

Indiana-Kentucky Synod Transition Process Summary *(Call Process Outline)*

- 1.0** When a pastor resigns, a transition visit is conducted by the bishop of the synod, with the Congregation Council and the resigning rostered minister. The resigning pastor/deacon or the Congregation Council President should contact the Bishop's Office as soon as possible to schedule the visit.

Provision is made for pastoral service in one of two ways:

- 1.1** A pastor serving a neighboring ELCA congregation is appointed to serve as **Pastor of Record**. Responsibilities include support of the congregational leadership by attendance at monthly council meetings and congregational meetings as their schedule allows, as well as emergency pastoral care for the congregation such as hospitalizations and funerals. The Sunday worship services are conducted by supply pastors secured from a supply list provided by the synod office;

OR

An Interim appointment is made by the Bishop in cooperation with the Congregation Council. The **Interim Pastor** provides both weekday and Sunday pastoral ministry on a full or part-time basis as determined by the Congregation Council.

- 1.2** The names of the persons who can assist the congregation in discerning its health and mission, including conducting the Exploring God's Expectations Workshop is given to the Council. The Council Chair makes arrangements with this person to conduct the workshop.
- 1.3** The person in the synod office who works with the Call Process will be identified. This person will meet with the Congregation Council and the Call Committee (when it is formed) to give an overview of the Call Process.
- 1.4** The name of the head of the Healthy Congregations Team is given to the Congregation Council to assist if needed in addressing any internal concerns.
- 2.0** The Congregation Council appoints or the congregation elects a Call Committee which is representative of the congregation membership and concerns. The person in the Synod office meets with the Call Committee and Congregation Council to give an overview of the Call Process. A survey is conducted to determine needed leadership skills and interests. One to three candidates will be submitted to the Call Committee for consideration. The Call Committee has the responsibility of interviewing **all candidates** to be considered for call.
- 3.0** The Call Committee conducts initial interview(s) with the candidate(s) seeking to match the gifts and ministry style of the candidates with the stated needs of the congregation. It is expected that this process will be completed within 30 days of the first interview.

