

CORNERSTONE CHRISTIAN FELLOWSHIP
MANHATTAN BEACH, CA
PASTORAL CANDIDATE REVIEW COMMITTEE
December 20, 2011

Establishment: The Elders of Cornerstone will appoint five to seven people from the congregation to serve with them as the Pastoral Candidate Review Committee.

Oversight and Duration: The Committee will serve under the oversight of the elders until such time as a pastor is called to Cornerstone.

Selection Process: The Elders, in consultation with John Stumbo, shall prayerfully consider names of people who have attended Cornerstone for at least one year, have demonstrated spiritual maturity and who represent a broad cross section of the Cornerstone church family. Current staff and their spouses will not be considered for the committee.

Positions: The committee will appoint one of its members to serve as chairperson to lead the meetings, provide the meeting agenda and serve as liaison with the District Office. Another member will be appointed to serve as secretary. The secretary will keep record of decisions reached and notify members of future meetings.

Meetings and Quorum: Meetings will be held on an as-needed basis. All members must be properly notified of upcoming meetings, ideally at least three days in advance. A quorum of at least six members (including at least one elder) is required for every official meeting.

Scope of Responsibility:

- The committee will consider pastoral candidate names presented by our District Superintendent, Bill Malick. If the committee desires to present names to Bill, they may do so. Bill is responsible to vet all names to verify that they are valid C&MA candidates.
- Once presented with a name(s), the committee will review the résumé and listen to at least one sermon of the potential candidate. They will then decide if they want to proceed with the candidate or not.
- All decisions of the committee are to be made by majority vote.
- If the committee desires to proceed, they may have a phone interview, a face-to-face interview, a less formal time of social interaction or some combination thereof.
- The committee will then decide whether or not they are forwarding the name to the congregation as our pastoral candidate.
- If the name is forwarded, the committee will be responsible to give the congregation two weeks notice that a candidate is coming and provide ample information to the congregation about the candidate.
- At the candidating event, the candidate will preach and have opportunity for social interaction with the congregation. The committee may schedule such events as they feel would best assist the congregation in getting to know the candidate and his family, and for the candidate and his family to get to know the church.
- Either prior to or during the candidating event, the committee will also make it a priority to provide time for the candidate and spouse to spend with the current staff.
- During and following the candidating event, the committee will actively receive feedback about the candidate from the congregation and staff.

- Within five days of the candidating event, the committee will meet again to make a hiring recommendation to the elders.
- The final decision regarding the candidate will be prayerfully made by the elders within seven days of the candidating event. A unanimous vote is required.
- The committee, District, candidate and congregation will be notified of the decision in a timely manner by the elders or those from the committee they appoint.

The Spiritual Nature of this Role: While the procedure outlined above may seem quite sterile, it is the desire of Cornerstone Elders that the selection of our next pastor be a genuinely spiritual process. We need to have some measure of organization, but we ultimately desire a sense that we've had God's direction. It is expected that each member of the committee will:

- seek to walk in personal obedience to God (Romans 12:1),
- acknowledge that Christ is the head of the church (Colossians 1:18),
- conduct themselves in a manner that sustains church unity (Ephesians 4:3),
- daily make this a matter of focused prayer (Colossians 4:2-3),
- and seek to be led by the Spirit of God in all these proceedings (Galatians 5:22-25).

Resources: Bill Malick and/or John Stumbo are available to the committee at their request.