

Pastor Search Committee Grading Scale

In order for a less subjective and more Bible based guideline for Pastor Search Committees, here is an attempt to provide a more evenly grading scale for a pastoral candidate. The members of the Committee can take this scale individually then meet together as a team to openly discuss their results.¹

Each Scriptural point will have the grade range of 1 to 5; with (5) “five” being the strongest and most positive attribute and (1) “one” being the weakest and least positive attribute.

The Character and Gifting Grade Scale will total approximately 80% and the Style Grade Scale will total approximately 20%, though the actual numerical grand total can add up to over 100. To come to the total grade, add the section sub-totals of “Personal Character” + “Family Character” + “Ministry Qualifications” + “Style.” The higher the final score the better the candidate’s overall grade. *Note:* There is no substitute for prayer!

1 Timothy 3:1-7

- 1 This *is* a true saying, If a man desire the office of a bishop, he desireth a good work.
- 2 A bishop then must be blameless, the husband of one wife, vigilant, sober, of good behaviour, given to hospitality, apt to teach;
- 3 Not given to wine, no striker, not greedy of filthy lucre; but patient, not a brawler, not covetous;
- 4 One that ruleth well his own house, having his children in subjection with all gravity;
- 5 (For if a man know not how to rule his own house, how shall he take care of the church of God?)
- 6 Not a novice, lest being lifted up with pride he fall into the condemnation of the devil.
- 7 Moreover he must have a good report of them which are without; lest he fall into reproach and the snare of the devil.

Titus 1:5-9

- 5 For this cause left I thee in Crete, that thou shouldest set in order the things that are wanting, and ordain elders in every city, as I had appointed thee:
- 6 If any be blameless, the husband of one wife, having faithful children not accused of riot or unruly.
- 7 For a bishop must be blameless, as the steward of God; not selfwilled, not soon angry, not given to wine, no striker, not given to filthy lucre;
- 8 But a lover of hospitality, a lover of good men, sober, just, holy, temperate;
- 9 Holding fast the faithful word as he hath been taught, that he may be able by sound doctrine both to exhort and to convince the gainsayers.

¹ All Scripture quotations are from the King James Version of the Holy Bible, (Cambridge: Cambridge) 1769. Public Domain.

Personal Character

| | | | | | |
|---|---|---|---|---|---|
| a. Blameless- unaccused, irreproachable background. | 1 | 2 | 3 | 4 | 5 |
| b. Vigilant- circumspect, prudent. | 1 | 2 | 3 | 4 | 5 |
| c. Sober- sound minded, self-controlled, discreet. | 1 | 2 | 3 | 4 | 5 |
| d. Of good behavior- modest and orderly. | 1 | 2 | 3 | 4 | 5 |
| e. Not given to wine. | 1 | 2 | 3 | 4 | 5 |
| f. Not greedy or of given to filthy lucre (money). | 1 | 2 | 3 | 4 | 5 |
| g. Patient. | 1 | 2 | 3 | 4 | 5 |
| h. Not a brawler or striker. | 1 | 2 | 3 | 4 | 5 |
| i. Not covetous. | 1 | 2 | 3 | 4 | 5 |
| j. Not self-willed. | 1 | 2 | 3 | 4 | 5 |
| k. Not soon angry. | 1 | 2 | 3 | 4 | 5 |
| l. A lover of good men. | 1 | 2 | 3 | 4 | 5 |
| m. Holy and Just. | 1 | 2 | 3 | 4 | 5 |
| n. Temperate- self-controlled (appetites, etc). | 1 | 2 | 3 | 4 | 5 |

Personal Character Sub-Total: _____

Family Character

| | | | | | |
|--|---|---|---|---|---|
| a. Given to and a lover of hospitality- fellowship. | 1 | 2 | 3 | 4 | 5 |
| b. One that ruleth well his own house- exhibits good leadership in home. | 1 | 2 | 3 | 4 | 5 |
| c. The husband of one wife- a “one woman” man. | 1 | 2 | 3 | 4 | 5 |
| d. Having his children in subjection with all gravity, having faithful children not accused of riot or unruly. | 1 | 2 | 3 | 4 | 5 |

Family Character Sub-Total: _____

Ministry Qualifications

a. Desire- a heart for the office and call of a pastor.

1 2 3 4 5

b. Apt to teach- able to instruct.

1 2 3 4 5

c. Not a novice, lest being lifted up with pride he fall into the condemnation of the devil.

1 2 3 4 5

d. Moreover he must have a good report of them which are without; lest he fall into reproach and the snare of the devil- good references.

1 2 3 4 5

e. Ordained.

(1 = no 5 = yes)

f. As the steward of God- exhibits stewardship, oversight, and management.

1 2 3 4 5

g. Holding fast the faithful word as he hath been taught- appropriate education.

1 2 3 4 5

h. That he may be able by sound doctrine- doctrinal stand (conservative, moderate, etc).

1 2 3 4 5

i. Exhort – clearly communicates.

1 2 3 4 5

j. And to convince the gainsayers- witness, able to admonish, apologetics.

1 2 3 4 5

Ministry Qualifications Sub-Total: _____

Style

a. Appearance.

1 2 3 4 5

b. Personality.

1 2 3 4 5

c. Presentation.

1 2 3 4 5

d. Match for congregation.

1 2 3 4 5

e. Vision- successful goals and plans.

1 2 3 4 5

Style Sub-Total: _____

Grand Total (add sections: *Personal Character + Family Character + Ministry Qualifications + Style =*): _____

NOTES & COMMENTS: