



## 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.
- A Mission Assessment Team is appointed to work with the interim pastor to develop a picture of how God is at work and through this congregation – past, present, and future. This assessment 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.

### 4. Forming the Call Committee

- A congregational call committee is formed and installed. The committee decides on roles and responsibilities.
- The MSP is finished and approved by the congregation council.

### 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](http://www.swmnelca.org) under Call Process

· Synod Office – 507-627-9041

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