



Seven Steps in the Call Process for Congregations

1. The Current Pastor Resigns

- Pastor's resignation is announced.
- A farewell celebration is planned and the ministry is celebrated.
- Pastor and congregation each follow a new path.

2. Beginning the Interim

- Synod staff helps congregation arrange for interim ministry.
- Church council helps keep congregation focused on its mission.
- Congregation continues its ministry.

3. Completing the Ministry Site Profile (MSP)

- Synod staff helps the congregation understand the call process and the MSP.
- Information is gathered from the entire congregation as a “snapshot” of ministry.
- MSP is prepared as an aid for call committee, pastoral candidates, congregation, and synod staff.
- How is God at work in and through this congregation – past, present, and future?

4. Forming the Call Committee

- A congregational call committee is formed and installed.
- Officers are elected for the call committee.

5. Considering Candidates (Competency, Chemistry, Commitment)

- Synod staff presents candidates to the call committee for consideration.
- Names are surfaced through the synod office, interested pastors who self-nominate, and the congregation itself.
- The goal of the call committee is to represent the congregation as it searches for a pastor who can lead them into the future God has in mind.
 - What do the congregation and new pastor expect of each other?
 - It's not shopping at the store; it's searching for a partner in ministry.
- Confidentiality is crucial for the call committee in terms of detailed information concerning pastoral candidates.
- Who does God have in mind for this congregation? Be prepared to be surprised!
- The Holy Spirit is involved in this process – really.

6. Extending the Call

- The call committee recommends a candidate to the council, who will present the name to the congregation for a vote.
- A congregational meeting is scheduled for voting on the candidate.
- Bid farewell to the interim pastor.

7. Welcoming Your New Pastor

- Once the call has been accepted, an installation date is set with synod office.
- Welcome your new pastor with open arms!
- Throw a party! Call your friends! Praise the Lord!

Throughout the call process, the entire congregation is involved in three activities:

· *Prayer*

· *Patience*

· *Communication*

For more information – · www.swmnelca.org under Call Process

· Synod Office – 507-637-3904

· Support for Call Processes – Carla Klawitter – carla.klawitter@swmnelca.org