

Seven Steps To



A New Pastor

INTRODUCTION Rejoice! Seeking a new pastor may seem like a burden — and it is a serious responsibility— but it is also is a great opportunity to join with God in finding the pastor God has for your church.

These cards are meant to guide you through the process. Carefully consider each in order. Should you come to a road block, go back a step or two. Resist the urge to jump ahead.

Remember to bathe each step with prayer. You are working with God and need to stay in communication with Him.

Check with the Director of Missions for sample forms, surveys, and letters. He is ready to help in with each step.

1 Know the kind of Pastor you should call.

- Ask members what they feel the church needs
- Find out how much the church can pay,
- Answer these questions:
 - Is he expected to live on the field?
 - How much education is expected?
 - What special skills are needed? (Ability to work with you, strong hospital ministry skills, able to counsel couples, and other skills).

2 Gather names of prospective pastors.
Names may be found in several ways.

- Ask church members who they know.
- Ask the Director of Missions for names.
- Ask other pastors you know.
- Ask the state convention (1-800-558-2090).
- Talk to trusted friends.

(Some committees request all candidates provide resumes.)

3 Sort the names.
(choose the one to whom you feel most led.)

- Read and pray about the resumes you have.
- Choose the top three or five as God leads.
- Contact their references discretely.
- Learn as much as you can about these candidates.

4 Narrow these candidates down to the ONE candidate you feel God wants as your pastor. It is now time to talk to him. Get to know him. Ask questions such as these:

- Is he still looking for a place to serve?
- Is he interested in your church?
- What does he believe he can bring to your church?
- Ask about his beliefs (be specific) about the church, salvation, Bible, cooperation with the association and convention.

5 Investigate this candidate.
(Do this discretely.)

- Check his references.
- Ask others about him beyond his references.
- Do background checks for financial issues and for criminal activity (Your Director of Missions can help you know how to do this).
- Hear him preach (preferably in his own pulpit. If this is not possible in a pulpit at another church).

6 If God is still leading you to him it is time to finalize the details about his call. (100 per cent of the committee should agree on this candidate.)

- Discuss the pay details.
- Discuss when he can begin.
- Answer his questions about the church.
- Be sure that he is feeling led to accept the call, if the church votes for him.
- Schedule a time for him to preach for the church to hear.

7 Introduce him to the members.
(choose the one to whom you feel most led.)

- Tell them about him and when he is coming.
- Plan for a time to talk to him one on one.
- Have a question and answer session with the church members (perhaps Sunday evening).
- Let them know when they will vote (This should be as soon as possible)

Closing Actions:

- Notify the new pastor of the vote and get his response (He may want a little time to pray).
- Report his decision to the congregation.
- Help him with details about moving.
- Introduce him to the Director of Missions.
- Show him the basic roads, location of hospitals, and funeral homes, and all other information he may need.