



Seven Steps in the Call Process for Congregations

1. The Current Pastor Resigns

- 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. Mission Assessment

- Synod staff helps the congregation understand the call process and the Ministry Site Profile (MSP).
- A Mission Assessment is begun to develop a picture of how God is at work in and through this congregation – past, present, and future. Often a team is appointed to work with the interim pastor to conduct this assessment which will involve the whole congregation.
- The assessment report is approved by the congregation council and presented to the congregation.
- Work on the MSP begins based on the assessment report.
- When finished, the MSP is approved by the congregation council and submitted to the synod.

4. Complete the MSP and form the Call Committee

- A call committee is formed and installed following the process in the congregation's constitution. Roles for the call committee members is decided.
- The call committee develops interview questions and a strategy.
- It is recommended that call committee conduct a practice interview.

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!

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

• Synod Office – 507-627-9041

• Support for Call Processes – Tammy Sather – tammy.sather@swmnelca.org