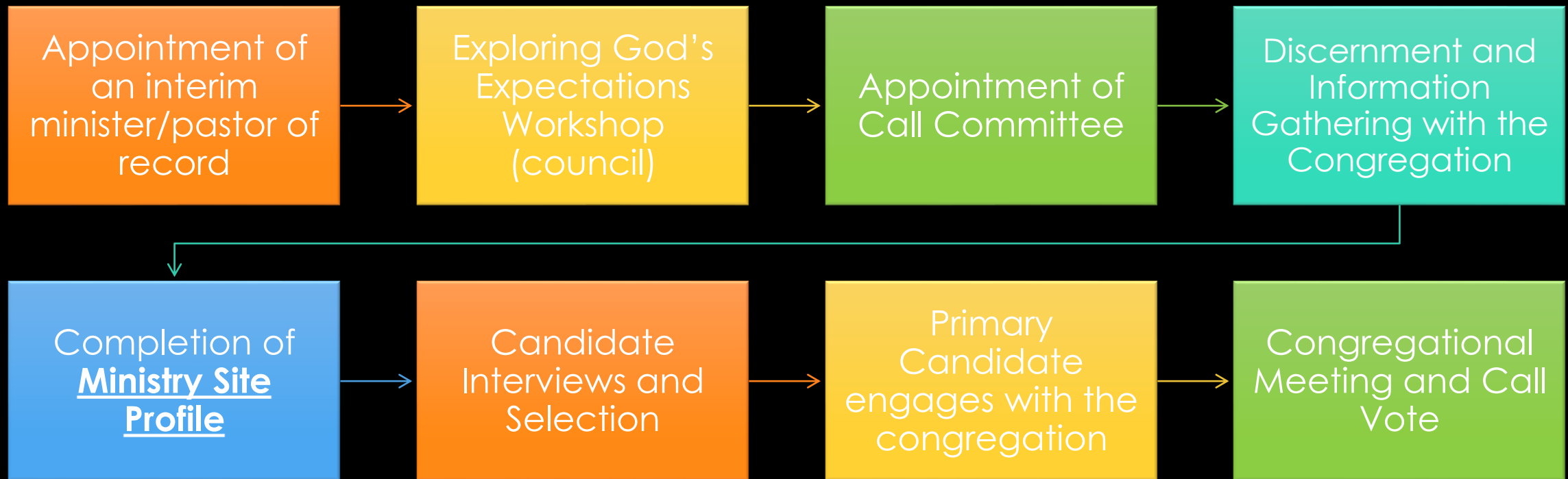




CALL PROCESS: INTRODUCTION

Rev. Heather Apel, Assistant to the Bishop for Leadership
Indiana-Kentucky Synod, ELCA

CONGREGATION TRANSITION STEPS



MINISTRY SITE PROFILE



Who you are as a congregation – summarized on paper



Nuts and bolts about the congregation



Vision and Mission: trends, programs, goals, energy, characteristics, purpose, giftedness and mission



Leadership Needs: ministry tasks, gifts, skills, experience, etc.

CANDIDATES DISCERNMENT WITH THE CALL COMMITTEE

Seek qualified candidates that match the ministry, gifts & skills identified by congregation

ELCA Mobility
Database

Candidate self-
selection

Possible candidates
submitted to synod
from congregation

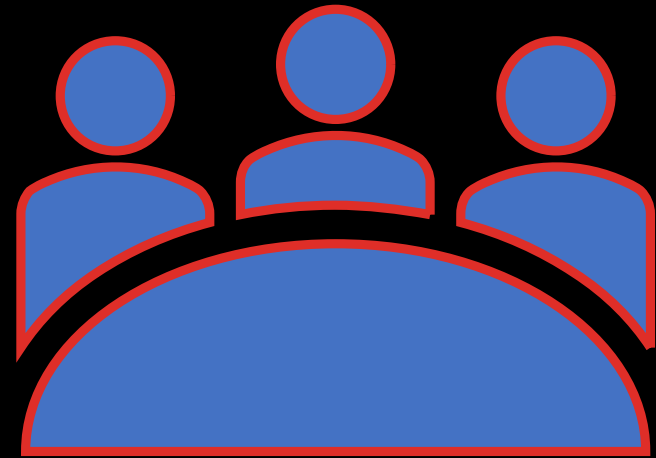
Rostered Minister Profile(s) sent to the Call
Committee (1-3 individuals)

Virtual and in-person interviews
(prayer and confidentiality are important)

Selection of primary candidate
or seek additional candidates to interview

CANDIDATE ENGAGEMENT WITH CONGREGATION COUNCIL

- Interview Primary Candidate (no others can be considered) – often in-person but may be virtual [staff may confidentially meet candidate if appropriate]
- Further discernment if ministry skills and gifts align with vision and mission of congregation
- Discuss financial compensation and benefits
- Congregation Council votes to nominate the candidate for consideration of call by the congregation [also approves compensation/benefits to be voted on]



CANDIDATE MEETS THE CONGREGATION

Opportunities will be arranged for the members of the congregation to meet the candidate – formally and informally

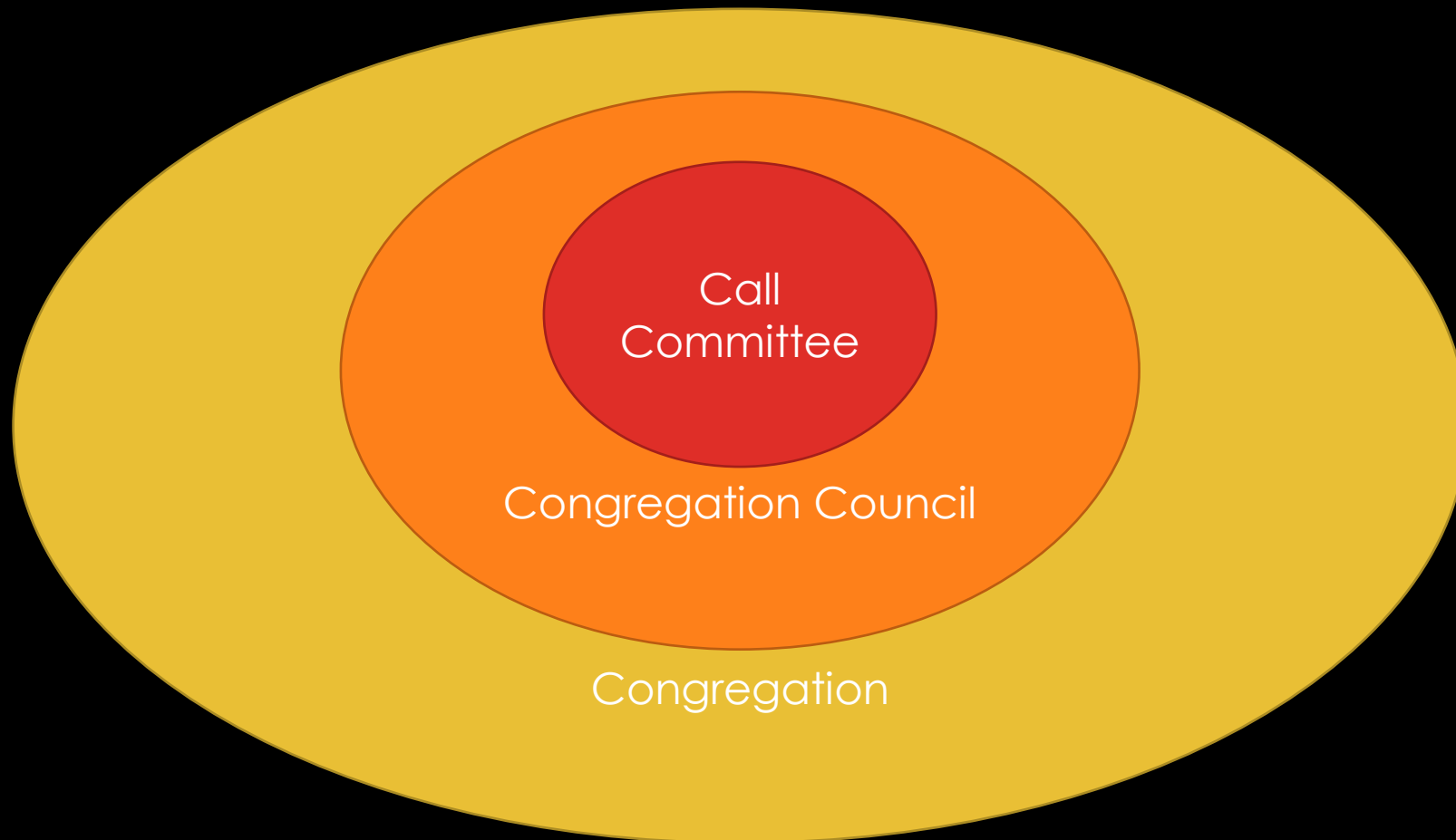
- Fellowship events
- Q&A Sessions
- Lead Worship/Bible Study

Special Congregational Meeting is scheduled (led by representative of the Bishop)

- 1st vote – to call the candidate as pastor (2/3 vote required)
- 2nd vote – to approve compensation and benefits as presented by council (simple majority required)

Candidate is notified of vote results, 30 days to accept call

A CANDIDATE'S INTERACTION



ANY
QUESTIONS?

