

# Candidacy

{ Northeastern Iowa Synod, ELCA  
{ June, 2019

# Your Candidacy Committee

- ✠ Rev. Mike Blair
- ✠ Sydney Brinkman
- ✠ Rev. Chad Huebner, Chair
- ✠ Deacon Kristin Johnson
- ✠ Rev. Kevin Jones
- ✠ Kurt Kuenzel
- ✠ Pam Moss
- ✠ Rev. Nicole Woodley
- ✠ Rev. Margaret Yackel-Juleen

## ✠ Seminary Representative:

- ✠ Dr. Kristine Stache

## ✠ Synod Staff:

- ✠ Rev. Stephen Brackett

## ✠ ELCA Candidacy Manager:

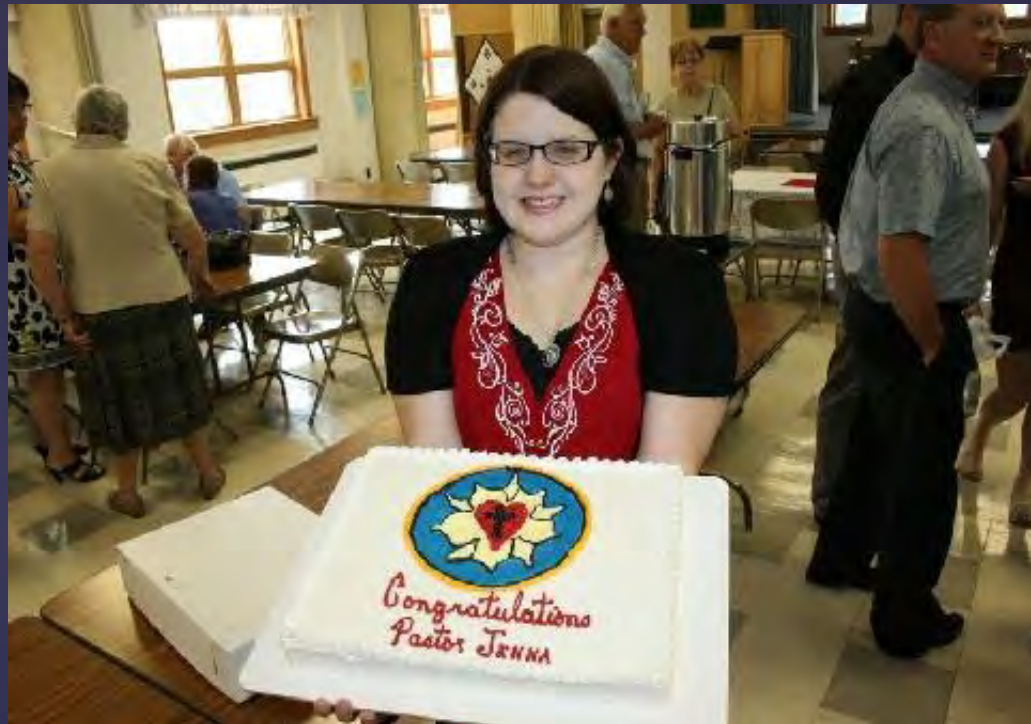
- ✠ Rev. Ramie Bakken

**Synod Support Staff:** Linda Sue Hamilton

Here's a question . . .



How did she. . .



& Pastor Jenna Couch

...get here?





And how does this guy . . .



& Pastor Dan Hanson

...get here?



But most of all,  
how did these folks...





begin their candidacy journey?

And what is candidacy,  
anyway?



# Candidacy is . . .

⌘ *Candidacy is the name of a process.*

⌘ To become a Rostered Minister: a pastor or a deacon.

⌘ *Candidacy is an offering!*

⌘ It is you offering your gifts and talents to the church.

⌘ And the church offering the education, help, and guidance you need to be successful.

*& Candidacy is a partnered process on behalf of the whole Church.*



*∞ Candidates are supported in prayer, and in many other ways, by family & friends, the local congregation, the Candidacy Committee, the synod, the seminary, and others.*



& Entrance

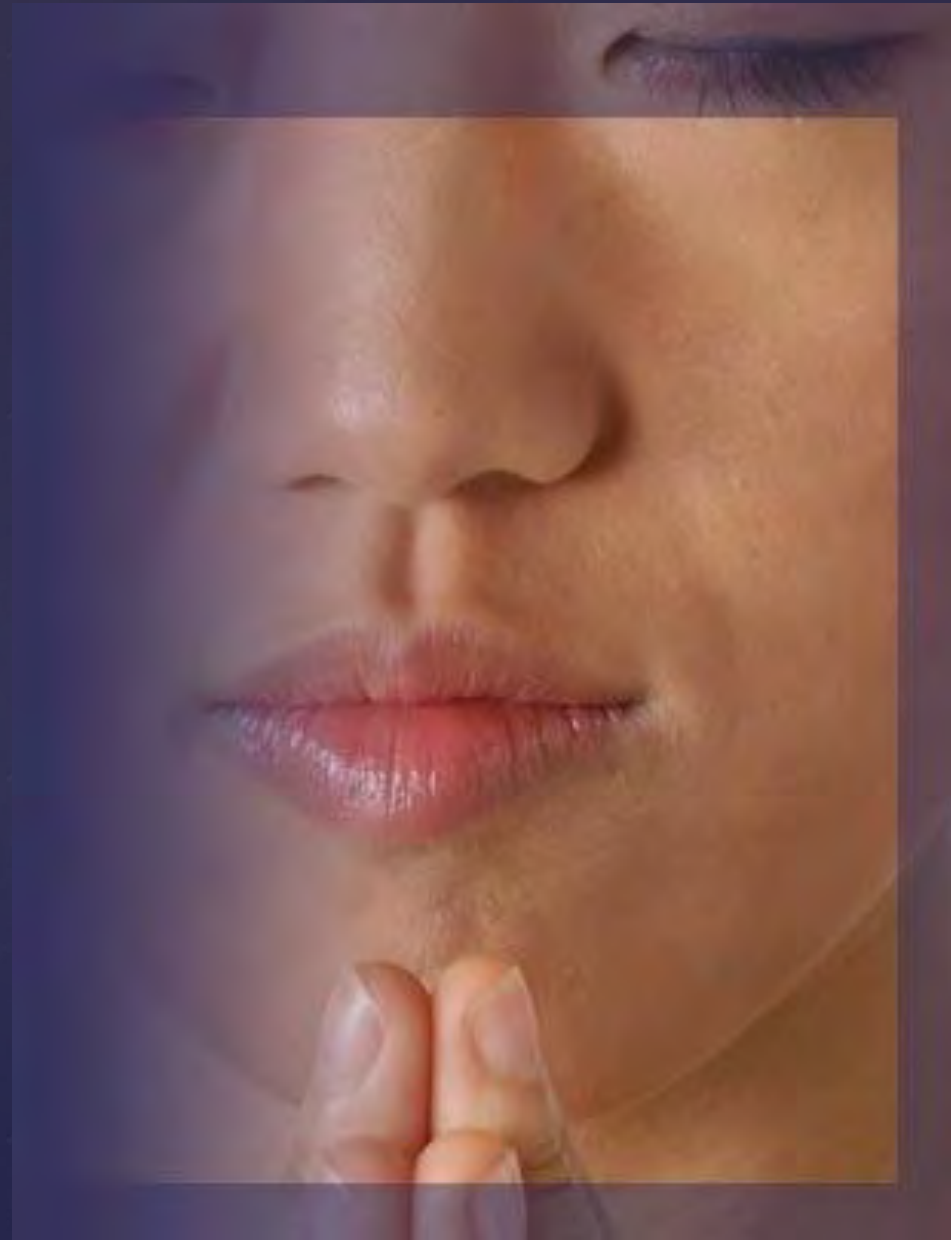
& Endorsement

& Approval

Three Big Steps

# ENTRANCE

The entrance process in candidacy is the first formal discernment by a Candidacy Committee and an applicant of his or her readiness for candidacy. A decision to grant entrance officially accepts an applicant into candidacy. Normally, a Candidacy Committee will grant entrance prior to an applicant's beginning seminary studies. Entrance into candidacy begins a formal relationship in a community of discernment that includes the appropriate Candidacy Committee, the worshiping community of which a candidate is a part, the seminary of enrollment, and the candidacy team in the Domestic Mission unit.



# ENTRANCE

During this period the candidate will:

- ❖ Meet with the Assistant to the Bishop for Leadership in the Synod Office
- ❖ Be an active member of an ELCA congregation for at least one year
- ❖ Apply for Candidacy and complete all Entrance requirements, including a background check and a psychological evaluation
- ❖ Schedule an Initial Interview with a member of the Candidacy Committee
- ❖ Attend an Entrance Interview with the Candidacy Committee.
- ❖ Continue discernment



# ENTRANCE

During this period the home congregation will:

- ❖ Assist in discernment
- ❖ Register the applicant for Candidacy
- ❖ Provide personal support and prayer
- ❖ Provide financial support





# ENTRANCE

During this period the Candidacy Committee will:

- ❖ Receive the application and registration for the candidate
- ❖ Establish a relationship with the candidate
- ❖ Arrange the Initial Interview, the background check, the psychological evaluation, and Entrance Interview.
- ❖ Make an Entrance decision
- ❖ Support the candidate in continuing discernment.
- ❖ Develop a Candidate Plan



# ENDORSEMENT

Endorsement is the official action of a Candidacy Committee recognizing and affirming a candidate's readiness to complete the candidacy process, and a candidate's demonstration of appropriate gifts and characteristics for a specific roster. Whereas Entrance focuses on discernment of readiness for Candidacy, at Endorsement a Candidacy Committee and its seminary partners affirm:

1. a candidate's continued discernment of a call to, and gifts and skills for, a specific rostered ministry, and
2. mutual discernment among a Candidacy Committee, seminary faculty and a candidate of his or her readiness to complete candidacy successfully.



# ENDORSEMENT

During this time the candidate will:  
Prepare an Endorsement essay,  
participate in an Endorsement Panel  
interview, and will have completed  
Clinical Pastoral Education (CPE).

During this time the congregation will:  
Provide personal and financial support  
for the candidate, nurture the  
candidate, and pray for the candidate.

During this time the seminary will:  
Participate in the Endorsement Panel,  
and report on the candidate's progress.





# ENDORSEMENT

During this time the Candidacy Committee will:

- ❖ Receive the Endorsement essay
- ❖ Receive CPE and other reports
- ❖ Participate in the Endorsement Panel interview
- ❖ Make internship recommendations
- ❖ Make an Endorsement decision, which is reported to all partners





# AFTER ENDORSEMENT

The candidate will continue theological preparation, maintain contact with the bishop (or designee) and Candidacy Committee relator, complete internship or field experience, and keep Candidacy file up to date.

The congregation will maintain contact with the candidate, provide personal and financial support, nurture the candidate, and pray for the candidate.

The seminary will report progress to the Candidacy Committee and monitor committee recommendations.



# AFTER ENDORSEMENT

The Candidacy Committee will:

- ❖ Receive reports from the seminary and internship/field experience site
- ❖ Provide ongoing contact and meet with the candidate when helpful



# APPROVAL

The final step in the ELCA candidacy process is approval - a significant **milestone in a candidate's lifelong** journey of discernment. At this stage a Candidacy Committee, the seminary of enrollment (or affiliation), and the candidate are discerning readiness to serve as a rostered minister after successful completion of all academic and candidacy requirements. In granting approval, the Candidacy Committee is acknowledging on behalf of the ELCA that a person is qualified and suited to serve under call as a rostered minister.

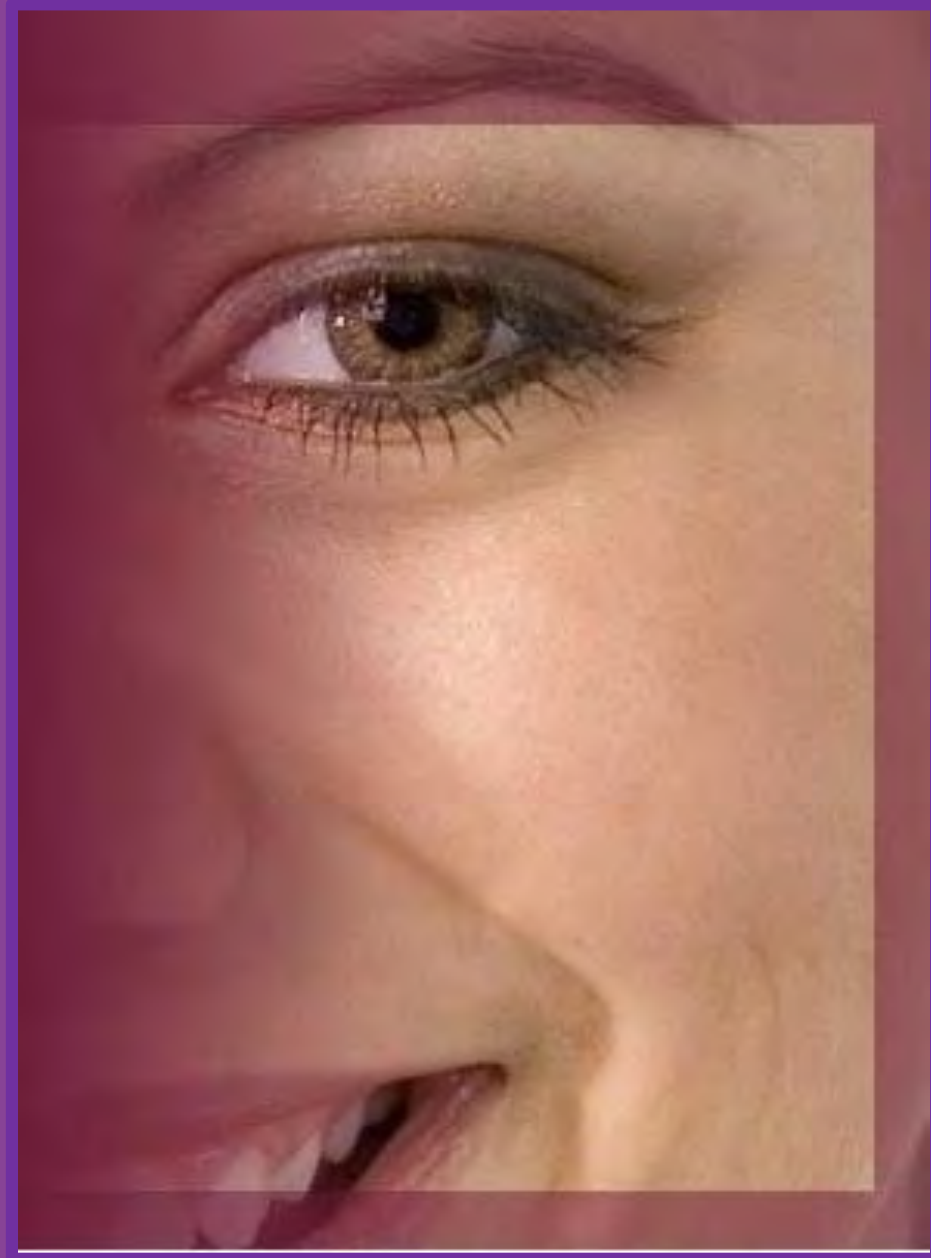


# APPROVAL

During this time the candidate will prepare an Approval essay, participate in an Approval interview, and complete ELCA assignment and mobility forms.

During this time the congregation will provide opportunities for the candidate to be involved in the ministry of the congregation and maintain contact with the candidate in anticipation of the acceptance of a First Call.

During this time the seminary will prepare and vote the faculty recommendation and report to the Candidacy Committee.





# APPROVAL

During this time the Candidacy Committee will:

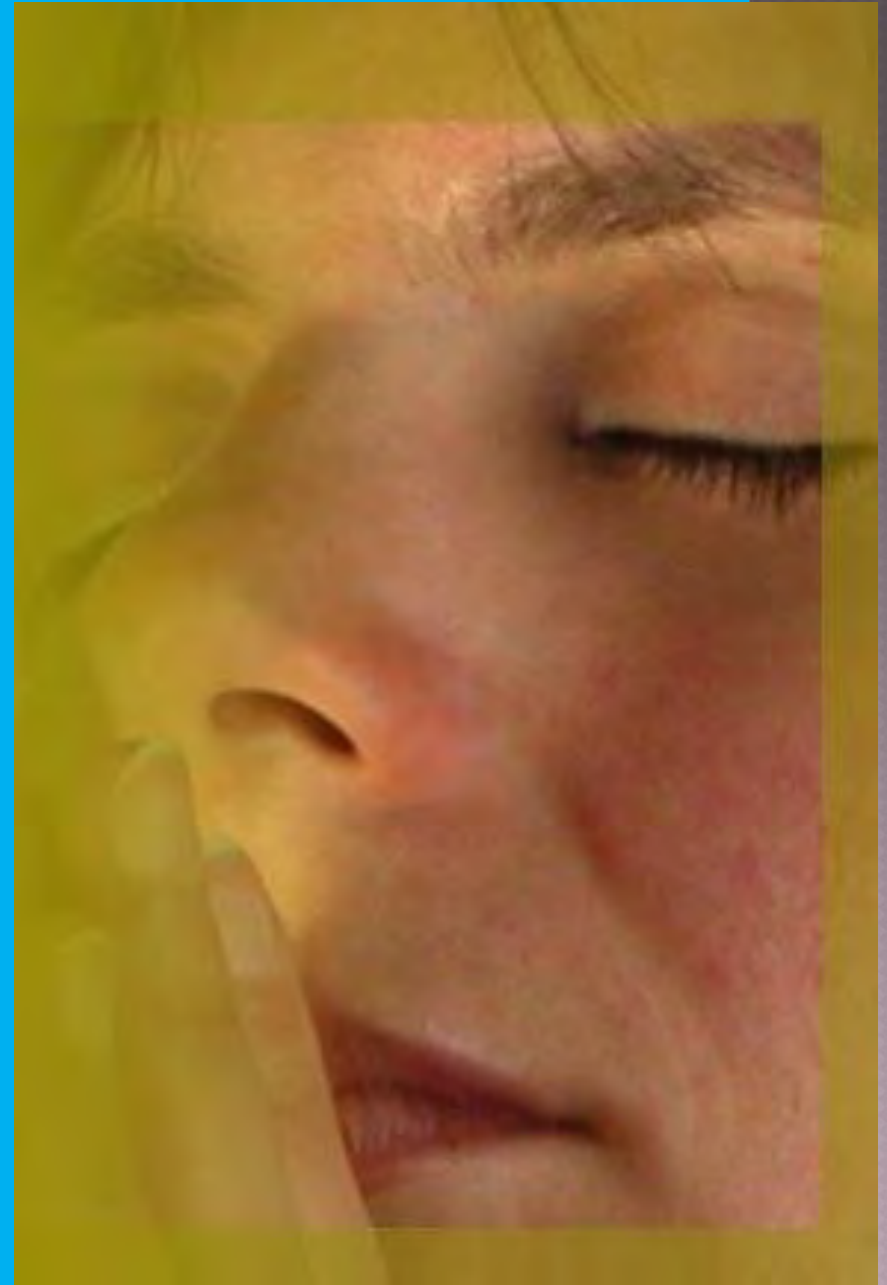
- ❖ Receive the Approval essay and Assignment paperwork
- ❖ Receive seminary recommendation and seminary transcripts
- ❖ Participate in an Approval interview with the candidate
- ❖ Make an Approval decision and report it to the candidate, the seminary, and the ELCA.
- ❖ Support the candidate in the Assignment process.



# ASSIGNMENT

The ELCA calls and sends rostered ministers where they are needed in the life of the church and its **participation in God's mission in the world**. The ELCA is committed to effective, fair, and appropriate placement of rostered ministers for mission and ministry; therefore, all approved candidates must go through the ELCA assignment process before being considered for call.

Following approval, assignment to regions and synods occurs at churchwide assignment consultations arranged by the Domestic Mission unit.



# ASSIGNMENT

The assignment of approved candidates is a complex process, dependent upon the leading of the Holy Spirit, which seeks to integrate and correlate the needs of the church with the gifts and situations of candidates. Those who participate in the churchwide assignment consultation engage in prayer and thoughtful conversation when making assignment decisions.

A call is the official invitation to a pastor or deacon as she or he begins serving a congregation, institution, or agency of the church. Rostered ministers may also be called to serve in secular settings.




# Where to begin?

<http://www.elca.org/Resources/Candidacy#StartHere>

[ELCA.org](#) [Future Directions](#) [Living Lutheran](#) [Youth Gathering](#) [Reformation 500](#) [f](#) [t](#) [i](#) [Call Process](#) [Find A Congregation](#)

 **Evangelical Lutheran Church in America**  
God's work. Our hands.



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## Candidacy


[Start Here](#) [Candidates](#) [Essays](#) [Congregations](#) [Internship & Seminary](#) [Synods](#)


If you are a candidate looking for the application forms, select the **Candidates** tab above for more information.



 **Candidacy Manual 2017**  
[Download](#)

 **Summary of Candidacy**  
[Download](#)

 **Candidate Plan**  
[Download](#)

 **Frequently Asked Questions, Candidacy**  
[Download](#)

**Community Login**   
[LOGIN](#)

**Candidacy**   




# Where to begin?

<http://www.elca.org/Resources/Candidacy#StartHere>

- Forms and applications for candidates, candidacy committees and others
- Contents
  - Candidacy Manual
  - Summary of Candidacy
  - Candidate Plan
  - Frequently Asked Questions about Candidacy
  - Wholeness Wheel Competencies
- Candidate Checklists
  - Minister of Word and Sacrament
  - Reinstatement
- **Click on the “Candidates” tab to begin the application process**

# Candidates Tab

[Home](#) [Resources](#) [Candidacy](#)

## Candidacy

[Start Here](#) [Candidates](#) [Essays](#) [Congregations](#) [Internship & Seminary](#) [Synods](#)

Candidacy in the ELCA is a churchwide process. Entrance into candidacy occurs through a synod candidacy committee which provides guidance and makes decisions on behalf of the ELCA. Any person seeking to become a candidate for rostered ministry in the ELCA should contact a synod office for application information.

Forms are to be filled out and submitted only after contact with the synod. Below is a dropdown synod contact list for you to connect with a Synod Staff.

### Candidacy Contacts


Synod Staff Contact List for Candidacy

SELECT A SYNOD... ▼

#### Community Login

LOGIN

#### Candidacy



LEARN MORE

# Candidates Tab

## NEW Candidacy Process

As a new candidate, you must create an [ELCA Community](#) account before you are able to submit an online candidacy application. Click [here](#) for helpful videos.

1. Do you have an [ELCA Community](#) account?
2. After the account is created you can access the Leader Portal to complete a candidacy application.

**IMPORTANT:** *Some of the PDF documents listed below use features that are not supported by some browsers such as Google Chrome, Safari, or Firefox.*

*It is highly recommended that you save a copy of the PDF to your computer or tablet first, and then open it with Adobe Reader.*



Pre-Endorsement  
Checklist for  
Candidates at Non-  
ELCA Seminaries  
(Appendix E)

[»Download](#)



Financial Counseling  
Flowchart

[»Download](#)



Personal Health  
Assessment

[»Download](#)



Personal Financial  
Worksheet

[»Download](#)



SAMPLE Candidacy  
Application

[»Download](#)



Application for  
Reinstatement to the  
Roster

[»Download](#)



Application to the  
Roster of Ordained  
Ministers from  
Another Christian  
Tradition

[»Download](#)

# Many Options for Seminary

## Traditional 4 year program

- Two years of seminary coursework with Clinical Pastoral Education between the first and second year
- One year internship
- Final year of seminary coursework



# Many Options for Seminary

(the following examples are from Wartburg Seminary, but all ELCA seminaries have similar options.)

## Distributed Learning (online)

- Two years of online seminary coursework with some on-campus coursework.
- Clinical Pastoral Education between the first and second year, or in an extended or detached program
- One year internship
- Final year of seminary coursework

# Many Options for Seminary

## Collaborative Learning

- Four years imbedded in a congregation working 20 hours per week
- Online coursework, with one week on-campus each semester
- Clinical Pastoral Education between the first and second year, or in an extended or detached program
- 18 month internship served in the congregation

# Many Options for Seminary

## Wartburg/Wartburg 3-3 Program

- This program will include 3 years of BA education at Wartburg College with at least one semester interfacing with Wartburg Seminary. For this semester, students will participate in theological education through the digital learning platforms offered by Wartburg Seminary. The final 3 years (including internship) will be located in a collaborative congregational context.

# Many Options for Seminary

## Theological Education for Emerging Ministries (TEEM)

- Certificate program, NOT an M.Div program
- For candidates 40 years or older
- Four years imbedded in a congregation working 20 hours per week
- Online coursework, with one week on-campus each semester
- Clinical Pastoral Education between the first and second year, or in an extended or detached program
- Internship served in the congregation
- The site is identified first, not the candidate! Candidates may not “self-select”



The Northeastern Iowa  
Synod currently has  
18 seminarians!

In the fall we will have  
at least 3 more!

Keep up the good work!