LAPC Path to a Pastor

Presbytery Ratifies
Presbytery ratifies church decision in Presbytery meeting. Note: an interim succeeding his or herself must have a 3/4 vote to sustain the call.
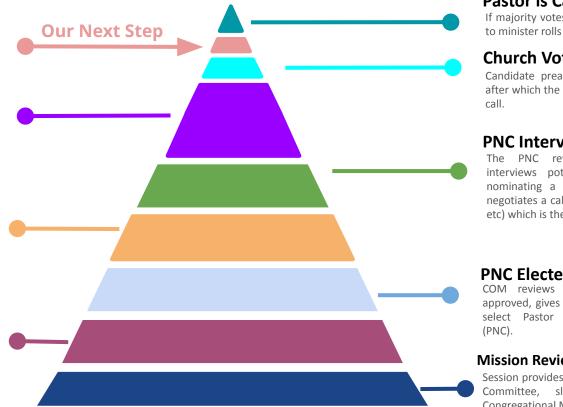
COM Approves
PNC sends a negotiated call package to COM and the COM approves the terms of the call. PNC announces candidate election to church, and a congregational meeting is called by Session.

PNC Creates MDP
PNC works on Ministry Discernment Profile (a job description for pastors) and submits it the Church Leadership Connection (CLC), a clearing house for applications.

Mission Study Completed
The Mission Review Committee completes a study of the church and submits it for approval to the Presbytery's Committee on Ministry (COM).

Our Next Step

Pastor is Called
If majority votes yes, COM adds the Pastor to minister rolls of the Presbytery.

Church Votes
Candidate preaches at a worship service, after which the Church votes on accepting a call.

PNC Interviews and Discerns*
The PNC reviews applications and interviews potential candidates. After nominating a candidate, the PNC also negotiates a call package (salary, housing, etc) which is then approved by Session.

PNC Elected
COM reviews mission study, and if approved, gives congregation approval to select Pastor Nominating Committee (PNC).

Mission Review Team Elected
Session provides slate for Mission Review Committee, slate is approved at Congregational Meeting.

*This the longest part of the process. The LAPC PNC interview process includes 1) reviewing applications, 2) multiple rounds of remote and in person interviews, 3) background checks, 4) a site visit to LAPC, and 5) a visit to watch candidates preach from a neutral pulpit. Further note that this work is completely confidential.