

## Expectations of the Candidate.

CALC and its congregations understand the call to the Ministry of Word and Sacrament or Pastoral Ministry to mean that:

- a. Pastors, called by God through the congregation, are accountable to the Word of God for the sake of the gospel of Jesus Christ.
- b. Pastors serve, teach and proclaim in accordance with the Holy Scriptures and the Creeds and Confessions of CALC's Statement of Faith and Statement of Purpose as set forth in Articles 3 and 5 of CALC's Constitution. Said confession of faith and statement of purpose are found in Schedule 1 attached hereto and incorporated herein by this reference.
- c. Pastors are diligent in their study of the Holy Scriptures and in their use of the means of grace. They pray for God's people, nourish them with the Word and service and at times the Holy Sacraments, and lead them by their own example in faithful service and holy living.
- d. Pastors are called by God through the congregation as an expression of the church universal, the "Una Sancta" and are not self-chosen or self-appointed and do not select a ministry context independent of the church.
- e. Pastors are called by God through the congregation for a ministry of servanthood, and not for the exercise of domination or coercive power.
- f. The Pastoral Ministry is a privilege granted by God through the call of the congregation and is not a right of the individual.
- g. Pastors voluntarily place themselves under the legitimate authority and discipline of the congregation he or she serves and CALC, and assents to the polity of this Association of congregations.
- h. Pastors are expected to adhere to CALC's policy on marriage and human sexuality. In accordance with our confession of faith, we define marriage as being between one man and one woman.<sup>1</sup>
- i. Pastors must possess the requisite gifts, skills and abilities in the following critically essential areas of Pastoral Ministry: preaching, teaching, worship leadership; pastoral care; evangelism and outreach; administration; morality; faith and the practice of pastoral.

All Pastors in CALC should state a clear intention to live and conduct themselves in a manner consistent with these expectations.

**Congregational Duty:** The calling congregation's Congregational Council, or a Call Committee duly appointed by the calling congregation's Congregational Council, must interview and otherwise vet all candidates for call as pastor in order to discern whether a candidate will minister in the congregation in accordance with the expectations set forth above. Throughout the call process, the Congregational Council, or Call Committee, may choose to seek the advice and counsel of the President of CALC and/or utilize CALC's available resources to assist them with the call process. Thereafter, the congregational council and entire congregation is called to encourage their duly called Pastor to conduct his/her pastoral ministry in accordance with these expectations. If, God forbid, the pastor's ministry falls short of these expectations, the congregational council must exhort their pastor to repent and minister in accordance with these expectations. If, following the receipt of said exhortations, the pastor's ministry continues to fall short of these expectations, the Congregational Council may take further steps, including, consultation with CALC's President and/or discipline in accordance with the governing documents of the congregation or CALC.

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<sup>1</sup> Further teaching on marriage and human sexuality may be found in our publication entitled: "Statement on Marriage and Human Sexuality – Scriptural and Confessional Authority" which can be accessed on the Resources page of CALC's Website.