

CALC's mandate as a church body is to assist Member Congregations on the roster of this Association to train and discipline an ordained ministry for the administration of the Means of Grace. The Shepherd's Pathway to Pastoral Ministry ("Shepherd's Pathway") is the program, approved by our congregations, by which CALC's future pastors are trained. The qualifications for a candidate's entry into the Shepherd's Pathway and the program's learning goals are described below.

A. Shepherd's Pathway - A Candidate's Qualifications.

Scriptural Qualifications of a Pastor.

In his letter to Titus 1:5-9 and to Timothy 3:1-7, Paul spoke of the qualifications of the elder (pastor) of the congregation. The elder must be: a believer, a good spouse and the parent of good and believing children. The elder must not be overbearing, quick-tempered, given to excesses in drinking and/or dishonest in business and personal life. The elder should be hospitable, good, upright, self controlled and disciplined. The elder must also have a good grasp of the scriptures and the fundamentals of faith so that, through the elder's teaching, preaching and ministration, the people of God are built up in their faith and those who oppose sound doctrine are soundly refuted. A church member found worthy of the high office of elder was conferred the office by the other elders laying hands on the candidate. Any candidate for call as a parish pastor must possess these attributes.

Personal Qualifications of the Candidate.

A pastor of a CALC congregation shall be a person who:

- (1) Accepts and adheres to CALC's Confession of Faith (Article 3) and Statement of Purpose (Article 5) of our constitution.
- (2) Possesses the personal qualifications described in 1 Timothy 3:1-7 and Titus 1:5-9;
- (3) Possesses the academic training and/or professional and personal experience necessary to fulfill the terms of the call to pastoral ministry (or is willing to engage in a course of study acceptable to CALC and the Congregation in order to attain the same); and,
- (4) Demonstrates a commitment to Christ.
- (5) Accepts and adheres to the Scriptures as the divinely inspired, revealed, and inerrant Word of God, and joyfully submits to this as the only infallible authority in all matters of life and faith.
- (6) Show willingness and ability to serve in response to the needs of the church.
- (7) Strives in life and conduct to be above reproach.

Whether a candidate meets the qualifications described in Subparagraphs (1), (3) and (5) above will be revealed as the candidate receives academic instruction and mentorship. However, the home congregation's council and congregational members can assess the following, at the time the candidate's application to enter the Shepherd's Pathway is submitted, specifically whether the candidate:

- demonstrates a commitment to Christ;
- serves in response to the needs of the church;
- is a godly spouse and parent if applicable;
- is seen as a person of integrity and sobriety within the church and by outsiders; and
- strives to live a life of integrity informed by his/her Christian faith.

The sponsoring congregation's council and the congregation must be satisfied that the candidate meets these requirements.

B. Shepherd's Pathway - Program Goals and Outcomes.

Pastoral Gifts, Skills, Aptitudes and Abilities:

The goal of the Shepherd's Pathway is to encourage, nurture, hone and develop your aptitude and proficiency in the following critically essential areas of pastoral ministry: preaching, worship leadership, teaching, pastoral care, evangelism and outreach. The specific goals for each said area of pastoral ministry are set out below.

Preaching: The candidate should be an apt, engaging and inspiring preacher. His/her preaching should rightly distinguish between the Law and the Gospel in the subject text and reflect the theology of the cross. His/her proclamation should reflect adequate exegetical preparation and is delivered in an appropriate and effective way.

Teaching: The candidate should be an apt, engaging and inspiring teacher. He/she should be able to conduct adult and youth Bible study and Christian education classes, Confirmation classes. His/her teaching should be undergirded by the Theology of the Cross.

It is critical that pastors have a solid biblical foundation and can apply the truth of Scripture to life in teaching and preaching. God's Word is given to us to reveal truth, and a personal commitment to the study of the Bible is crucial for the pastor. As part of the Lutheran community we want to know that our pastors understand the Reformation and Lutheran theology as expressed in the Book of Concord.

It is important for pastors to have a good grasp of these principles: The five solas of the Reformation: Christ alone, faith alone, scripture alone, grace alone and the cross alone; The proper distinction between Law and Gospel in preaching, teaching and pastoral care; and the ability to consistently address issues of faith and life without confusion or contradiction.

Worship Leadership: The candidate should be an apt, engaging and inspiring worship leader. He/she should be able to conduct contemporary Lutheran and traditional Lutheran worship services. To "conduct worship" is to organize and carry out worship (specifically to take certain roles in worship and coordinate with others to facilitate worship). He/she should be thoroughly familiar with and able to conduct services of Holy Communion, Services of the Word, a Baptismal service, Service for Affirmation of Baptism (Confirmation); Services for Individual and Corporate Confession and Absolution, Lutheran wedding services, Lutheran funeral services, and the Service of the Word for Healing. He/she should be thoroughly familiar with the Church/Liturgical Year and how to conduct services during Advent, Christmas, Epiphany, Lent, Easter, Pentecost, the Sundays After Pentecost through to Christ the King Sunday.

Pastoral Care: The candidate should be an apt and gentle shepherd of the flock God has entrusted to him/her. Shepherding involves protection, tending to needs, strengthening the weak, encouragement, feeding the flock, making provision, shielding, refreshing, restoring, leading by example to move people on in their pursuit of holiness, comforting and guiding. Shepherding involves regularly visiting shut-ins and those hospitalized. Shepherding includes preparing families for the baptism of their children, preparing adults for baptism, and preparing couples for marriage. Shepherding also includes reassuring and comforting the dying with Jesus' words of comfort as they pass from this world to the next and comforting, consoling and encouraging those left behind. Shepherding also includes building and maintaining relationships with congregants by regularly visiting congregational members.

Evangelism Outreach: The candidate should be an apt and effective evangelist and spokesperson for the Church and his/her congregation. He/she should demonstrate an ability to coordinate the efforts of the members of a congregation for evangelism and outreach into the community surrounding your congregation and beyond.

Administration: The candidate should be an apt and effective administrator which includes keeping accurate membership records including baptisms, confirmations, marriages, burials and communicants. Administration also includes encouraging and empowering, through God's Word, every Christian as a spiritual priest to work for mutual edification, each in his or her own station and in accordance with the opportunity and gifts which God has bestowed upon him or her. Administration also includes the installation of members of church council in public worship; encouraging qualified persons to prepare for the pastoral ministry and encouraging the members to be generous in support of the ministry of the host congregation and the Church.

The sponsoring congregation is heartily encouraged and admonished to look up and discuss the following Scriptural references:

Theology: Ephesians 6:10-18, Hebrews 4:12, I Peter 1:22-23, II Timothy 4:3

Morality: Romans 6, Philippians 1:27, Colossians 1:9-14, I Timothy 3:1-10, Ephesians 4:25-27.

Faith: Romans 10:8-10 & 17, I Corinthians 13:13, II Corinthians 8:7, Colossians 1:1-6, James 2:14-17.

Practice: II Corinthians 5:18, II Timothy 4:3-5, Ephesians 4:25-27, Matthew 5:33-37, Matthew 20:25-28, Mark 6:31, Philippians 2:1-11.