

## Process for Examining a Pastoral Candidate – 4 C's

1 Tim 5:22 warns, "Do not be hasty in the laying on of hands." In this context, the meaning is to set aside a man for service as an elder/pastor. Below are four categories that will guide us to an examination process of a new elder/pastor.

1. **Character**. Examine to see if the candidate is biblically qualified.
  - a. Determine if the candidate is biblically qualified in character according to 1 Tim 3 and Titus 1.
  - b. Character references who know the candidate well will also be contacted in order to gather their discernment of his character.
2. **Convictions**. Inquire about important positions on theology and agreement with LCC doctrinal statement.
  - a. A doctrinal questionnaire will be collected from the candidate.
  - b. The elders will review the candidate's answers and have further conversations with him if needed.

*upon successful completion of steps 1 and 2, the candidate will be invited to continue in the process*

3. **Competence**. Observe and assess if the candidate is able to rightly divide the word of God in his teaching.
  - a. A passage of Scripture will be assigned upon which the candidate will need to study and prepare a lesson.
  - b. The elders will both review the written lesson for content as well as observe the candidate teaching the lesson.
4. **Chemistry**. Meet with the candidate to discuss the current needs of LCC and the fitness of the candidate for the position. Conversations will include things such as their overall attitude and interaction with others, ministry expectations, work ethic, willingness to perform general pastoral duties, and etc.

At the end of the examination process and with unity among the elders to proceed, the candidate will be presented to the congregation for a vote of approval as stipulated in the church constitution. If at any point during the process of examination the elders are not in unity to continue moving forward, the process will be stopped and the candidate will be notified of the decision not to proceed any further.

A vote of four-fifths (80%) of the members in good standing present and voting shall be necessary to become an elder.