

Imago Christi Lay Pastor Candidating Process

1. Identification of Candidates
 - a. Expressed desire by said candidate
 - b. Nomination by member of the Core
 - c. Selection by Pastor/s

2. Initial Assessment
 - a. Assessment questionnaire
 - b. Wife questionnaire
 - c. vote by pastor/s
 - d. Candidate is invited to enter Candidating Process
 - e. Core is notified of Candidate's status and invited to pray for, get to know, and examine Candidate

3. Candidating Process
 - a. Be a member of the Core
 - b. A flexible term of no less than 1 year
 - c. An intense process of study paired with mentorship by Pastor/s
 - i. Write a self-analysis:
 1. gifting
 2. weaknesses
 3. calling
 4. long-term ministry plans
 5. How they complement the existing pastor/s
 - ii. Thorough study of Imago Christi Pastoral Statement of Faith
 - iii. Study of Strauch's Biblical Eldership
 1. Encompasses Imago's Stance on the Definition and Role of Pastors
 - iv. Personal Discipleship Plan
 1. based on Imago's vision, call, and experience
 - d. Candidate must be in active leadership, appropriate to calling and gifts
 - e. Candidates attend Pastor Meetings and participate in discussion
 - i. Official voting is reserved for affirmed pastor/s

4. Affirmation
 - a. If Candidating Process concludes successfully, Candidate would meet with pastor/s for final interview with family (if applicable).

- b. Core would be notified of the status of the Candidate and be invited again to voice any comments or concerns
 - i. Silence by the Core Team will be considered approval
- c. Candidate would not attend the next Pastor's Meeting where pastor/s would vote for or against accepting the Candidate as Pastor
 - i. Unanimous vote required
- d. If approved the Pastor and his family (if applicable) would be brought before the congregation during the Sunday service and welcomed publicly as a Pastor