness, being undefiled, innocent, righteous, pious.” New International Version: holy.  
Amplified Bible: a devout man and religiously right.

- 1. Does he desire to please God more than men? \_\_\_\_\_
- 2. Does he have a strong prayer life? \_\_\_\_\_
- 3. Is he committed to obeying God and His word regardless of pressures or trials he goes through? \_\_\_\_\_
- 4. Does he regularly schedule extra time with the Lord? \_\_\_\_\_

**Total for U** \_\_\_\_\_

Additional Comments: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**V. Self-Controlled (NASB)**

Verse: Titus 1:8

Definition: Greek word “egkrates” means “disciplined, in full control of oneself, strong, master of, to have power over oneself.” New International Version: disciplined. Amplified Bible: temperate and keeping himself in hand.

- 1. Does he usually accomplish tasks on time? \_\_\_\_\_
- 2. Does he get to meetings on time? \_\_\_\_\_
- 3. Is his appearance neat and orderly? \_\_\_\_\_
- 4. Does he control his eating? \_\_\_\_\_

**Total for V** \_\_\_\_\_

Additional Comments: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_



**W. Holding Fast the Faithful Word (NASB)**

Verse: Titus 1:9

Definition: Greek word for holding fast is “antekomenon,” which means “clinging to, devoted to, paying attention to, holding firmly to.” New International Version: hold firmly to the trustworthy message. Phillips translation: a man who takes his stand on the true faith. Amplified Bible: he must hold fast to the sure and trustworthy Word of God.

**Able to exhort (NASB)**

Verse: Titus 1:9

Definition: Greek word “parakaleo” means “encourage, appeal, request, comfort, console, to call to or for.” New International Version: can encourage. Phillips translation: stimulate faith. Amplified Bible: to give stimulating instruction and encouragement.

**Sound doctrine (NASB, NIV)**

Verse: Titus 1:9

Definition: Greek word for sound is “hugianino,” meaning “to be sound, healthy.” Phillips translation: sound teaching. Amplified Bible: in sound (wholesome) doctrine.

**Able . . . to refute those who contradict (NASB)**

Verse: Titus 1:9

Definition: Greek word for refute, “elegkein,” means “convince, convict, expose, point out, reprove, correct, set forth.” Phillips translation: confute opposition. Amplified Bible: to refute and convict those who contradict and oppose it — showing the wayward their error.

- 1. Is he able to mobilize a small group or ministry team to serve Christ? \_\_\_\_\_
- 2. Is he able to boldly refute someone who is teaching wrong doctrine? \_\_\_\_\_
- 3. Does he have a good grasp of a wide variety of biblical doctrines? \_\_\_\_\_
- 4. Is he united with the other church leaders on all areas of major doctrine? \_\_\_\_\_

**Total for W** \_\_\_\_\_

Additional Comments: \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

# Summary Sheet

Totals

A	Above Reproach/Blameless	
B	Husband of One Wife	
C	Temperate	
D	Prudent or Sensible	
E	Respectable	
F	Hospitable	
G	Able to Teach	
H	Not Addicted to Wine	
I	Not Pugnacious	
J	Gentle	
K	Uncontentious	
L	Free from the Love of Money/Not Fond of Sordid Gain	
M	Manages His Household Well	
N	Keeping His Children Under Control With All Dignity	
O	Not a New Convert	
P	Good Reputation with Those Outside the Church	
Q	Not Self-Willed	
R	Not Quick Tempered	
S	Loving What Is Good	
T	Just	
U	Devout	
V	Self-Controlled	
W	Able to Exhort in Sound Doctrine and Refute Those Who Contradict	

# How To Evaluate The Test Results

1. First and foremost, understand that this is only a tool to help you evaluate if a man is qualified to be an elder. Reliance on the Holy Spirit and much prayer is needed when considering a man's qualifications.
2. The following is a scale to determine a man's qualifications based on the number in the "Total" column on the answer sheet:
  - 0: Not qualified
  - 1-2: Probably not qualified
  - 3: Perhaps qualified
  - 4: Qualified
3. The best way for the man being considered to use the results of this test is to take the one area of qualification in which there was the lowest rating and to devote himself to growing in that one area.

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