

## Practical Suggestions for Calling a Pastor...

By Rev. David J. Bauer

1. Check **all** references that he gives to you. You will want to talk with the head elder/deacon of the last (or current) church where he ministers.
2. If possible travel unannounced to his current church and **hear** him preach on an ordinary Sunday worship service.
3. Ask him if there is one person to which he is **accountable**, and if you can talk to that one person.
4. See how **long** his previous pastorates have been. How many has he had? Why did he leave? (Some of this you can determine from his resume.)
5. What is his **style** of preaching? Is it expository, exegetical or topical? Does he use illustrations? Is he a story-teller? Does he make a clear application? Is he evangelistic?
6. What is his personal **temperament**? Choleric, melancholic, sanguine or phlegmatic? How well will his particular temperament combination work with other board and leader personalities and temperaments?
7. What style of **government** has he been engaged with in his previous churches? Congregational government or elder rule? What kind of board experience has he had? Deacons or elders?
8. What is his **philosophy** of **ministry**? What does he think the pastor should be engaged in? Discipling, training leaders, counseling, visitation, hospital calling.
9. What kind of priority does he make **prayer** and **Bible study**? How much time is he willing to spend in these two pursuits?
10. What type of accountability policy does he have for his use of the **internet**?
11. How long has he been **married**? Is his wife in full accord with his ministry? How old are his children? How have they adapted to life with a pastor/father?
12. How does he treat his **wife** and **children**? What is his style of leadership in the home? What are his expectations of his wife? Of his children? What is his philosophy of discipline in his home? Does he manage his emotions (temper) well?
13. What will be his policy of **counseling** members of the opposite sex? Will he keep his door open, or be accountable to someone during those times of counseling? How will he handle situations where he works with children (minors)?

14. How well does he and his wife manage their **finances**? How far in debt is he? What does he need for a workable salary? Has he been able in the past to live on what the church is able to pay him? Can he afford his own housing?
15. Does he or anyone in his family have a pre-existing **medical** condition? What is it? How hard is it to get hospitalization to cover this condition?
16. Has he ever been **arrested**? Felony or misdemeanor? What were the circumstances?
17. Has he seen your church **doctrinal** statement? Has he seen your church **constitution**? Is he in full agreement with it, and able to work with it in the present situation?
18. What is his position on **marriage**, divorce and remarriage? Does it correspond with the churches position?
19. What is his position on church **music**? Does it correspond with the churches position?
20. How does he think a pastor should **dress** for the Sunday morning worship service? What about other persons on the platform?
21. What kind of ministry does he **prefer** on Sunday: to feed and challenge the flock of regular attenders; or to develop a “seeker friendly” Sunday morning service. What does he think about the “church growth” philosophy of ministry (The Saddleback or Willow Creek style of ministry or the Emergent Church)?
22. How does he feel about **cooperation** with other organizations outside your church circle (Billy Graham Association, Chuck Colson, Luis Palou, Campus Life, etc.)?



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