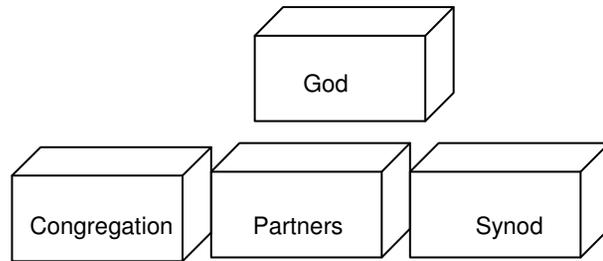


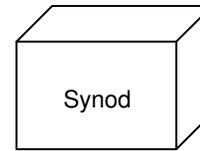
The Building Blocks of a Call Process



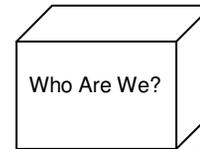
Your congregation is now beginning an important time of transition; a time of self-study, decision making and looking ahead to the future. This is the beginning of the call process.

The calling of a pastor represents a valuable partnership between God, the congregation, the synod and the ELCA. Each member of the partnership is enriched when the call process results in a good match between pastor and congregation. The total mission of the church is furthered when each member of the partnership is honored, respected, and fulfills its appropriate role in the process.

We seek to follow a process which builds on trust and openness, relies on good communication, and results in a call which is pleasing to God. Throughout this process the congregation holds the authority to call a pastor on the roster of the ELCA. The congregation, the pastors, and the office of the bishop must follow the constitutions of the congregation, synod and ELCA throughout this process. For the sake of an orderly process and good communication, the congregation is encouraged to follow the guidelines of the synod.



A synod representative will meet with your council to review the guidelines and procedures for the call process as well as appropriate closure with the current pastor. The synod representative will also assist in finding a pastor to carry on the pastoral duties during the interim.



A Ministry Site Profile will be completed. The profile includes specific information about your congregation and community as well as the goals of the congregation and what gifts you seek in a new pastor. Upon completion of the profile, a summary will be presented to the congregation.

The Call Committee is made up of a diverse representation of your congregation. They will meet with a synod representative who will review the process and the ethics involved. The synod representative will also present names of candidates for consideration who have been chosen based on the profile information. The committee must then review the candidates presented, interview them and make a recommendation to the council, including compensation and benefits.



Upon approval of the recommendations, the council will publish notice of a congregational meeting. The Call Committee will report to the congregation how many candidates were considered, how many were interviewed, who they are recommending and why. The congregation will then have the opportunity to vote whether to call the recommended candidate.