

Evaluation of a Pastor or Elder

Clarification of Terms:

- 1) An **ELDER** is a man up in years or full grown in years; hence he is a man full-grown, mature, discerning, experienced in the things of God, a seasoned veteran in the spiritual realm.
- 2) A **PASTOR** (or **BISHOP**) is an overseer, or one who superintends or watches over the flock (Acts 20:29; 1 Peter 5:1-4). "Elder" would point to the man; "Bishop" would point to the man's work (or office). The two terms are equated in Titus 1:5, 7, as they both describe the same office.

Strongly Agree=5 Agree=4 Don't Know=3 Disagree=2 Strongly Disagree=1

1 Timothy 3:2

BLAMELESS

There is no one in the church who can show just cause against the pastor. _____

The pastor appears to live a life-style that is without reproach. _____

There is not more than one parishioner who has a legitimate "beef" with the pastor. _____

HUSBAND OF ONE WIFE

The pastor has never been divorced. _____

The pastor does not appear to flirt with women inside or outside of the church. _____

From all appearances the pastor seems to have a solid biblical marriage. _____

The pastor openly demonstrates love and consideration for his wife. _____

VIGILANT

The pastor appears to be conscious of all activity going on around the church. _____

The pastor appears to be discerning and exercises great discretion. _____

SOBER MINDED

The pastor appears for the most part to be making sound and sensible decisions. _____

The pastor has a serious attitude toward spiritual things. _____

The pastor believes his position and calling is a high priority. _____

Though the pastor has a sense of humor, it is a healthy one and God-honoring. _____

OF GOOD BEHAVIOR

The pastor has an orderly, organized, well-ordered life, and does not live in chaos. _____

The pastor demonstrated good stewardship in his giving and spending habits. _____

The pastor exhibits a life-style of good planning and purpose. _____

GIVEN TO HOSPITALITY

The pastor has had people from the church over to his home for fellowship in the past. _____

The pastor has an open heart towards the ministry to others outside of the fellowship. _____

The pastor is believed to be a vital part of the home and hospital visitation program. _____

APT TO TEACH

The pastor is able, skilled and willing to teach the Word of God. _____

The pastor appears to be very versed and knowledgeable in the Old and New Testament. _____

The pastor appears to read or study his Bible just about every day of the week. _____

The pastor is a good communicator of God's truth as found in the Bible. _____

The pastor has committed and is continually committing a lot of Scripture to memory. _____

1 Timothy 3:3

NOT GIVEN TO WINE

The pastor totally abstains from all alcoholic drinks at all times. _____

The pastor has never been observed to have been under the influence of drugs or drink. _____

NOT VIOLENT

The pastor is not quick-tempered and prone toward a violent disposition. _____
Even when he is unjustly rubbed the wrong way, the pastor demonstrates a gentle spirit. _____

NOT GREEDY FOR MONEY

The pastor is not someone who appears out for personal gain or profit. _____
The pastor is blameless in all his financial dealings, and does not appear to be greedy. _____

GENTLE

The pastor is gentle, patient, and absolutely considerate of the feelings of others. _____
The pastor is willing to yield at times, and is not concerned about having his own way. _____

NOT QUARRELSOME

The pastor is not always arguing and in the center of carnal disputes. _____

NOT COVETOUS

The pastor appears to be totally content with his housing, auto and family. _____
The pastor appears to be content with his role in the church and with his calling. _____

1 Timothy 3:4-5

RULES HIS OWN HOUSE WELL

The pastor is faithful in superintending, guiding and directing his own household. _____
The pastor has a wife and children that are not disorderly and rebellious. _____

1 Timothy 3:6

NOT A NOVICE

The pastor can demonstrate more than ten years of growth and development in the faith. _____

1 Timothy 3:7

A GOOD TESTIMONY

The pastor demonstrates excellent testimony before neighbors and unsaved community. _____
Though not always agreed with outside the church, the pastor is generally respected. _____

Acts 6:4

CONTINUES IN PRAYER

The pastor is perceived to spend a great amount of time in prayer each day. _____
The pastor will pray first before making an important decision. _____
The pastor will pray many times before seeking a solution to a difficult problem. _____
The pastor appears to remember most prayer requests given to him. _____
The people of the church usually seek out the pastor for special prayer requests. _____

SCORING – Add up the total number in the blanks.

- 177 – 225 An absolutely superior gifted pastor!
- 133 – 176 The pastor is doing a good job in most vital areas!
- 89 – 132 He should seriously question his calling to the pastorate.
- 44 – 88 Get him out quick before he does permanent damage to the church!



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