
Qualities to Look for in a New Pastor

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Finding the right pastor is of vital importance to your church. Your goal should be to find a pastor who will lead your church forward for the next 6 - 12 years or longer. The following tips are offered to help you in finding the right shepherd for your church. Look for the following “4 C’s”.

CHARACTER: Is he a man of God, marked by integrity, humility and love?

- Meets elder qualifications of 1 Timothy 3 and Titus 1
- Word-driven and Spirit-filled
- *You learn about his character by calling references and hearing how they speak of him.*

COMPETENCY: Does he have the gifts and skills needed to lead your church?

- A Strong Leader (Leadership Gifts, Vision, Initiative)
- A Faithful Preacher (Sound Doctrine, Word/Speaking Gifts & Pastoral Delivery)
- Outwardly Focused (Will he lead the church to evangelize the community?)
- A Competent Ministry Manager (Able to implement leadership vision in practical ministries)
- Good with People (Does he attract people? Does he like people? How does he handle conflict? Can he provide pastoral care? Can he train others for the work of ministry?)
- *You determine competency by asking questions about how he handled ministry situations in the past that were similar to what is needed at your church.*

CHEMISTRY: Will he fit in well with our team?

- Board, staff and key leaders
- *You learn if there is chemistry by interviewing him and observing him.*

CULTURE: Will he fit our church and community culture?

- Consider cultural demographics—small town? inner city? urban centre? White or blue collar?
- Unique parts of your church and community culture
- *You learn if he fits the culture by examining his background and understanding who he is.*